



Australian
National
University

THE GLOBAL
INSTITUTE
FOR WOMEN'S
LEADERSHIP

The Global Institute for Women's Leadership's

Year *in* review

2024

Director's message



Dear GIWL supporters,

As we wrap up another year, I just want to take a moment to thank you all for your support of the Global Institute for Women's Leadership in 2024.

I am so proud of everything the Institute has accomplished this year. Through our world-leading research, we have explored pathways to political leadership for women and gender diverse Australians, examined how to centre youth perspectives in policymaking, highlighted the most effective approaches to advance workplace gender equality, and so much more.

Our events have brought together academics, advocates and individuals passionate about gender equality to discuss everything from how gender shaped the 2024 US presidential election, to the “face” of Australian diplomacy and what needs to change to advance equality in international affairs.

Plus our Chair Julia Gillard welcomed a truly inspiring line up of guests to our podcast this season. Some highlights include interviews with the Matildas' soccer superstar Katrina Gorry, trailblazing First Nations advocate Dr June Oscar AO, and internationally best-selling author, Elif Shafak –and we also launched our new *A Podcast of One's Own* book club. You can read all about these stand outs, and everything else the team has been up to this year, over the following pages.

GIWL is made up of a global network of partners and collaborators and I want to acknowledge the invaluable contributions of these partnerships to our research in 2024. This year we hosted visiting fellows from Brazil, Scotland and Italy, collaborated with our growing international network of research affiliates and hosted delegations from Curtin University Vietnam and The Australia Indonesia Youth Exchange Program. Dr Elise Stephenson and I also visited Cambodia to work with female leaders working in public policy as part of our Gender Equality, Power, and Public Policy Program, delivered in partnership with the Department of Foreign Affairs and Trade's Australia Awards initiative. We were also delighted to welcome the new Wiyi Yani U Thangani Institute for First Nations Gender Justice to the Australian National University and look forward to building on our partnership for years to come.

Thank you again for your support of GIWL this year –we hope you'll stay with us on our mission to advance equality for all women, girls and gender-diverse people as we head into 2025.

Best wishes,

Michelle Ryan

Director, The Global Institute for Women's Leadership

Table of contents

Research highlights	04
GIWL in the news	12
A Podcast of One's Own	14
Event highlights	16
2024: A year in photos	20
Support GIWL in 2025	22

Research *highlights*

Through our world-leading research, we aim to bridge the stubborn gap between current activity in the diversity and inclusion world, and what the research shows us is truly effective. Our mission is to use the evidence to address the systemic causes of gender inequality to create safe, fair and equitable cultures where all people thrive.

You can see some of our key research highlights from 2024 below, and find out more at our website giwl.anu.edu.au/our-research.



Why we need to stop trying to “fix” women

To address the persistence of gender inequalities, many workplace have introduced equality interventions. There’s just one problem – instead of resolving the driving causes of gender inequity, many of these initiatives instead attempt to “fix” women, and in doing so put the onus for change (and the blame for inequality) on women.

We provide a [critical appraisal of the literature](#) to establish an evidence base for why “fixing” women is

unlikely to be a successful approach to achieving gender equality in career trajectories. We focus on two types of interventions: those designed to boost motivations and ambition, for example programmes that aim to attract more women into professions (like STEM or politics) and roles (like leadership) in which they are under-represented; and those that try to provide women with “needed” abilities to achieve these positions, such as confidence, assertiveness, and risk-taking, negotiation, and leadership skills.

Instead, we focus on understanding how organisational context and culture maintain these inequalities by looking at how they shape and constrain both women’s motivations and ambitions, and the expression and interpretation of their skills and attributes. In doing so, we seek to shift the focus from women themselves to the systems and structures that they are embedded within.



Addressing barriers and forging pathways to women's participation in politics

The 2022 federal election demonstrated a shifting landscape of women's candidacy in Australian politics, with record numbers of women both running for and succeeding in election to political office. However, a significant gap still exists in terms of diverse political representation.

Across local, state, and federal politics, Australia continues to struggle to elect women and non-binary candidates of different cultures and ethnicities, sexuality identities, and experiences of disability.


We collaborated with Women for Election (WFE) on a [research survey](#) to explore what is preventing women and gender diverse Australians from greater participation in politics – particularly those from under-represented communities.

We found that the participants in our study are already highly politically active and are keen to engage further in politics, including potentially running for political office. Most of them are also confident that they have the skills necessary for the political office. However, many have reservations about the current political landscape and prefer to support

other women candidates or engage in the community, where they believe their efforts are more likely to translate into positive change without negative personal impacts borne by women and non-binary politicians.

When we ask participants about what is holding them back from greater engagement in politics, the main barriers that emerge are: limited funds for campaigning and concerns around resourcing; concerns about the toxic culture of politics; and competing time and caring demands. Those from under-represented groups were especially likely to point to the toxic culture of politics, including bias against candidates with marginalised backgrounds like their own, and feeling unheard and undervalued.

Based on these findings we propose a series of recommendations for policymakers, parties, the media, and organisations supporting women in politics on how to engage and support more women and gender-diverse candidates in their political careers. This includes political and financial support for campaigning, support from family, peers, and the broader community, and diverse role models and mentors.



Preventing work-related gendered violence against Victorian healthcare workers

Work-related gendered violence is pervasive in the Victorian healthcare sector and harms employees' physical and mental wellbeing, financial and work outcomes, the quality of care provided.

Our research with The Health and Community Services Union found that violence and harassment are systemic in the Australian healthcare system, with up to one in four Victorian healthcare workers experiencing work-related gendered violence. And the issue is grossly under-reported – among Victorian healthcare staff who experienced gendered violence, 50% didn't submit a formal complaint.

With women making up 78 per cent of the Victorian health sector workforce and approximately 70 per cent of the disability workforce, it's important to look at violence from a gendered perspective, particularly as women are more likely to experience sexual harassment at work.

Survey data from almost 4,000 Victorian health workers from public and private hospitals, community health services and

home care facilities found that 70% of respondents experienced aggression, violence, or abuse from patients. This abuse ranged from sexually suggestive comments (experienced by 52% of respondents) to inappropriate physical contact (21%).

Urgent action is needed to address this issue, which is seriously impacting the physical and mental wellbeing of healthcare workers, the quality of care provided, and the healthcare sector as a whole.

This response needs to take a “whole of sector” approach with adequate funding, support from the government, sustained commitment from leadership and a willingness to address systemic and structural drivers of gendered violence.

Our recommendations include policy changes, effective reporting mechanisms and ongoing staff training, as well as public awareness campaigns to promote a culture of respect and zero tolerance for violent behaviour towards healthcare professionals from patients and visitors.



Was Kamala Harris pushed off the “glass cliff”?



Coined by GIWL Director Michelle Ryan and Alex Haslam, [the “glass cliff”](#) is the phenomenon where women – and other minoritised groups – are elevated to positions of power when things are going badly.

When they reach the upper ranks of power, they’re put into precarious positions and therefore have a higher likelihood of failure, meaning there’s a greater risk for them to fall off the proverbial “glass cliff”.

Just after President Joe Biden endorsed Kamala Harris as the Democratic nominee for president, Google reported that searches for the term “glass cliff” had tripled. This was far from a coincidence.

Media coverage of Kamala Harris and the Glass Cliff also skyrocketed during the election. The phenomenon (and how it impacted Harris’ historic campaign) was reported extensively during this time, including by Vogue, The Sydney Morning Herald, NPR, SBS, Forbes, Politico, 7 News, The Conversation, Pop Sugar, Sky News, and many more.

So, how much did gender (and race) play in Donald Trump’s election win and was Harris pushed off of a glass cliff?

Gender was a persistent undercurrent in the 2024 US presidential race. It was a persistent theme in the historic Harris’s campaign and its focus on highlighting stories of women who have had their lives put at risk by strict abortion bans. And it was also persistent in Donald Trump’s courting of the “bro vote”, and in JD Vance’s pointed barbs at “childless cat ladies”.

We unpacked all of these issues at [our event in October](#), hosted in partnership with the United States Studies Centre. The panel featured Former US Congresswoman Barbara Comstock, leading US politics expert, Bruce Wolpe, former Australian Senator and the first woman of South Asian heritage to be elected to the Australian Parliament, The Hon. Lisa Singh, and Professor Michelle Ryan, who explained her research into the “glass cliff” and explored how this related to Harris and her historic campaign. If you missed it, you can catch up with the discussion on our YouTube channel.

The precarity of progress: the shifting gendered division of labour during Covid-19



As the Covid-19 pandemic unfolded, a subtle yet significant shift occurred in homes around the world: the division of household labour became more traditional. Women took on the lion's share of household tasks and childcare responsibilities – including home-schooling children and caring for sick relatives – whereas men remained relatively unencumbered.

In a [cross-cultural study](#) of more than 10,000 participants in more than 100 countries, we investigated whether this shift was more acutely perceived and experienced among women than men, and its consequences for personal and relational wellbeing.

We found that, while women and men alike noticed this change in the division of household labour, it was women who felt the pinch. Yet, how women experienced this shift depended on the level of economic gender equality within their home country.

In countries like Australia, where a gender pay gap persists but women and men typically enjoy similar economic opportunities and pay, women who noticed the shift toward more traditional roles reported poorer mental health and being less happy with their

personal relationships. In contrast, in countries with much higher levels of economic gender inequality, women who noticed this traditional shift reported better mental health and being happier with their personal relationships. Men's relationship satisfaction and mental health, however, was unaffected by the shift to a more traditional division of labour.

While these results are correlational and should be interpreted with caution, there are some possible explanations for the observed differences. One possibility is that women in more gender-equal countries may have experienced the shift toward a more traditional division of labour as disempowering – a reversal of progress towards gender equality. Whereas the opposite may have been true for women in less gender-equal countries.

As we navigate out of the pandemic and beyond, this research serves as a crucial reminder of the gendered consequences of crises and the fragility of progress toward gender equality. Advancement is not guaranteed and there is an urgent need for more resilient gender equality efforts and practices that can withstand the pressures of global emergencies.



Alternative paths to politics: How young people engage in politics in Australia

Young politically engaged Australians care passionately about key issues, but don't feel represented or listened to by our political leaders, our research found.

We wanted to understand the barriers and opportunities to political engagement, participation, and representation for young politically engaged Australians.

Our survey, conducted at our inaugural Youth Summit in October 2023, explored these issues and examined attitudes towards politics and what political representation means to young Australians today.

Our research found that young voters aren't confident the government will act on their biggest policy concerns, and don't see politics as a viable career choice. We also found that concern about the safety of political workplaces and frustration with the lack of diversity in politics are key barriers to political participation among young Australians.

But, while they might not be in a hurry to enter a career in politics, the vast majority of respondents – 85 per cent – feel motivated to pursue further political action in other ways. This has seen young people turn to alternative avenues like social enterprise, social media and volunteering to create change.

Climate change, First Nations rights and gender-based violence emerge as the leading policy concerns for young changemakers, but they don't feel government is effectively addressing these issues – just one per cent feel that federal government is adequately dealing with their leading policy concern.

Our results also clearly show that young people do not feel represented, or listened to by members of parliament. The overwhelming majority of those surveyed – just over 86 per cent – also say the federal government is “definitely” or “probably” not representative of their perspectives or values. And young Aboriginal and Torres Strait Islanders feel even less represented by people who look like them or share their values.

But despite this, many are still passionate when asked about what they want the future of politics to look like and have hope for a more representative, diverse, and inclusive future.

Chanel Contos, Chair of the GIWL Youth Committee and trailblazing consent activist, says “Regardless of young people's disheartened attitude towards traditional politics, I'm still confident in their abilities to make change through avenues they carve out for themselves.”



One small step: Women, Peace and Security in space

As the space sector continues to grow at rapid pace in Australia, there is an opportunity for Australia's Space Command to foreground gender equality in its operations, ingraining gender-equal principles early in this new institution so they can be embedded in policy and planning.

Not only is this a key opportunity for Australia's Space Command to establish itself as a world leader in the space, but by creating a more diverse and inclusive environment, the space

sector will be more representative of society, more innovative and better equipped to meet the challenges of a rapidly changing world.

But, the current lack of gender-equal representation in the space sector undermines the representative nature of our democracy and national interests overseas. It can also often lead to a lack of sufficient critical, gender-responsive decision-making, which, in turn, risks further imperilling girls and women in conflict and post-conflict zones where space technologies are implicated.

[Our research paper](#) calls on Australia's Defence Space Command, the Department of Foreign Affairs and Trade and the Australian Space Agency to adopt our key recommendations, including targets for diverse gender representation within space careers and clear national commitments that consider the gendered implications of targeting space systems.

Surveying the latest evidence on the effects of motherhood on career progression, we have found evidence of the 'motherhood penalty'.

[Our research](#) found that, when mothers enter the workforce, they experience more discrimination at work, lower wages, and more career interruptions than their colleagues.

We found that mothers were subject to higher turnover rates, more frequent employment transitions, and more hiring discrimination than men.

However, flexible work policies that value care work and redefine leadership can address the impact of motherhood on women's career



The impact of motherhood on women's career progression

progression and address the under-representation of women and mothers in leadership.

Interventions that challenge gender norms and demonstrate value for care can build a culture in which mothers thrive as workers at every level.

Our upcoming research

We wanted to give you a sneak preview of some of the projects we're working on for 2025.

You can find out more about the projects and how you can get involved at our website giwl.anu.edu.au/our-research.



Gender dynamics, dating behaviours & career journeys

We want to understand how gender dynamics play out on dating apps, how much gender equality beliefs influence people's decisions about who and how they date, and how our dating decisions impact our job satisfaction, motivation, and wellbeing. We have two ongoing research projects to deep dive into these questions, and look forward to sharing our early findings next year.



Preventing gendered tech-based abuse

In November, we brought together a range of experts, researchers and advocates to discuss how technology shapes gendered abuse in the workplace and explore possible interventions. These workshops were part of our ongoing Gendered Tech Abuse Prevention project.

The project combines state-of-the-art evidence and community engagement to develop a systems-based approach to preventing tech-based gendered violence and is supported by the eSafety Commissioner's grant program.

GIWL in the news

The Sydney Morning Herald

Julia Gillard on the vote that has reshaped parliament for 30 years



Youth shun politics in pursuit of change



Woolworths and Virgin Australia CEO exits show 'glass cliff' alive and well

The Guardian

Julia Gillard says progress on gender equality is 'really glacial'

STYLIST

After the glass ceiling comes the 'glass cliff' – here's how it could harm your career



Julia Gillard 'appalled' there are no women in Azerbaijan's COP29 organising committee

FINANCIAL TIMES

Why are women still being cast off the glass cliff?

FORTUNE

The gender gap in CEO tenure robs female executives of time to make their mark

VOGUE

What Is the Glass-Cliff Theory, and What Does It Have to Do With Kamala Harris? Let Us Explain



Chanel Contos wants you to set aside your ego and embrace empathy

Forbes

Five Australians made Forbes list of World's 100 Most Powerful Women



Former Philippine VP Robredo pledges to champion women's leadership and good governance during Canberra visit

FINANCIAL REVIEW

Gillard is right: Gender equality must mean no man left behind

The New York Times

When That Job Promotion Is Really a 'Glass Cliff'

The Canberra Times

Lack of female leaders 'threatens' foreign policy



Calls to address 'alarming rates' of gendered violence against Victorian healthcare workers



Comment pieces



Defying gravity: Elise Stephenson is propelling gender equality into orbit



New research: 77% of LGBTQ young people have faced workplace sexual harassment



Hot rodent men are changing beauty standards – an ANU expert explains how



Is queerbaiting problematic or powerful? Internet culture is making it harder to draw a moral line



Why a global day for women matters – today and every day



Is your workplace gender equality initiative actually effective?

Explore our full archive of news and comment pieces at giwl.anu.edu.au/news-comment

A Podcast of *One's Own*



In our award-winning podcast, our Chair Julia Gillard sits down for insightful, moving and thought-provoking conversations with some of the most interesting people from around the world working to advance gender equality – whether that’s by actively dismantling gender-based barriers, or by being inspirational trailblazers in their field. Some of our 2024 highlights include...



Katrina Gorry
Matildas soccer player



June Oscar
First Nations advocate



Katy Gallagher
Senator



Domtila Chesang
Anti-FGM activist



Jelena Dokic
Former tennis champion



Elif Shafak
Award-winning author

Subscribe to A Podcast of One's Own on Apple, Spotify or wherever you get your podcasts so you never miss an episode and learn more at giwl.anu.edu.au/our-podcast.

Julia's book club



This season, we've also launched Julia's Book Club, bringing together a global community of readers to dive into brilliant books showcasing women's stories. Each episode, Julia is joined by one of her fabulous co-hosts – award-winning poet, editor and critic, Sarah Holland-Batt and hilarious best-selling author Kathy Lette – to discuss our book of the month. We've loved reading along with you all, and all the discussion each month on our Instagram page, be sure to follow us [@APodcastOfOnesOwn](https://www.instagram.com/APodcastOfOnesOwn) to join in the conversation.

Our 2024 A Podcast of One's Own bookshelf

WIFEDOM
Anna Funder

THE FRAUD
ZADIE SMITH

THE SUN WALKS DOWN
FIONA McFARLANE

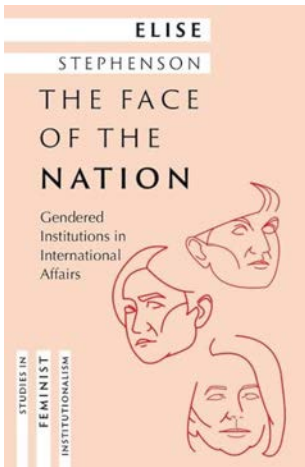
The Wren, The Wren
Anne Enright

KNIFE
SALMAN RUSHDIE

Blue Sisters
COCO MELLORS

THESE RIVERS IN THE SKY
ELIF SHARAFK

Our event highlights



The Face of the Nation? Exploring gender equality in international affairs

In April, we celebrated the launch of GIWL Deputy Director, Dr Elise Stephenson's new book, [The Face of the Nation: Gendered Institutions in International Affairs](#). In it, Elise traces the evolution of inequalities in international affairs and interrogates why women and gender diverse folk still remain under-represented in this field. The book features in-depth interviews with almost 80 global leaders, including with Australia's first female foreign minister, and Chancellor of the Australian National University, The Hon Julie Bishop.

For [this event](#) Julie and Elise sat down to discuss the lack of gender representation and diversity in international affairs, reflect on the barriers to participation and consider how best to advance change. Their conversation was facilitated by leading international affairs researcher, Professor Susan Harris-Rimmer. Thank you to the Trawalla Foundation and Women's Leadership Institute Australia for their generous support of this event.





Our online events


This year we launched our new program of online events, to bring together a global network of advocates, researchers, policymakers and individuals passionate about gender equality to discuss the most urgent gender-based issues of our time. Explore the highlights below...



Gender was a persistent undercurrent in the 2024 US presidential race. In [this event](#), hosted in partnership with the United States Studies Centre, we took a deep dive into the gendered dynamics of the 2024 US election and heard from an exceptional line-up of panellists who shared their expertise and reflected on their personal experiences working in politics.

In [this event](#), hosted in partnership with Women for Election, we discuss key findings from our new research into the barriers to political office for women and non-binary Australians.

Our panel of candidates and Councillors also reflect on their own journeys to politics and share advice for anyone looking to embark on a political career themselves but are unsure where to begin.



Breaking barriers and forging pathways towards gender equality in politics

You can catch up with all of our online events on our YouTube channel at [youtube.com/@giwlanu](https://www.youtube.com/@giwlanu) where they are all available to watch on demand



Toxic parliaments and what can be done about them

In recent years, Australia has been rocked by serious allegations of sexual assault and harassment within parliaments. Widespread reports of misconduct, nationwide protests and the #MeToo movement led to a reckoning that could not be ignored. In their new open-access book, [Toxic Parliaments: And What Can Be Done About Them](#) Marian Sawer AO and Maria Maley examine how such scandals have spurred on reform of the parliamentary workplace in four Westminster countries – Australia, Canada, New Zealand and the UK.

At [this event](#), the book's authors sat down with Kate Jenkins AO, Australia's foremost authority on respect and equality in the workplace, to celebrate the launch of the book. They discussed how institutional features of Westminster parliaments, such as adversarialism and parliamentary privilege, contribute to continued sexism and sexual harassment in the parliamentary workplace and explore possibilities for future, long lasting, institutional change.

Lessons from the “pink revolution”: Leni Robredo in conversation with Virginia Haussegger

Leni Robredo hit international headlines back in 2022 for what quickly became known as the “pink revolution” – a groundswell of public support from young Filipinos who donned pink and took to the streets in support of the only female candidate in their country’s presidential election otherwise dominated by “strongman” machismo politics.

Ms Robredo served for six years as Vice President, during which time she earned a reputation as a defender of humanitarian rights, passionate advocate for grassroots communities, and a woman committed to ending poverty and corruption in her country. [At this event](#), esteemed political journalist Virginia Haussegger joined Leni Robredo for an in-depth discussion of her life and political career.



Our year *in photos*



Dr Elise Stephenson at the AFP's IDAHOBIT event where she shared her research on LGBTIQ+ officer's experiences in the police force



Celebrating the launch of the Wiyi Yani U Thangani Institute for First Nations gender justice at the Australian National University



Welcoming our wonderful interns from the Australia Indonesia Youth Exchange Program



The Hon. Julia Gillard AC with her cohort, award-winning poet Sarah Holland-Batt, preparing for an episode of the A Podcast of One's Own book club



Dr Elise Stephenson presenting at a leadership development course with delegates from Curtin University, Vietnam



Natalie Barr, the Hon. Julia Gillard AC & Professor Michelle Ryan at the 2024 GIWL supporters reception



A huge thank you to our incredible Semester 2, 2024 intern cohort!



Professor Michelle Ryan presenting at a workshop at the Cambodian government as part of our Gender Equality, Power, and Public Policy Program



Dr Elise Stephenson with Australia's first female astronaut, Katherine Bennell-Pegg at the Asia Pacific Regional Space Agencies Forum



Behind the scenes at The Hatchery Women in Public Policy Leadership conference with former prime ministers Helen Clark and Julia Gillard



Virginia Haussegger, Catherine Fox and Prof. Michelle Ryan, at the Meet the Author event discussing Catherine's book, Breaking the Boss Bias



The Hon. Julia Gillard preparing for a recording of the A Podcast of One's book club



Jack Hayes presenting on the "risky visibility" of LGBTQ+ politicians at the Annual QRTG Queer research conference in Sydney



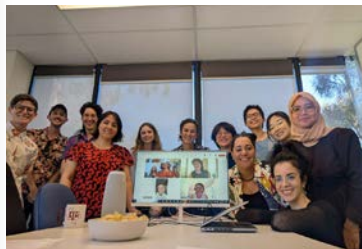
The Hon. Julia Gillard AC talking with author Paula Hawkins at Hay Festival for a live A Podcast of One's Own recording



Congratulations to the inaugural graduates of the Gender Equality, Power and Public Policy Program



Thank you so much to our incredible Semester 1, 2024 interns!



Sending off the year with our last GIWL team meeting of 2024!



Professor Michelle Ryan, Kate Jenkins AO, Maria Maley and Marian Sawyer at our Toxic Parliaments event



Support GIWL in 2025

We rely on donor support to help us accelerate our research and outreach activity to address the root causes of gender inequality and create safe, fair and equitable cultures where all people thrive.

This year we've been able to launch essential new research into preventing tech-based gendered abuse, combining state of the art evidence and community engagement to create safer online spaces for everyone. And with gender-based violence escalating at alarming rates on and offline, this work has never been more urgent.

We have also strengthened our global community of gender equality advocates, working with public sector leaders in Cambodia, Vietnam and across southeast Asia to advance women's leadership and economic empowerment.

Donor support has been essential to help us unite a global community of experts and advocates and increase the pace of change on gender equality in our region and beyond.

If you are in a position to do so, making a donation to GIWL will help us to advance the pace of change on gender equality in our region and beyond.

If you wish to support our work through a donation, you can do so at giwl.anu.edu.au/donate.

Our merch

Did you know, you can support GIWL by treating yourself, or a loved one, to some of our merch? Celebrating the 10 year anniversary of the iconic misogyny speech, the collection features a range of t-shirts, notebooks, mugs and more.

You can also pick up a copy of *Not Now, Not Ever* an edited collection from our Chair, Julia Gillard, reflecting on the progress that's been made in the decade since she delivered her searing "misogyny speech" to parliament, and what still needs to change.

With contributions from Mary Beard, Jess Hill, Jennifer Palmieri, Katharine Murphy and researchers from our team at the Global Institute for Women's Leadership, the collection explores the history and culture of misogyny, the patriarchy's toolbox, intersectionality, and gender and misogyny in the media and politics.

We hear recollections from Wayne Swan, Anne Summers, Cate Blanchett, Brittany Higgins and others of where they were and how they first encountered the speech.

And Julia Gillard explores the roadmap for the future with next-generation feminists Sally Scales, Chanel Contos and Caitlin Figueiredo.

You can find out more and explore the collection at our website giwl.anu.edu.au/our-merch.





Australian
National
University

THE GLOBAL
INSTITUTE
FOR WOMEN'S
LEADERSHIP

The Global Institute for Women's Leadership

Founded and Chaired by The Hon. Julia Gillard AC and led by renowned gender equality expert and co-author of the 'glass cliff' theory, Professor Michelle Ryan, The Global Institute for Women's Leadership is a multi-disciplinary research institute that brings together world-leading expertise on workplace gender equality and leadership.

giwl.anu.edu.au
[@GIWLanu](https://twitter.com/GIWLanu)
giwl@anu.edu.au