

Newsletter – Sydney May 2018

Dear friends

My intention in these newsletters is to highlight the challenges facing women and mostly the progress that they are making around the world, often underreported.

This time I start by recognising the outstanding achievements of the former President of Liberia, **Ellen Johnson Sirleaf** who has just been awarded in Rwanda the Mo Ibrahim Foundation's *Prize for Achievement in African Leadership Governance*. After that, however, I will highlight the attainments of two significant men. The first is Professor **Joseph Stiglitz**, Nobel Prize winning economist and champion for global economic justice, who has won the *2018 Sydney Peace Prize* for leading a global conversation about the crisis caused by economic inequality while advocating for just solutions to the defining challenge of our time. The second is **Tim Hammond**, a promising member of the Australian federal parliament who has resigned from a key shadow portfolio position to put his family – his wife and three young children ahead of his political career. Doing this in the face of what society expects of men, he has opened a conversation that we should all be having with the young men in our lives,

As usual it is a long letter so please choose from the links below any particular items of special interest.

Some of the words in Sirleaf's acceptance speech resonate with my life experience. "God has bequeathed upon me a restless spirit. One that is never fully satisfied, always believing things can be better – for Liberians, for Africa, for people in poverty, for women and girls around the world. And now, after eight decades, I have come to realize that this impatience, which at certain times in my life felt to be an unrelenting burden, is actually a gift—a great treasure. I am convinced it is this restless spirit, in part, which drove me to public service and, like a wind against my back, propelled me forward towards dreams I had yet to even visualize. I submit that it is a restlessness that took hold of our fallen sister, **Winnie Madikizela-Mandela**, giving her the fiercest of courage to stand up against Apartheid State despite the imprisonment of her husband, and in the face of physical and psychological abuse. Her indomitable spirit will continue to drive me through my remaining years."



Tim Hammond, a prominent shadow minister in the Australian federal parliament shocked the nation when he resigned a promising political vocation putting his family ahead of career in the face of what society expects. He explained that with

children aged six, two and a half, and seven months, he could no longer balance his work and family life. The cost of negotiating family and work is territory familiar to every wife, mother and daughter around the world. However, despite the rise of men working part-time, it is still uncommon to see a man publicly engage in a significant career change in order to spend more time at home. He said, “We have tried everything we can to keep all of this together in a way that isn’t going to compromise the strength of what we all have as a family.” It is important to continue to change our workplaces so that all workers can have an acceptable work-life balance. A young family places demands on mothers and fathers and they only have a single chance of watching small people grow and forming a good relationship with them. Young men need to be told that a career can wait, but babies cannot. Hammond plans to go back into the law, representing the sick and dying, and Aboriginal victims, while being “at home every night”.

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Women in Politics.



Epsy Campbell Barr is the first black person and the first woman ever to become vice president in Costa Rica, and the first black woman to do so in Latin American history. She is one of the founders of the ruling Citizen Action Party and will be second in command to president-elect **Carlos Alvarado Quesada**. Campbell Barr said, “It will be a responsibility not only to represent people of African descent but to represent all women and men in the country, a country that gives us all the same opportunities”. Born in San Jose, she is a third generation Costa Rican of Jamaican descent, named in honour of her paternal grandmother who emigrated from Jamaica. Campbell Barr follows in the footsteps of **Thelma Curling**, the first Afro-Costa Rican legislator, **Victoria Garron** the first vice-president and **Laura Chinchilla** the country’s first female president.



Bogolo Joy Kenewendo is Minister of Investment Trade and Industry in Botswana after being specially elected by the President. At 30 years old, she is also the youngest MP in the country. Kenewendo won a Chevening scholarship to complete a Master of Science degree in International Economics at the University of Sussex. She was one of two Botswana youth delegates to the 64th Session of the UN General Assembly where she presented a statement of African youth. Kenewendo has been working as a trade economist in the Ministry of Trade and Industry in Ghana and was previously employed as an economic consultant at Econsult Botswana. Her priority coming into office is the revitalisation of the economy through better job's perspectives. Her motto is 'Dream it, believe it and make it happen'.



Krishna Kumari Kohli, is the first ever lower-caste Hindu Dalit woman to be elected as a Senator in Pakistan, a Muslim-majority South Asian nation. A member of the left-leaning Pakistan People's Party (PPP), she is one of the 'untouchables', the lowest rung of the caste system that still prevails in Pakistan and neighbouring India. Kumari was married off while she was in ninth grade, but her husband and in-laws supported her education. In 2013 she completed her post-graduation in sociology from the Sindh University. She worked for a non-governmental organization (NGO) before joining the PPP of the assassinated former Prime Minister **Benazir Bhutto**, actively working for the rights of downtrodden people of marginalised communities. "I feel delighted, this was unthinkable for me to reach the senate", Kumari said. The number of non-Muslims elected by the opposition party is now six, the highest minority representation in the upper house in the history of the country.

Several new female politicians have taken up positions in the Australian Federal parliament this year. **Ged Kearney** has a seat in the lower house while **Kristina Keneally** and **Amanda Stoker** are in the Senate. At 35, **Stoker** becomes one of youngest women in the Senate, and brings an extensive legal background to the role of Attorney General. She has stated her areas of focus: "I'm ready to fight to improve the international competitiveness of Australian students' school

performance, and to ensure there are high-quality education opportunities available in regional Queensland.”



Kearney is the first woman ever elected to Batman in the electorate’s 112-year history. A former President of the Australian Council of Trade Unions she has a long history of fighting for better working conditions. She is a passionate and vocal advocate for social justice and gender equality and a fierce supporter for more funding of domestic violence shelters, employer-paid schemes and resources. “I don’t just want to be a voice for your values – I want to make a real change,” she said.

Women now represent 48% of Labor MPs in the federal parliament – the closest either of the major Australian parties has come to parity. As recently as the late-1970s, there were no women in the House of Representatives. It is interesting to see the results of this in policymaking. Recently, the opposition announced that they will provide the Australian Bureau of Statistics with extra resources to reinstate the time use survey, a vital resource for measuring unpaid work, and remove the GST from tampons and pads – replacing the revenue by removing the exemption for natural therapies that are not backed by sound science. These are sensible, mainstream policies, reversing decisions that were made by male-dominated cabinets and party rooms, and indicate that governments are more likely to get policy right when they have a party room that looks like the nation as a whole. The government has handed down its third budget without elaborating on its announcement that ‘significant’ funding of more than \$100m would be set aside in the contingency reserves for the Women’s Economic Security Statement to be made around September 2018. The opposition’s Women’s Budget Statement put the economic disadvantage of women on the national political agenda, promising to narrow gender pay disparity.

Equality Issues.

The Better World We Live In. As former President **Barack Obama** has pointed out, there is much to be positive about in the world today. In a recent radio interview with **Prince Harry**, he said, “If you had to choose a moment in human history in which you’d want to be born you’d choose today because the fact is that the world is healthier, wealthier, better educated and more tolerant, more sophisticated and less violent”.

Country reports made in 2017 to the UN on progress made against the Global Sustainable Development Goals (SDGs) show that many more people have escaped poverty (768 million people still need to do so); fewer live in hunger; and fewer children die during childbirth. 85% of those living in urban areas now have access to safe water, and girl's access to education is slowly catching up with boys. In several countries there are major efforts to address the plight of the homeless. UNESCO reports that the worldwide literacy level for 15-year olds & above is 86%. Even more progress could be made if equality issues could be more seriously addressed.

McKinsey Global Institute's latest research on the **Australian economy** indicates that GDP could increase 12%, or by US\$225 billion a year (AU\$297 billion at current exchange rates) if we could advance women's equality. Supporting women in the workforce is particularly needed for women aged 24 to 35 who have children, where the workforce participation rate is 75%, compared to the male participation rate of 91%. A larger number of Australian women in this cohort stop working outside the home. Significant structural impediments include the expensive and inflexible nature of childcare, and the continued burden of unpaid work that women take on. There's also the gender pay gap, creating more incentive for fathers to be in the workforce than mothers. The report also finds that the Asia Pacific region could add a collective \$4.5 trillion to annual GDPs in 2025 by advancing women's equality, which would be a 12% increase. 58% of such potential growth would come from raising women's workforce participation rates, while further gains would be made by putting women in higher-productive sectors and boosting the work hours of women.

Women on Boards.

Of the 56 appointments to Australian Security Exchange 200 boards in the first three months of 2018, 52% have been women. This marks the first time that female appointments to ASX 200 boards have exceeded male appointments since the Australian Institute of Company Directors (AICD) began tracking monthly appointment rates. It compares to 33% female appointments in the first quarter of 2017 and 44% over the first quarter of 2016.

AICD Chairman **Elizabeth Proust** AO welcomed the figures but warned against complacency. "When it comes to increasing gender diversity on Australia's largest boards, we know that it's never been a supply problem, it's been a demand problem," she said. "We will only reach our target of 30% female representation across ASX 200 boards by the end of this year if the female appointment rate remains strong...Greater gender diversity on our boards is crucial to the future of good governance in this country."

Sexual harassment. Sexual harassment is an issue that has existed in various forms within the workplace and our wider society for a very long time. This is a human rights issue, one that many will see as a part of the broader gender equality discussion that has started to assume its rightful prominence at board and executive levels. According to AICD's Dr **David Cooke**, boards may well

set the tone and issue directives, but the real work must be done at the executive level: “The importance that the CEO places on creating a safe workplace, free of sexual harassment, is paramount and true leadership must be publicly demonstrated.” However, it is inadequate if the standards being espoused are not driven through every level of management, and understood and practised by all employees, contractors and other stakeholder groups. Cooke said, “When it comes to sexual harassment, it needs to be amongst our highest priorities because it is completely wrong and totally unacceptable, not simply because of some reputational risk mitigation strategy.”

Women in Australia.

Women and Leadership Australia (WLA) has released its 2018 list of women who will be receiving excellence in women’s leadership awards at events across the country in the coming months. The awards recognise individuals who have worked to elevate the visibility and importance of Australian women achieving equitable access to higher levels of leadership across all industries and organisations. **Gail Kelly** receives the national award, for pioneering as the first female CEO of a major bank, Westpac; Professor **Gillian Triggs** in Sydney as the former president of the Australian Human Rights Commission; **Magda Szubanski** in Melbourne in recognition of her comedy, acting, writing and activism; Dr **Kirstin Ferguson** in Brisbane, for a leading company director, role model to women, and the #CelebratingWomen campaign recognising 757 women from 37 countries; Major General **Simone Wilkie** AO in Canberra for Commander of the Australian Defence College and the Australian Defence Force;



Nova Peris OAM in Darwin, for achievements as an Olympic Gold Medallist, Federal Senator and adviser across sport and recreation; Dr **Kate Stannage** in Perth as President of the Australian Paediatric Orthopaedic Society; **Taryn Brumfitt** in Adelaide, for campaigning on women’s body image and founder of the Body Image Movement; **Marita Cheng** in Hobart as a women-in-technology advocate and technology entrepreneur. These high achievers have shared their opinions and persevered, many despite relentless campaigns against their work.



Magda Szubanski and **Yassmin Abdel-Magdieh** have

also been officially recognised for their efforts, receiving free speech awards from Liberty Victoria. Szubanski, a comedian, actor, author and activist, received Australia's top free speech honour, the *Voltaire Award*, in recognition of her work for marriage equality. Szubanski became instrumental in the marriage equality campaign by lobbying and leading, making numerous media appearances, and frequently addressing rallies in support of the cause. Abdel-Magdieh, a mechanical engineer, social advocate, author and broadcaster received The *Young Voltaire Award* for speaking out on several issues, including for her February 2017 Q&A appearance that received 12 million views in just a week, her acclaimed TED 'What does my headscarf mean to you', her autobiography *Yassmin's Story*, and her many public appearances speaking out against racism, discrimination and harmful stereotypes and giving voice to the experience of young Muslim women in Australia and beyond. **Behrouz Boochani**, a journalist currently being held on Manus Island received the Empty Chair award, given to someone who cannot be present because they are detained or in jail as a consequence of their exercise of free speech. He has shared stories and details of life on Manus, with his work published in the Guardian and elsewhere, and for his film *Chauka, Please Tell Us the Time*.

Six years ago a small group of women made a bold move, creating the *Stella Prize*, a major literary prize for women's writing, that reclaimed **Stella 'Miles' Franklin's** first name, in order to help combat the unconscious gender bias occurring in the literary world. The effects have been fast and far-reaching, shifting the numbers on diversity. Hard data proved that women writers were underrepresented in three key areas: as winners of the major literary prizes, authors of the books that received the most reviews and media coverage, and authors of the books on the school curriculum. Literary value is a cultural construct, as are our expectations of what men and women are good at. In the literary world, the books that win the major prizes shape our culture, national identity and form the canon that we teach the next generation. Who wins prizes, gets reviewed, and are taught in schools sends clear messages about whose voices, whose stories and whose experiences are most important.

In material terms, earning a living as a writer is pretty tough in Australia. Currently, the average annual salary that authors earn from their writing is \$10,900. Prize money – \$50,000 in the case of the Stella Prize – is a significant additional income to a writer, as is the boost to sales. Having your book added to the school curriculum is also an important generator of increased sales and income. In establishing the Stella Prize the founders aimed to celebrate Australian women's contribution to literature and shine a light on all the talented female authors who were being

overlooked. Six years on, the effects have been fast and far-reaching. Not only have women won the Stella Prize for the past five years, they are now winning more prizes generally. The *Miles Franklin Literary Award*, established by a bequest in Stella Franklin's will, had been won only 14 times by a woman in the 55 years before the Stella Prize was founded. In the past five years, four of five winners have been women and 17 of the 25 short-listees, with the first-ever all-female shortlist in 2013.

The Australian government has outlined a \$50 million 'seed funding' investment to establish an Australian space agency that will strengthen the growing global space industry worth an estimated \$420 billion a year.

Dr **Megan Clark** will lead the agency for its first year, having completed a government review of the space sector. She has a PhD in economic geology and has served as Commissioner of the International Commission on Sustainable Agriculture and Climate Change. Clark led BHP Billiton's global efforts in health, safety, environment and community engagement prior to becoming in 2014 the Chief Executive of the Commonwealth Scientific and Industrial Research Organisation (CSIRO). She is a principal in the Global Research Alliance that brings together nine global applied research peers to support inclusive innovation for the world's most disadvantaged.



Elizabeth Cosson has been appointed secretary of the Commonwealth Department of Veterans' Affairs (DVA) that has now achieved gender parity at the most senior level of the Australian Public Service, with nine women and nine men serving as secretaries. Cosson has been the deputy secretary at DVA since May 2016, has impressed with her professionalism, dedication and determination to care for veterans and their families, and has been instrumental in the reform process currently underway. She served in the Army for over 30 years, reached the rank of Major General – the first woman to do so, and was given the Member of the Order of Australia for exceptional service to the military and the broader Defence organization. She has also earned the Conspicuous Service Cross that recognizes her outstanding achievement as chief of staff to the Peace Monitoring Group Bougainville, and in logistic planning and management of the Combat Force of Land Headquarters.



Caroline Spencer has been appointed Western

Australia's Auditor General for the next ten years, the first woman to serve in this role. She has previously been the managing partner of the Canberra-based Vista Advisory, a firm she co-founded in 2008 specialising in governance reviews, financial and performance audits and reviews of public sector agencies. In 2017 she was appointed as a non-executive member of Certified Practising Accountants Australia and has previously provided advice and assurance to the Australian Electoral Commission on its risk management, financial and performance reporting. Treasurer **Ben Wyatt** noted that her appointment to lead a statutory review of WA's auditor general and his office in 2015 gave her plenty of background for the role.



Merren McArthur will lead budget airline Tigerair from

May, after being appointed to the role by parent company Virgin Australia (VA). She wants to see more women in similar top jobs, telling the Australian Financial Review, "The more women we get into CEO roles, the more things will change." McArthur's already had a ten-year career with VA, joining in 2008 as general counsel, before later being appointed to lead VA Regional Airlines and VA Cargo. She is also a former Rio Tinto executive and deputy state solicitor in WA. McArthur recently told *The Australian*: "If you come from a male-dominated industry and you start to see some women coming into the industry you straight away would be able to see the benefits they bring in terms of new ideas, new thinking...innovation will be key for aiming to further grow."

Women around the world



Civil rights pioneer **Viola Desmond** was selected from more than 26,000 submissions after the Bank of Canada announced plans to put a Canadian woman on the country's regularly circulating currency for the first time. Born in 1914, Desmond rose to prominence as an entrepreneur. The incident that would propel her into Canada's history books took place after her car broke down while on a business trip. Looking to kill time while her car was being repaired, she stopped by a local movie theatre. It was a segregated space – floor seats were for white people while black people were relegated to the balcony. Desmond, who was short sighted, tried to buy a floor seat but was refused, so she bought a ticket for the balcony where tax on the seats was one-cent cheaper and sat in the floor area anyway. She remained there until police arrived, dragged her out of the theatre and arrested her. She spent 12 hours in jail after being charged with tax evasion over the single penny. Later attempts to fight the conviction in court proved fruitless. Desmond died in 1965 and her act of defiance, which helped ignite Canada's civil rights movement as well as usher in Nova Scotia's legal end to segregation in 1954, was overlooked for decades by many. In 2010 Nova Scotia apologised to Desmond and the posthumous pardon was signed into law by **Mayann Francis**, the province's first African lieutenant governor. "Here I am, 64 years later – a black woman giving freedom to another black woman," Francis said.

Midst all the political turmoil in Turkey, there is some good news on women's rights. For the first time in the Turkish Republic's history, a woman has been appointed deputy head of the country's top religious body, the Directorate of Religious Affairs, or Diyanet. It is the highest office in the directorate ever held by a woman since the institution's founding in 1924.



Huriye Marti, a professor

at Necmettin Erbakan University, had previously edited and wrote at the directorate's Hadith Project. In 2011, she headed Diyanet's Family and Religious Guidance Department. Among her writings is *The Traces of the Negative Image of Women in Fake Hadiths*. Diyanet President Ali Erbas has said that more female officials will be employed "as soon as possible" across Turkey. There are currently seven women serving as department heads at the directorate's headquarters.



Gina Haspel will be the first woman ever appointed to the role of director of the Central Intelligence Agency (CIA) of the US. A veteran of 30 years with the CIA, Haspel has spent much of that time working undercover, and has the right skills set, experience, and judgment to lead one of US's most critical agencies. Throughout her tenure she has received several awards, including the *George H. W. Bush Award* for excellence in counterterrorism and the *Presidential Rank Award*, the highest award in the federal civil service. Despite this, Haspel is deemed a controversial choice for such a promotion. In 2017, The New York Times reported that Haspel oversaw the torture of two terrorism suspects at a secret prison in Thailand in 2002 and was subsequently involved in the destruction of videotapes documenting that torture. She has since renounced torture before her acceptance.

Women and Sport.

Playing for Global Goals exemplifies the role of sports in development. From **Jesse Owens** defying racial stereotypes to win four gold medals at the 1936 Berlin Olympics to **Team Refugees** demonstrating the strength of the human spirit in Rio, to the **two Koreas** marching together at the recent winter games in Pyeongchang – there is nothing that brings humanity together quite like sports. Although there is limited comparable data to prove the impact of sport on peace and development, the inspiring stories of compassion, cooperation, fair play and respect for the opponent are an undeniable proof of the power that sports hold over our hearts and minds. The 2030 SDGs recognize this power, describing sport as an important enabler for sustainable development that contributes to the promotion of tolerance, respect, empowerment of women and youth, health, education and social inclusion. Foxtel has recently agreed to show 90% of all women's sport on Australian TV, four times more than all free-to-air networks combined.



The dramatic build up to this year's AFL Women's (AFLW) grand final escalated on the eve of the game when Western Bulldogs captain **Katie**

Brennan announced she would lodge a formal sex discrimination complaint against the AFL with the Australian Human Rights Commission. It compelled the AFL to completely rethink its approach to sanctioning women. Brennan's two-game ban had raised immediate allegations of sex-based discrimination: if Brennan were a man, she would have been asked to pay a fine, instead of being suspended. The sole reason women do not get the option of paying a fine is wage disparity – the average wage for a male AFL player is \$371,000, whereas AFLW rookies receive just \$10,500. Rather than opting to have women pay smaller fines on a pro rata basis, the AFL went with a different system that resulted in them being sanctioned more severely. Brennan dropped her case when the AFL announced changes to the sanctions handed out in the women's competition and agreed to change the rule to ensure AFLW players will no longer receive suspensions for identical offences that would only result in a fine in the men's competition. "I am delighted the AFL has taken the time and responded to review and adjust the rules," Brennan said. She did not play in the 2018 AFLW Grand Final that was won by her teammates but she is free to play in Round 1 in the next season.

Work and Travels.

As usual, I met some good friends and extraordinary women at CSW 62. **Tiffany Easthom** Executive Director *Nonviolent Peaceforce*, a global non-profit organization that protects civilians in violent conflicts through unarmed strategies. It builds peace side by side with local communities and advocates for the wider adoption of these approaches to safeguard human



lives and dignity.

Two South Sudanese NP workers, **Tandiwe Ngwenya** and **Sarah Nyathiang**, who work on the front lines in South Sudan as unarmed peacekeepers spoke about their courageous work. **Lilly Be'Soer** is the founder of the women's human rights NGO, Voice for Change, in Papua New Guinea. She has been a victim of tribal conflict and is also a survivor of polygamous marriage currently raising six children alone. She defines herself as 'a women's human rights defender' and has taken the lead in facilitating the mediation of tribal conflicts and wars in PNG. **Dinah Musindarwezo** has just completed her contract as Executive Director with The African Women's Development and Communication

Network (FEMNET). She is one of my mentees, a gender equality expert from Rwanda whose past experience entirely focused on promotion of gender equality and women's rights. We worked together on gender equality in Rwanda before this appointment. A mentee from Bangladesh, **Kathita Rahman**, who was one of my staff with the UNDP/Ministry of Women and Children Capacity Building Gender Management Program in Bangladesh, is working at UNICEF headquarters. So is my Rwandan friend **Eunice Kabanyana**, both of whom hosted me to a meal. **Sylvie Nsanga** and **Mediatrice Kagaba** paid their own fares from Rwanda to attend CSW62. **Judith Saror**, President of the Nigerian Association of University Women and **Nkechi Eneh** from Nigeria were with me on the Graduate Women International delegation of 20, all of whom are great women.

I will be doing a lot of travel during the next months but should be home-based for most of the last half of the year. I travel to London for the last week in June to attend the Fairbreak Cricket Day of Gender Equality, watch the gender equality cricket match between Sir Paul Getty XI and FairBreak XI, and speak at the gender equality round table on 30 May. This is the first time the Sir Paul Getty XI will field a women's cricket team having invited the FairBreak Global XI to play this inaugural match. The Fairbreak Global XI is made up of players from 11 different countries: Rwanda, Vanuatu, West Indies, India, Singapore, Oman, Hong Kong, Australia, Canada, New Zealand, and USA. We are raising funds to live-stream the game – <https://www.gofundme.com/fairbreak>

Nomzamo Winnie Madikizela-Mandela, mother of South Africa and global struggle icon has died aged 81 after a long illness and is mourned by her comrades in Nigeria, Niger, England, Ethiopia, all over Africa and even Australasia. The Parliament of South Africa has paid a fitting tribute to this South African anti-Apartheid activist and politician, the ex-wife of Nelson Mandela. **Thandi Modise** said, "Her life, her trials, her tribulations, her few moments of joy, track what we went through as a nation and South Africans as a nation must remember the huge contribution she made." MP **Sophie Thembekwayo** said, "Mama Winnie was a practical person who offered practical solutions to the communities in dire need at all times. We have lost a heroine." Articulate, fearless, vocal, unflinching, feisty fiery freedom fighter she was detained and tortured by the Apartheid State and seriously maligned by propaganda about her activities in its efforts to destroy her. Winnie served as an MP from 1994 to 2003, and from 2009 until her death, and was a deputy minister from 1994 to 1996.

The bereavements of family members less than a decade older than me make me aware again of how fortunate I am to still be fit and well enough to lead a very full life, and remind me of the words of **Martha Medeiros**, often mistakenly attributed to **Pablo Neruda**.

*'You start dying slowly
if you do not travel,
if you do not read,
If you do not listen to the sounds of life,
If you do not appreciate yourself.*

*You start dying slowly
When you kill your self-esteem;
When you do not let others help you.*

*You start dying slowly
If you become a slave of your habits,
Walking every day on the same paths...
If you do not change your routine,
If you do not wear different colours
Or you do not speak to those you don't know.*

*You start dying slowly
If you avoid to feel passion
And their turbulent emotions;
Those which make your eyes glisten
And your heart beat fast.*

*You start dying slowly
If you do not change your life when you are not satisfied with your job, or with your love,
If you do not risk what is safe for the uncertain,
If you do not go after a dream,
If you do not allow yourself,
At least once in your lifetime,
To run away from sensible advice.”*

Shirley