



# STOP THE PRESS

**Due to current COVID-related travel restrictions, Session 2 of the Women in Water 2021 Program is postponed until November.**

**As a result, there are changes to upcoming PCT events:**

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## WiW Graduation

22 July – POSTPONED to  
Thursday 18 November 2021

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## Fellows PD Day

22 July – now delivered  
ONLINE. Places are limited,  
register here: <https://events.humanitix.com/pct-fellows-professional-development-day>

(PD Day will also be recorded  
and made available afterwards  
for those unable to make it on  
the day)

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## Fellows Networking Breakfast in Canberra

23 July – CANCELLED, BUT:  
There is an opportunity for  
Fellows to have Networking  
Breakfasts in other capital  
cities instead. If you'd like  
to help organise a local  
Fellows catchup email  
[bek@petercullentrust.com.au](mailto:bek@petercullentrust.com.au)  
ASAP

# Bridging



Peter Cullen  
Water & Environment Trust

Issue No. 44 / July 2021 / ISSN 220-1654

Newsletter of the Peter Cullen Water & Environment Trust

Winter Edition

## From the Chief Executive Officer

Editions of Bridging are named after the four seasons of English tradition. In Darwin, as I write, it is the middle of Winter and the first day of NAIDOC (the National Aborigines and Islanders Day Observance Committee) week. The Dry Season has embraced the Top End reaching a delightful 30-degrees, with a mild chill in the 20-degree morning. Definitely not Winter, but enough to look for a light second layer of clothing for my morning walk along Bundilla Beach which until March 2021, was named Vestey's Beach. Bundilla meaning "young girl" in Larrakia language, is a refreshing name change to a beach named after Lord Vestey, the English Cattle Baron who once owned the Wave Hill cattle station from which Vincent Lingiari led the walk off, and his campaign for the return of his people's lands.

Like the naming of a beach after Lord Vestey, Winter is not a good description of this Season for Northern Australia. The Jawoyn calendar, around Katherine, NT, has five seasons, with July and August being the Malapparr Season or the cold weather period of the Dry Season. There is a wonderful resource at [Indigenous Weather Knowledge](#) with 16 seasonal calendars established by the Bureau of Meteorology in partnership with Monash University's Centre for Indigenous Studies in support of their Reconciliation Action Plan. A great initiative.

The Peter Cullen Trust is establishing our Reconciliation Action Plan. Our focus is the empowerment of Indigenous leaders through our leadership programs, their ongoing personal and professional development, and supporting their influence. The Board is keen to explore how we can be more impactful in this mission, and other initiatives in reconciliation. If you are a Friend or Fellow interested in assisting on the RAP Working Group, please let me know.

We are delighted that our Women in Water (WiW) and Science to Policy (S2P) flagship programs are back in 2021. I would like to acknowledge the incredible work that our team of Linda Cumming, Executive Officer, and Bek Christensen, Programs Director, in preparing and managing COVID safe protocols, plans and contingencies to make this possible. The rescheduling for WiW an example.

There are two exciting developments with WiW program which commenced in 2016 with sponsorship by Victorian Government and then opened up as a national program in 2018.

Firstly, Raoul & Helen Middelmann have joined with the Trust in offering an annual scholarship for WiW. This is an exciting opportunity which will allow the Trust to extend our impact beyond traditional candidates. Thank you for your generosity Raoul & Helen.

Secondly, the Trust has entered into a partnership with the Pinnacle Charitable Foundation and Riparian Capital Partners to support the WiW Leadership Program. This strategic relationship, a first for the flagship programs, has been possible through our shared values and aspirations. The partnership will support the diversity of participants, make new opportunities possible in the program design and support WiW Fellows in their leadership journey. Thank you to the Pinnacle Charitable Foundation, and Riparian Capital Partners.

Stay safe, and best wishes as you pay it forward.

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## Strategic Plan

As we move into the second decade of the Peter Cullen Trust, the Board has set out the strategic direction for the next four years. This is an exciting time in building upon the strong foundation with over 10-years of leadership programs with 200+ Fellows and 150+ Friends.

The [Strategic Plan 2021-2024](#) has a focus on individuals, network and systems to guide us in what we will do, and what success will look like. This aligns with the key elements of system leadership. We welcome your feedback, and suggestions on translating the strategic plan into action.



## Programs Update

### Fast forward. Play. Pause. Play. Stop. Rewind. Stop

This reflection briefly captures what the last 6 months has been like at PCT, with some months as a blur of activity, along with some periods of almost-stillness thanks to the everchanging COVID situation unfolding around us.

Across March to May we did our best to make hay while the sun was shining, welcoming 16 women to this year's Women in Water Leadership Program. Session 1 took place in a very cold week, but we were pleased to find them all alive and in fact thriving at the end of that week.

We have just had to postpone Session 2 of the Women in Water Program, due to the current COVID-related travel restrictions across many States and Territories. Instead, we will hold the WiW Session 2 in parallel with Session 2 of this year's Science to Policy Program. That means on 18 November PCT will host a 'super' graduation from both Programs together – please consider coming to Canberra to welcome 34 new Fellows to the PCT Fellows community!

### COMMUNICATING WITH IMPACT AND INFLUENCE

The period of open borders in Australia meant we could finally commence our four part Communicating with Impact and Influence Program for groups within DELWP. Many thanks to PCT Board and Fellows who have shared their experience and insights into the program group – Karlene Maywald, Chris Arnott, Paul Feikema, and Lisa Ehrenfried. We have successfully delivered three out of the four sessions for this program, and keenly await the re-opening of quarantine free Qld-Vic travel to enable me to see the group for our final session!

### SCIENCE TO POLICY 2021

Thanks to Paul Frazier and Kaye Cavanagh for your time and insights as we interviewed the 20+ applicants for this year's Science to Policy program. As you would expect, all the candidates are passionate about making a difference and leading change in the water and environment sector. It is a tough call to make, but we look forward to welcoming the 18 successful candidates to the Science to Policy Program in September. This year's cohort includes people from most states and territories (NT and Tas – hopefully we'll get you next time!), people from Government, NGOs, private industry, and research organisations, and three Indigenous Australians.



2021 Women in Water Leadership Program participants at Session One in May

### WSAA YOUNG UTILITY LEADERS PROGRAM 2021-22

For the first time, the Trust has helped WSAA with the final selection of participants for the Young Utility Leaders Program. The shortlist of candidates blew me away with their application videos and it was incredibly exciting to see the calibre of young leaders coming through our water utilities nationwide. There were seven exceptional young leaders who WSAA had to say 'no' to for this year's program, but we really want to encourage those young leaders and support their commitment to learning and development. With that in mind, we are looking for PCT Fellows to mentor these 7 young leaders over the coming 12 months. Please see the note elsewhere in Bridging for more details.

### A #WATEREVOLUTION IS COMING

And last but in no way least, we have been working on plans for #waterEvolution, which is scheduled for Friday 12 November 2021 – mark your diaries now! Many of our PCT Fellows have participated in focus groups or one-on-one chats with Will Tait, our partner from FutureCrunch. Your insights, suggestions, and stories have wowed us, and been critical in shaping the event. If you haven't already, watch the video here that explains everything #WE for you: <https://www.waterevolution.com.au/pct-fellows-1>

PCT Fellows, we need YOU to share your water stories. To help you get started, we have a full PD Day on digital storytelling, running online on 22 July. Register now [please hyperlink 'Register now' to: <https://events.humanitix.com/pct-fellows-professional-development-day>

**Dr Bek Christensen, Program's Director**



## Opportunities for Fellows

### PCT Fellows – can you mentor a Young Utility Leader?

PCT is again partnering with the Water Services Association of Australia to deliver the Young Utility Leaders Program. Only 5 young leaders are accepted into this Program each year through a highly competitive process, meaning several self-motivated, high calibre, young leaders miss out on the program every year.

We want those shortlisted young leaders who miss out, to be encouraged and supported to continue in their development. We are looking for PCT Fellows who can mentor one of these young leaders over the next 12 months.

If you'd like to have an impact by being a mentor, please email [bek@petercullentrust.com.au](mailto:bek@petercullentrust.com.au) by COB Tuesday 20 July.

### Fellows Development Day, 22 July: Successful Strategies for Digital Storytelling

Delivered online and Facilitated by [Rebecca Saunders](#), and Will Tait from [Future Crunch](#)

"Speak for the rivers! Speak truth to power! Bring everyone into the conversation!" These are the key challenges that Peter Cullen set for himself and those that follow in his footsteps. This year's professional development program is aimed at enabling Fellows to rise to these challenges via the screen.

Book your place here (free of charge): <https://events.humanitix.com/pct-fellows-professional-development-day>

### Fellows Breakfast, 23 July

With the postponement of WiW, the planned Fellows breakfast in Canberra won't be going ahead. But you can host other breakfast events wherever you are! If you'd like to help organise a Fellows social catchup on 23 July, please email [bek@petercullentrust.com.au](mailto:bek@petercullentrust.com.au)

### Upcoming Leadership Lunches

(Stay tuned to your inbox for booking details)

- Tuesday 20 July, Melbourne: Monica Nolan, Principal Public Health Officer, Wastewater Surveillance, Vic Health
- Friday 6 August, Perth: Ingrid Cumming, Noongar Leader
- Wednesday 18 August, Brisbane: Dr Karen Hussey, Deputy Director-General Environmental Policy and Programs, Department of Environment and Science

Lunches may be postponed or move to online delivery at short notice pending COVID changes

### #wateREvolution, Friday 12 November 2021

You're invited to join us online or in-person at one of several regional hubs across Australia for an afternoon of storytelling, discussion, and networking.

This celebratory event will launch the #wateREvolution digital storytelling library - an online resource featuring videos stories on themes of: speaking for the rivers, speaking truth to power, and no drop left behind!

How will it work? Who can be involved? What can I do? Find all the details here: <https://www.waterevolution.com.au/pct-fellows-1>



## Peter Cullen Trust Lunch with a Leader Series

### Professor Lyn Beazley

Perth's latest Lunch with a Leader session was held with Professor Lyn Beazley, the ex-Chief Scientist of WA (as well as a long list of accolades including WA Australian of the Year in 2015) at the Water Research Innovation Precinct to a sell out crowd. I first listened to Lyn about 10 years ago at a lecture at CSIRO and she hooked me in with her passion for science, education and her endearing smile. So, having the chance to listen to her talk about "stumbling into leadership" was an opportunity I was not going to miss!

Susie Williams introduced Lyn, having had her as a Professor of zoology many years prior – she still remembered Susie's family dog after all these years. Lyn did things differently to what we've seen over here in the Lunch series and presented some photos, her story and asked us to problem solve!

Lyn discussed her involvement with the Terrestrial Ecosystem Research Network (TERN) and coming on as new Chair when the organisation was in a difficult period. She delivered a free-flowing, interactive discussion inviting Fellows to suggest ways she could have tackled the issues she described. Lyn talked about the power of strategic influence and the power of connection. She reformed their Board meeting structure whereby they met at each TERN research sites successively rather than in the Brisbane head office. These site visits transformed both the engagement and understanding of the Board, scientists and funding partners and turned the organisation around.

Lyn kept interrupting herself throughout the event to tell us people we should get to events in the future! She was generous and open and wanted to share as much as she could, constantly mentioning incredible people she wanted to showcase. She really embodied the PCT ethos of paying it forward, almost tirelessly.

What I loved in her presentation, was her constant advocacy for other amazing women that she works with or has met in her journey. Telling us about Rosie Batty, 2015 Australian of the Year who in Lyn's words "should of and did win the award". Lyn's meeting with Rosie Batty catalysed a small investment by Lyn and three female friends to develop a 'Financial Toolbox' and training program to support women in domestic abuse situations to become more financially independent. This is a departure from Lyn's science passion, but she saw a need, brought people together and drove enduring social change through her leadership and drive. Lyn has also suggested we run a Financial Toolbox workshop for PCT Fellows.



One great piece of advice Lyn gave is that if you have extremely busy people you need to influence "boardroom breakfasts" are a way to go. Another was that you need 4 legs for a stable table. The "4" legs are government, academia, community and industry. If you have "3" legs you can influence to get the fourth leg on board, but if you have two you don't really have a table. I'm never going to look at my dining table the same way again!

I have so many more anecdotes and words of wisdom from listening to Lyn that day, but I can't emphasise how great a leader Lyn really is. I showed Lyn around our Water Research Innovation Precinct after the event had finished to showcase some of the research being conducted with industry and universities to help my own organisation the Water Corporation with technical issues we have identified. Lyn was fascinated with what we were doing which showed her great love of science! As I said, I could go on and on about Lyn, but there's only so many pages in this newsletter.

In turn, Lyn sought a pledge from some of us after the lunch to offer scientific mentoring for kids at a school she is on the Board of. We will foster the relationship with Lyn as her networks will amplify ours.

Thanks once again to Susie Williams for giving her introduction, as well as Suzanne Brown for bringing her laptop (as I forgot to bring mine with all the organising for the day!).

**Article by Stacey Hamilton,  
2018 Fellow and Perth City Lunch Lead**



## Appointments



### **PCT Board Director Professor Andrew Campbell has been reappointed ACIAR Chief Executive Officer**

Professor Campbell is one of the founding Friends of the Peter Cullen Trust and has been a Trust Board Director since 2018. A friend of the late Peter Cullen, Professor Campbell was one of the original group of people who met at the Boat House in Canberra in 2009 to discuss ways to keep Peter's legacy alive. This discussion gave rise a year later to the Peter Cullen Water and Environment Trust and Professor Campbell continues to play an active role in the Trust's endeavours.

On June 24 Senator the Hon. Marise Payne announced that she had extended the appointment of Professor Andrew Campbell as Chief Executive Officer of the Australian Centre for International Agricultural Research (ACIAR), until 31 July 2023.

During his five-year tenure, Professor Campbell led the development of a 10-Year Strategy that transformed ACIAR, by increasing investment in the Indo-Pacific and focusing strongly on issues such as food security, gender equality, climate change, nutrition and health.

Professor Campbell oversaw the implementation of capacity building partnerships such as the Meryl Williams Fellowship, fostering opportunities for female agricultural scientists in developing countries. ACIAR has an alumni network of more than 800 scientists, many in leadership roles in partner countries.

Senator Payne acknowledged Professor Campbell's leadership over the past five years, including his commitment to gender equality which saw the proportion of women in senior roles at ACIAR increase from 11 per cent in 2016 to 70 per cent currently. Professor Campbell has strengthened Australia's multilateral influence in agricultural science, in which Australia is a world leader.

Professor Campbell also currently Chairs the Global Research Alliance for Agricultural Greenhouse Gases - a collaboration of 65 member countries - and represents Australia on the System Council of the CGIAR.

## New Friends

### **Richard McLoughlin has recently become a Friend of the PCT.**

Richard's career commenced with more than 13 years in natural resource management research roles with CSIRO, followed by senior NRM roles in the Tasmanian and Victorian governments. In 2004 he transferred to the Australian government as Managing Director of the Australian Fisheries Management Authority (AFMA), followed by roles as Assistant Secretary for National Irrigation Efficiency and National Water Resources, as well as A/CEO of the National Water Commission, in both the Commonwealth Environment portfolio and then Department of Agriculture and Water Resources. He retired from these roles at the end of 2018.

In April 2019 he was invited to establish a new Commonwealth water infrastructure entity - the North Queensland Water Infrastructure Authority - and was appointed as its inaugural Chief Executive Officer. He retired from this role and the Australian Public Service in April 2021.

Richard holds a B.Sc. (Hons) and M.Sc. from the University of NSW in Marine Sciences. He is a graduate of the Australian Institute of Company Directors and the Executive Fellows program of the Australian and New Zealand School of Government. He continues to be a member of the International Advisory Committee for the Global Water Institute at the University of NSW and is an Honorary Fellow of the School of Engineering and Computer Sciences at the University of Wollongong.

Welcome Richard.



## Dr Emma Carmody 2013 PCT Fellow and Legal Advisor to the Ramsar Convention on Wetlands

Emma Carmody has been busy with her work as Legal Advisor to the Ramsar Convention on Wetlands. Specifically, she spent the week of June 21 advising the Secretariat and Contracting Parties to the Convention during the 59th meeting of the Standing Committee, which took place electronically due to the pandemic. The Standing Committee is the second largest governance body of the Convention (after the Conference of the Contracting Parties, or COP) and is made up of countries from each of the six representative regions. It usually meets yearly in Switzerland and is tasked with overseeing the ongoing work of the Convention and Secretariat between COP meetings (which take place every three years). This year, the SC held a truncated meeting which focussed on core issues including budgetary matters and the progress of work being undertaken by various subsidiary bodies known as working groups. To find out more about SC59 and the Convention, visit [Homepage | Ramsar](#)



## The Big Fib - "Rivers"

PCT fellow Phillip Jordan has recently appeared as a guest on "The Big Fib" Podcast. The Big Fib is a fun game show, aimed at teaching 8 to 12 year old children to spot truth tellers from liars. Phillip contributed to the topic "Rivers". Links are <https://lnkd.in/g45bBWt> & <https://lnkd.in/gTfwhg2> Have a listen to see if you can beat the kids and pick the fib.





## Leadership is Language

PCT fellow Monique White was interviewed about “Sharing the Water Story” for the Picture you in Agriculture, Leadership is Language series. Leadership is Language with Monique White sharing how farmers can share the water story with the wider community – Picture You in Agriculture Chat ([art4agriculture.chat](https://art4agriculture.chat))



## Queens Birthday Honours – Sarah Ryan

Friend of the Trust Sarah Ryan, was awarded a Member of the Order of Australia in the Queens Birthday Honours Awards, for 'significant service to the environment, to education, and to the community.'

Along with her decades of work as part of the CSIRO, which led to significant work as part of the Murray-Darling Basin Commission, Dr Ryan has also played a leading role as chair of the National Resource Management Council. She has also led the ACT Bushfire Council since she was appointed as chair in 2017.





## The Peter Cullen Trust gratefully acknowledges these generous donors and sponsors

The Reverend Vicky Cullen

Jigsaw Farms

Professor John Langford

The JEL Foundation

Raoul and Helen Middelmann

Pinnacle Charitable Foundation

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Commonwealth Environmental  
Water Holder

CRC for Water Sensitive Cities

CSIRO

Department of Agriculture, Water  
and Environment

Department of Environment, Land Water  
and Planning (DELWP)

Department of Environment and Science

Department of Primary Industries, Parks,  
Water and Environment (DPIPWE)

Department of Water and Environmental  
Regulation WA

Institute for Applied Ecology

Jacobs Consulting

Melbourne Water

Murray Darlin Basin Authority

Water Corporation WA

WaterA

Westernport Water

Unity Water

University of Melbourne

Yarra Valley Water



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