## Anonymity: measuring the visibility of women in design awards

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# **Biography**

Jane Connory is a PhD candidate at Monash University, Art, Design and Architecture, working towards a gender inclusive history of Australian graphic design. She was awarded a Masters of Communication Design (Design Management) with Distinction from RMIT in 2016 and has been a practising designer in the advertising, branding and publishing sectors, in both London and Melbourne, since 1997. She has also lectured in and managed communication design programs in both the VET and Higher Education sectors since 2005. Alongside her research exploring the visibility of women in design, she is currently a the National Head of Communications at the Design Institute of Australian, a radio presenter on JOY94.9 and an active participant in the Creative Women's Circle, Illustrators Australia and the Australian Graphic Design Association.

#### Abstract

This article measures and evaluates the visibility of women in Australian graphic design, through their presence and experiences in the AGDA (Australian Graphic Design Association) Awards. Positioning gender equity as a critical value in the graphic design industry, it also establishes the AGDA Awards as an integral way for designers to gain this visibility as authors of their work. This paper hypothesises that women have low visibility, in comparison to men, and that actions can be taken to remedy this gendered anonymity. Through collating the gender of every winner and juror in the AGDA Awards, this research demonstrates that levels of gender equity in the industry can be evaluated objectively. Similarly, it shows that identifying issues impacting the visibility of women on award platforms, felt by women in established design careers, can provide insights that lead to improving gender equity in the industry. Building on methodologies inspired by Marie Neurath's contribution to the 'Isotype Transformer' process, this research analyzes, selects, orders and makes visible the AGDA Award data set. The findings that surface during this process, conclusively show that women are - on average and consistently - only 25 per cent of winners and judges in the AGDA Awards. However, through an evaluation of these

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shortfalls alongside the inclusion of interviews with women, deemed significant contributors to Australian graphic design by their peers, findings show how equitable visibility can be achieved through a series of measured and purposeful initiatives.

Keywords: graphic design, women, awards, equity, gender

## Anonymity: measuring the visibility of women in design awards

This paper will discuss insights gained while creating the Anonymity Poster Exhibition [Figure 1] – a visual means to measure and evaluate the visibility of women in the Australian graphic design industry through their presence in the AGDA Awards (originally the Australian Graphic Design Association). Within this article I argue that award processes can work towards gender equitable visibility in the design industry.



Figure 1. Anonymity Poster Exhibition, created to measure the visibility of women in the AGDA Awards. Photography: Rikki Paul Bunder.

AGDA was founded in June of 1988 and acts as a representative for the community of graphic designers within Australia. It had over 2,600 members in 2016, but throughout its history it has come under scrutiny for excluding women and was subsequently critiqued as a 'boys club' by leading Australian design academics Yoko Akama and Carolyn Barnes. Akama and Barnes cited the AGDA website in 2008

writing, 'Historically, AGDA has conveyed the impression of being a "Boy's Club", with Anglo-European, mid-career men holding most positions at national and state level' (Akama & Barnes, 2009).

However, AGDA is now taking conscientious action to change this perception. In 2014, it rebranded with a new identity designed to represent its inclusivity. Mike Rigby, the Executive Creative Director of Interbrand Australia (the creators of the new brand) said, 'AGDA is the "connecting force" that unites our industry. It celebrates the things that make us different and the things that pull us together. The perfect balance, between unity, and diversity. The logo connects at either end, representing a chain-link of the industry coming together' (Armin, 2014). Women are also being elected into positions of power. In 2016, Liz Grant, owner and creative director of Designgrant for 18 years, was elected into the office of National President joining a board, head office and eight regional and state councils where women represented 44 per cent of the positions (AGDA, 2016).

My ambition throughout this project is to identify where women were less visible within the AGDA Awards and show how achievements by female graphic designers can be broadly recognised and celebrated within a system where they have previously been obscured.

### Data collection and methodology

The AGDA National Biennial Award compendiums (now annual since 2014 and simply called the AGDA Awards) have become an archive of imagery, studio names, industry roles and, most significantly to this research, a list of individuals who have been identified by their peers as doing important work. The publications provide the ideal starting point for measuring the visibility of women in Australian graphic design. Copies of all the officially published books and websites that displayed the AGDA Award winners were collected, collated and tabulated under the titles: Judge's Choice, Finalist, Commendation, Distinction and Pinnacle. A gender was then assigned to each winner's name – being 'female', 'male' or 'other or unknown'. When a name was gender neutral, Google and LinkedIn were consulted to research how the winner identified themselves through the use of pronouns and portraits. The category of 'other or unknown' was used to represent winners whose gender remained undefined or contrary to binary classification (Marecek et al, 1993).

The methodology used to create a visual analysis of this data, in the Anonymity Poster Exhibition, drew on the work of Marie Neurath (nee. Reidemeister). Neurath collaborated with Otto Neurath, her husband and social scientist, and Gerd Arntz, an artist, to develop the notion of the 'Isotype Transformer' in the 1920s – a process of designing information graphics through the four steps of 'analysing, selecting, ordering and then making visible' (Neurath & Kinross, 2009). The posters created from this analysis, sought to pay homage to Neurath's contributions to the design of information graphics at a time when her presence as a woman in a middleclass 'profession' was outside the norm.

# An analysis of the statistical findings

With Neurath's contribution established, the information collected in the AGDA Awards data set was thoroughly analysed – the first step of Neurath's 'Isotype Transformer' process. With the awarded categories chosen, I sought to distil the many names given to graphic designers as a verb rather than a noun. Vilém Fusser, a philosopher who wrote extensively on symbolic language, explored the derivative nature of the word design and looked at the verb version to mean, amongst other things: 'to concoct something' and 'to fashion something' (Flusser, 2007). With this in mind, the categories were distilled even further to those of 'thinkers' and 'doers', in order to clearly define the role of a graphic designer as an author and an individual within a collaborative process.<sup>2</sup>

By simply breaking this data into gendered categories it was then obvious that women, in every year of the AGDA Awards, represented on average only 25 per cent of winners [Figure 2]. This pattern in the data was consistent over the three decades it covered and showed no indications of increase in the current climate, becoming a clear indicator of the low visibility of women in the professional Australian graphic design industry. In comparison, the gendered data of people entering the awards was not available over the time surveyed however, CEO and Director of AGDA, Nic Eldridge, contacted me to share that the gendered split of membership in 2016, which was 60:40 in favour of women. He clarified that only half of the membership base had specified their gender on their membership records and suggested that the awards should have a healthy number of female entrants. The data also revealed that the only instances where women outnumbered men in the awards data, was as

judges in 1996 and as finished artists in 2004. In general, this data set becomes indicative of broader gender focused issues surrounding the visibility of women in Australian graphic design and hints at improvements that could make the AGDA Awards more inclusive.

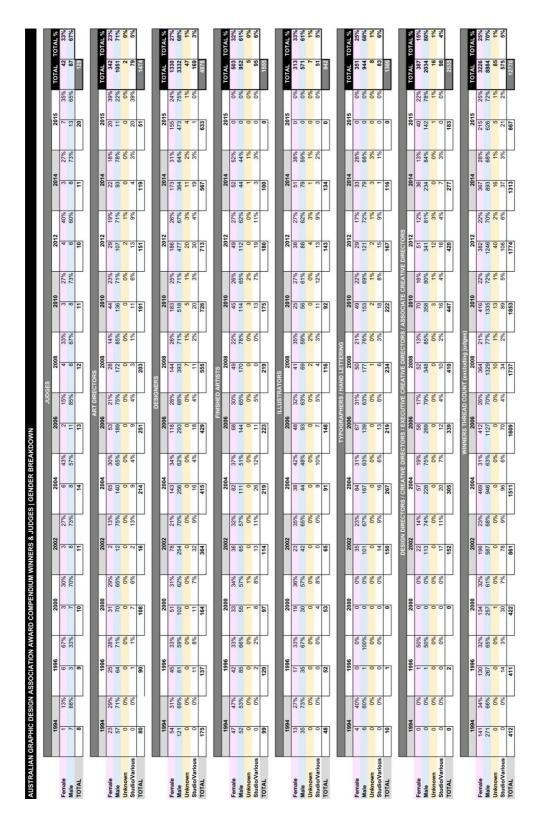


Figure 2. Tally of winners and jurors in the AGDA Awards by gender.

## Gender equitable juries

In 1996, the predominantly female AGDA Award jury awarded an equal 50/50 split to both female and male creative directors, whereas every other year when male judges outnumbered women, there were more male winners in every category. This simple correlation has also been found to exist in research into awards for science (Holmes et al, 2011), as has studies into the implicit bias amongst judges in the American criminal justice system (Rachlinski et al, 2009) and reviews of job applicants via curricula vitae (Steinpreis et al. 1999).

Iris Bohnet, behavioural economist at Harvard Kennedy School, has highlighted this complex situation, by citing more instances of implicit bias in hiring practices in STEMM (Science, Technology, Engineering, Mathematics, Medicine) fields; in the appointment of women lawyers into senior positions; and in the performance scores in the US military. Bohnet claims, simply and emphatically, that 'unconscious bias is everywhere' (Bohnet, 2016). Her research also demonstrates that change can happen through behavioural design, pinpointing that it is possible to, 'change behaviour by changing environments rather than mindsets' (Bohnet, 2016). Looking to past winners of the AGDA Awards as appropriate judges – including the list of 789 women collated in this research [Figure 3] – should involve the whole design community to ensuring inclusive processes are adopted more readily (Frey et al, 2004).<sup>3</sup>





Figure 3. Anonymity poster (left) and detail (right) listing the name of every women who have won or served on the jury of the AGDA Awards.

I asked Annette Harcus, who established Harcus Design in Sydney in 1982, Rosanna Di Risio, who has been the creative director of ERD in Melbourne for 16 years and Dianna Wells, who has run Dianna Wells Design since 1996, about their involvement in awards platforms and how this has affected the visibility of women. Both of these women are respected by their peers as contributing significantly to the Australian graphic design community and all have been invited to judge the AGDA Awards – Harcus in 1994 and 1996, Di Risio in 2006 and 2016 and Wells in 2008.<sup>4</sup> Their attitudes and participation in this role, highlighted the need to involve women and men in equal numbers – both as judges and entrants – to counteract tokenism, to reflect a greater breadth of priorities driving designers and to lessen the intimidation felt by women in the system.

Harcus' comments indicated that she felt her participation as a juror was 'slighty token' (Connory, 2016d). She was the only woman on a panel of nine judges in 1994 but in the next biennale, she became part of the only jury where women outnumbered men in 1996. This was the year that Dianne Day, Jennifer Prosser, Annabel Shears Carter, Myrium Kin-Yee and Lynda Warner all joined her. However, in the following years this trend was reversed and the average presence of women on judging panels returned to only 33 per cent. As male judges re-established their dominant numbers, Harcus, with 35 years of experience running her own design studio, was disappointed not to be invited to take part again.<sup>5</sup>

Rosabeth Moss Kanter, a professor at the Harvard Business School who specialises in strategy, innovation and leadership for change, says that successful efforts to combat tokenism in the corporate environment are similar to ways of eliminating unconscious bias – that is through environments rather than through solitary efforts. Her studies revealed that women in token (or minority) positions are often disadvantaged in male-dominated environments and that if they increased their visibility by doing too well, then further opportunities were often denied – an event mirrored in Harcus' experience. However, her research also supports the notion that larger, consistent and absolute numbers of women are needed in such contexts to stop women functioning as a 'numerical rarity' and for 'supportive alliances to develop' (Kanter, 1993). This argument concludes that the more women involved in AGDA Award juries, the more this equity will continue and foster an environment where women feel supported to remain and fully engage.

## Validating and connecting jurors

It has been stated by Eldridge, however, that AGDA often struggles to have women accept invitations to be a part of their jury. He explained that in 2016 'we asked 13 women and got 8 acceptances (5 knock backs) [and] we asked 18 men and got 17 acceptances (1 knock back)' (Eldridge, 2016). This demonstrated that AGDA are making efforts to have equal numbers of women and men on its juries but also identifies that hurdles to this goal lie beyond simply asking women to be involved. During my interview with Wells, she revealed the story of how she came to be a juror which offers some insight into these obstacles. Invited to be a part of the 2008 jury, Wells hesitantly accepted, wondering the whole time, 'What have I got to contribute?' (Connory, 2016e). She commented on her lack of confidence early in her design career, saying she felt like a 'fraud' because her qualification was in fine art rather than graphic design.

This despite a productive early career managing the collaborative studio Another Planet Posters, where she produced screen printed political posters that have since been hung in the Don't be too Polite: Posters and Activism exhibition at the Ian Potter Gallery in Melbourne University, in 2016 (Connory, 2016e). Wells went on to say that, in retrospect, she valued the experience because of the way she drew a new sense of confidence through collaborations with other women on the panel. This included working with Rita Siow, the general manager of AGDA at the time, and Amanda Roach who took the time to be 'very respectful of everybody's contributions' (Connory, 2016e). Having other visible female jurors and encouraging collaborations kept Wells comfortable in a role that she forced herself to be a part of – even though she doubted her abilities.

Ahead of her time, Wells was demonstrating the advice of Sheryl Sandberg, CEO of Faceboook, which was delivered five years later in 'Lean In', a book that advocates for women taking complete responsibility for achieving equality rather than calling for societal change (Sandberg, 2013). However, the trepidation Wells expressed about her own ability to do the job is something else Sandberg writes about, saying, 'We lower our own expectations of what we can achieve' but persists in explaining that with more women achieving positions of power, more will follow (Sandberg, 2013). Research showing that women feel more confident and accomplish more in small groups, is also cited by Sandberg's online Lean In initiative (Dasgupta et al, 2015; Colarelli et al, 2006). The solution here for AGDA, lies in two tactics: the first is

assisting a woman's ability to 'lean in' by qualifying the merits of her career and specifying the reasons why she was invited to take part – counteracting the internal criticism. The second is to put female jurors in touch with each other, in order to offer support and step outside their comfort zones in their newly assigned duties. Combined, these two actions could result in more women saying 'yes' to juror positions.

## Having clients in mind

Di Risio also commented on women's representation as entrants, as opposed to jurors, in the AGDA Awards from a position of experience. She expressed her thoughts about the relevance to individual careers saying, 'It's not very cryptic. I think women generally don't care about the accolades' (Connory, 2016c) - a statement that leads to the question, 'What is important to women designers?' Two other women, who are both designers and studio owners in Australia, gave insight into these priorities. Suzy Tuxen, founder of the studio A Friend of Mine which she has been operating since 2009, deflected her personal importance to that of her studio's work. She states, 'I would prefer that our work speak for itself rather than have a list of accolades and laurels' (Connory, 2016b). Simone Elder, co-founder of Ortolan, a strategic design studio in Melbourne, focused on the importance of her client's priorities rather than her own, by stating, 'I feel like studios can also design with design in mind, whereas I think we design more with clients in mind' (Connory, 2016a). These quotes, which indicated a lack of interest in personal gratification by women, pointed to the appointment of clients to the jury – or those who employ the services of graphic designers rather than simply other designers – as something that would appeal to a broader part of the design community and possibly result in a more gender equitable tally of winners.

In considering the overarching concern for design quality over award accolades, reflected in Di Risio, Tuxen and Elder's statements, does not assume all women designers think and feel the same but seeks to take the commonalities spoken by the interviewed women – of different ages and cultural heritages – and use them to directly address gender bias in Australian graphic design. Carol Gilligan, feminist author and professor with the School of Law at New York University, has concluded that ignoring women's accounts creates an encumbered view of the sexes and that

through listening to different voices and the interplay of dialogues, you can find the significance in their collective identity and representation (Gilligan, 2003).

#### Clear criteria

Devising 'a clear set of criteria for the most-worthy awardees before committees meet' as well as 'checklists and structured evaluation forms for nominators (rubrics)' was a strategy researched and implemented through the US National Science Foundation to remedy gender inequity in the honours awarded by science societies (Holmes et al, 2001). Many of the printed AGDA Award compendiums simply state that the judging process is based on the 'Olympic model' without giving specific details on what judges hold in high esteem when scoring the work (AGDA, 2012). A clearly communicated rubric, or 'a coherent set of criteria' can ensure a clear path to success and mastery (Brookhart, 2013; Kaplan & Owings, 2013; Brookhart, 2013; Holmes & Oakleaf, 2013).

Eldridge confirmed that AGDA juries are briefed on a list of 'specific criteria' however these details were not revealed to designers during the Award's call for entries – with the exception of the more recently added specialist categories such as Design Effectiveness and Design for Good (Eldridge, 2016). This oversight disadvantages entrants by hindering their strategic ability to align their choices with what the judges deem as noteworthy. It also minimises the recognition of the specific drivers – such as the importance of the client's agenda – held in high esteem by women and previously stated by Di Risio, Tuxen and Elder, that make for successful and award worthy design work.

#### **Blind evaluations**

A factor that has been shown to eliminate unconscious biases and simultaneously increase gender parity in award winners is the implementation of blind evaluations. This has been an ongoing part of the AGDA judging process and was last stated as such in the final printed compendium in 2012, which claimed that '... anonymity of entrants and studios are maintained' (AGDA, 2012). In fact, the emailed discussions with Eldridge, revealed that AGDA Award judges are asked to abide by a list of regulations to ensure the integrity of this system.

Research has shown the esteemed effectiveness and value in such a framework when attempting to achieve gender parity. Tropfest, the world's largest short film festival that has been running in Australia for 25 years, implemented blind judging in 2017 which resulted in half of their finalists being women (Tropfest Blog, 2017). A study at the University of Wisconsin in 1999, which reviewed unconscious bias in job application processes, alongside a comparable review conducted by Princeton University, and processes implemented by the Westpac Bank in Australia in 2016 all reveal the benefits of blind evaluations (Steinpreis et al, 1999; Moss-Racusin et al, 2012; Le Marquand, 2016). Highlighting this positive aspect in the AGDA Awards is something they could promote more widely to encourage more women to enter and foster more confidence in their system.

#### Conclusion

This article was written to measure the visibility of women in Australian graphic design and hypothesised that women have a low level of visibility in the industry, in comparison to men. Quantifying this measure was deemed important because I believe gender inequity in Australian graphic design should be constantly monitored and addressed to ensure the equitable inclusion of women and to recognize the importance of their work. The principle findings revealed this hypothesis to be true and did so through a statistical analysis and visual communication of the data set of the winners and jurors in the AGDA Awards. The Anonymity Poster Exhibition showed that women had an average presence of only 25 per cent in the awards.

Insights from this data combined with interviews from woman, who have contributed significantly to Australian graphic design, were drawn upon to develop a set of recommendations on how to improve the visibility of women in the AGDA Awards. These included: having equal numbers of both women and men as jurors, offering encouragement and support to the women invited to judge, inviting clients to be a part of juries, developing and promoting a list of judging criteria for each award along side the blind evaluation procedures as well as prioritising the clients' benefit within these criteria. I suggest that the research and findings presented here are not isolated to Australia and the graphic design industry but, that further research could explore how these recommendations could make a positive impact on gender parity internationally and across all design disciplines.

#### **Notes**

- 1. The sources referenced to collate the data set used in the Anonymity Poster Exhibition include the: AUSTRALIAN GRAPHIC DESIGN ASSOCIATION. 1994. 'AGDA: 1994 Awards Book.' AGDA; AUSTRALIAN GRAPHIC DESIGN ASSOCIATION. 1996. 'Australian Graphic Design Association National Awards 1996.' Cammeray, N.S.W: Australian Graphic Design Association; AUSTRALIAN GRAPHIC DESIGN ASSOCIATION. 2000. 'AGDA: 2000 Australian Graphic Design Association National Awards.' Cammeray, N.S.W: AGDA; AUSTRALIAN GRAPHIC DESIGN ASSOCIATION. 2002. 'Two Years on Design Is...: Sixth Australian Graphic Design Association National Awards Compendium 2002.' Cammeray, N.S.W: Australian Graphic Design Association; AUSTRALIAN GRAPHIC DESIGN ASSOCIATION, AND AQUENT. 2004. 'Australian Graphic Design Association National Awards 2004: Seventh Awards Compendium.' Cammeray, N.S.W: Australian Graphic Design Association; AUSTRALIAN GRAPHIC DESIGN ASSOCIATION, AND WACOM. 2006. 'Australian Graphic Design Association National Biennial Awards 2006: Eighth Awards Compendium.' Cammeray, N.S.W: Australian Graphic Designs Association; AUSTRALIAN GRAPHIC DESIGN ASSOCIATION, AND WACOM. 2008. 'AGDA Never Never: The 9th AGDA National Biennial Awards 2008 Compendium.' Unley BC, South Australia: Australian Graphic Designs Association; AUSTRALIAN GRAPHIC DESIGN ASSOCIATION. 2010. '10th AGDA National Biennial Awards Compendium.' Cammeray, N.S.W: AGDA; AUSTRALIAN GRAPHIC DESIGN ASSOCIATION. 2012. 'Australian Design Biennale Awards 2012.' Unley BC, South Australia; AGDA. 2014. 'AGDA Australian Design Biennale 2014. 2014. 'Available at: www.australiandesignbiennale.com/finalist (accessed 4 May 4 2016.); AGDA. 2015. 'AGDA Design Awards 2015.' 2015. Available at: awards2015.agda.com.au/finalist (accessed 4 May 2016).
- 2. The exclusion of specialist categories like like photography, sculpting, writing and styling and production categories like printers and paper suppliers was decided upon because they were given other, more specialist, platforms to raise their visibility like the Australian Professional Photography Awards, since 1976

and the National Print Awards, established in 1984.

3. Below is the full list of women who have won and been on the jury of the AGDA Awards from 1994 to 2015 is included in this table. The 1992 and 1998 documents listing the winners from the awards were no longer in circulation and were not available, at a public library nor through AGDA, to include in this data.

Women award winners						
Abbie O'Rourke	Cara Whitelaw	Felicia Bourke	Johanna Standish-Hansen	Lindsay Medalia	Natasha Dumais	Sarah Napier
Abby Kelly	Carla Hackett	Felicity Davidson	Josey Dichiera	Lisa Leung	Natasha Freedman	Sarah Nettleton
Abra Remphrey	Carma Sisik	Felicity Hayward	Joy Lankshear	Lisa Mandic	Natasha Hasemer	Sarah O'Keefe
Adele Drage Adele Smith	Carmel Roccosta Caroline Cox	Felicity Stevens Fiona Brine	Jude Bunn Judith Abell	Lisa Stagbouer Lisa Taliana	Natasha Schroter	Sarah Pax
Adrienne Sandow	Caroline Hunter	Fiona Cooper	Judy McLaughlan	Lisa Wrightson	Nerissa Douglas Nichola Dearn	Sarah Schwager Sarah Wilkins
Agnieszka Rozycka	Caroline Waring	Fiona Sweet	Judy Valon	Lissa Barnum	Nichole Barsenbach	Sarita Walsh
Aimee Ryan	Carolyn Arthur	Flicka Davison	Julie De Paoli Julie Pfitzner	Liv King	Nichole Trionfe	Segolene
Alejandrina Herrera Alex de Bonis	Carolyn Christov-Bakargiev Carolyn Morgan	Flicka Williams Fontaine Anderson	Julie Pfitzner Julie Rovis	Liz Cox Liz Grant	Nicki Holland Nicki Lloyd	Sha-Mayne Chan Shabnam Shiwan
Alex Miles	Cassandra Gill	Fotini Antoniou	Juliet Darling	Liz Nicholson	Nicola Dearn	Shadia Baroudi
Alex Watson	Cat Doherty	Fran Collings-Pearce	Juliet Moore	Liz Phillips	Nicola Lloyd	Shadia Ohanessian
Alexis Waller Ali Curry	Cat Martin Cate Broadbent	Frances Ratford Franki Sparke	Juliet Street	Liza Chancellor Lorna Rikihana	Nicola Xavier Nicole Feuz	Shamila Maralande Shannon Horsfall
Alice Dick	Cath Meadley	Freya Boyle	Justine Ellis Justine O'Brien	Louise Doman	Nicole Liedberg	Sharon Giuffre
Alice Moir	Catherine Berruer	Gabby Lord	Justine Smith	Louise Elliott	Nicole Monks	Sharon Lee
Alice Murray	Catherine van der Werff	Gabriella Tedesco	Kamina Couch	Louise Ragless	Nicole Romer	Sharon Yang
Alice Wong-Riley Alison Care	Cathy Bell Cathy Schnieder	Gabrielle D'Ambrosio Gail Finlayson	Karel Wohlick Karen Balest	Louise Ruttley Lucy Glade-Wright	Nicoletta Braach-Maksvytis Nienke Klunder	Sharyn Wortman Shelley Bennett
Alison Carne	Cathy Veide	Gaye Neilsen	Karen Jones	Lucy James	Niki Chu	Shelsey Birch
Alison Curry	Ceridwen Rees	Gemma Deavin	Karen Van Esveld	Lucy Walker	Nikita Dudson	Shinhea Kim
Alison Geers	Charmaine Lew	Gemma Hurst	Karen Wohlnick	Lucy Wells Lydia Lee	Nikki Flux	Shirley Abbatovi
Alison Hastie Alison Hulett	Cheri Cunningham Chiara Adams	Gemma O'Brien Genevieve Duvergé	Karin Colpani Karin Seja	Lynda Kay	Noemie Le Coz Noma Bar	Shirley Abbatovi Simone Dutton
Alison Rodda	Chloe Quigley	Genevieve Gaukler	Karlien Frankie-Mae	Lynda Warner	Nuttorn Vongsurawat	Simone Elder
Alison Smith	Christey Johannsson	Genevieve McKelvey	Kasia Wydrowski	Lyndal Harris	Olimpia Zagnoli	Simone Mandl
Alix Hearnshaw Alysia Sawczak	Christina Gee Christina Roosemond	Geordie McKenzie	Kat Macleod Kat Mew	Lyndal McGovern Lyndall Harris	Olivia King Olivia Swinn	Simone Tetof Sinéad Mc Devitt
Amanda Brizzi	Christine Lambe	Georgia Janetzki Georgia Lim	Katarina Mrsic	Lyndel Donaldson	Olivia Watson	Siobhán Costigan
Amanda Dixon	Christine Messinesi	Georgie McKenzie	Kate Cullinane	Lynette Zeeng	Pam Hau	Skye Jefferys
Amanda John	Christy Ward	Gillian Allan	Kate Linton	Lynley McDonald	Pasqualina Di Stasio	Skye Luckins
Amanda Larsen-Smith Amanda McPherson	Claire Bradbury Claire Matheson	Gina Batsakis Gina Keller	Kate Mansell Kate Owen	Madeleine Frick Magdalena Czarnecki	Penny Reid Peta Kruger	Sonia Eskildsen Sonia Teuben
Amanda Nadaskay	Claire Morris	Giota Vass	Kate Rogers	Maggie Beach	Petra Mrzyk	Sonia Tormic
Ami Gainford	Claire Plunkett	Giulia Baldini	Kate Sweetapple	Maggie Power	Phillippa Compton	Soo Coughlan
Amy Lambert Amy Materne	Claire Rose Claire Ryan	Gloria Chan Grace Kim	Kate Webber Katherine Chadwick	Maggie Tang Makereta Matemosi	Phillippa Pendlebury	Soo Ford Sophie Brous
Amy Materne Amy Milhinch	Claire Ryan Claire Therphane	Grace Kim Graziela Machado	Katherine Chadwick Katherine Hall	Makereta Matemosi Malin Halmstrom	Phoebe Besley Phoebe Cheong	Sophie Brous Sophie Zetterberg
Amy Nadaskay	Clare Andrew	Hannah Cutts	Katherine Stevens	Mandy Hampson	Phoebe Dawson	Stella Danalis
Amy Tasker	Clare Barrett	Hannah Evans	Kathie Griffiths	Mardi Fielding	Phoebe Glasford	Steph Fletcher
Andrea Innocent Andrea Maranzano	Clare Hill Clare McKenzie	Hannah Mattner Hannah Richardson	Kathy Fox Katie Buchanan	Margaret Nolan	Pia Sabadini Pip Ireland	Stephanie Marinovich Stephanie Martin
Andrea Wilcock	Clare Stephens	Heidi Stoll	Katie Crosby	Margrit Sage Mari Funaki	Polina Outkina	Stephanie Poole
Anelia Pavlova	Clare Stevens	Helen Bodycomb	Katie Furnell	Maria Mosquera	Pom Kimber	Stephanie Ransom
Angela Mc Carthy	Clare Theophane	Helen Orme	Katie McCartin	Marianna Berek-Lewis	Prisco Di Stasio	Su-Ann Len
Angela Mitchell Anita Liu	Claudia Passera Clem Devine	Helen Watts Holly Odgers	Katie Pelosi Katie Richardson	Marianna Tsivlin Marianne Malafosse	Rachael Arbouw Rachael Jackman	Sue Allnut Sue Mould
Anita Ryley	Coline Chupin	Huey Lau	Katie Scott	Marianne Walker	Rachael McKee	Sue Small
Anna Bramble	Corinne Balaam	Ilana Werba	Katja Hartung	Marie Schultz	Rachael Wilde	Sussanne Ballhausen
Anna Brocklebank Anna Davis	Courtenay Graham	Ingrid Berger	Katja Lambert	Mariela Tiqui	Rachel Jackman	Suwanit Downing
Anna Dayis Anna Day	Cristina Douglas Cynthia Swanson	Irit Pollak Irmi Wachendorf	Katriana Clark Katrina Pender	Mariko Elliott Marilyn de Castro	Rachel Jarrad Rachel Jones	Suzanne Boccalatte Suzanne Tuxen
Anna Eymont	Dana Kouris	Isabella Clark	Katrina Tesoriero	Marina Pietersz	Rachel Terkelson	Tabitha Bright
Anna Finlayson	Dana Rogers	Ivana Martinovic-Duncan	Kee Ling Turner	Marissa Webb	Rachel Thomas	Tahlia Briggs
Anna Gregg Anna Hammond	Daniela Shield Danielle da Andrade	Jacqui Duszynski Jade Sibinovski	Keelie Teasdale Kellie Bates	Marita Leuver	Rachel Tonge	Tamara Abeska
Anna Maley-Fadgyas	Danielle Niepelt			Marje Crosby Marta Chover	Rebecca Adamczewski Rebecca Birrell	Tamara Howell Tamara Moore
Anna Maley-Fadgyas Anna Myers	Danielle Niepelt Deanna German	Jakki Pedder Jamie (Jisun) Kim	Kellie Campbell-Illingworth Kelly Burton	Marta Chover Marta Roca	Rebecca Birrell Rebecca Goldsworthy	Tamara Moore Tania Nally
Anna Myers Anna Peters	Deanna German Debbie Ferris	Jakki Pedder Jamie (Jisun) Kim Jan Rieseger	Kellie Campbell-Illingworth Kelly Burton Kelly Dixon	Marta Chover Marta Roca Mary Johnston	Rebecca Birrell Rebecca Goldsworthy Rebecca Hussey	Tamara Moore Tania Nally Tania Sallai
Anna Myers Anna Peters Anna Rhodes	Deanna German Debbie Ferris Debra Jason	Jakki Pedder Jamie (Jisun) Kim Jan Rieseger Jan-Maree O'Sullivan	Kellie Campbell-Illingworth Kelly Burton Kelly Dixon Kelly Mitchell	Marta Chover Marta Roca Mary Johnston Mary Talato	Rebecca Birrell Rebecca Goldsworthy Rebecca Hussey Rebecca Lorraine	Tamara Moore Tania Nally Tania Sallai Tania Salvati
Anna Myers Anna Peters	Deanna German Debbie Ferris	Jakki Pedder Jamie (Jisun) Kim Jan Rieseger	Kellie Campbell-Illingworth Kelly Burton Kelly Dixon	Marta Chover Marta Roca Mary Johnston	Rebecca Birrell Rebecca Goldsworthy Rebecca Hussey	Tamara Moore Tania Nally Tania Sallai Tania Salvati Tania Williams
Anna Myers Anna Peters Anna Rhodes Anna Rogers Anna Walker Annabel Dundas	Deanna German Debbie Ferris Debra Jason Deenal Vallabh Dewi Telford Diana Chirilas	Jakki Pedder Jamie (Jisun) Kim Jan Rieseger Jan-Maree O'Sullivan Janaya Galloway Jane Cameron Jane Jeffrey	Kellie Campbell-Illingworth Kelly Burton Kelly Dixon Kelly Mitchell Kelly Reynolds Kelly Robinson Kelly Thompson	Marta Chover Marta Roca Mary Johnston Mary Talato Maureen Wayong Mayra Monobe Meg Phillips	Rebecca Birrell Rebecca Goldsworthy Rebecca Hussey Rebecca Lorraine Rebecca McBurney Rebecca Mules Rebecca Sharock	Tamara Moore Tania Nally Tania Sallai Tania Salvati Tania Williams Tanja Brgoc Tanja Ledwich
Anna Myers Anna Peters Anna Rhodes Anna Rogers Anna Walker Annabel Dundas Annabel Linton	Deanna German Debbie Ferris Debra Jason Deenal Vallabh Dewi Telford Diana Chirilas Diana Montes	Jakki Pedder Jamle (Jisun) Kim Jan Rieseger Jan-Maree O'Sullivan Janaya Galloway Jane Cameron Jane Jeffrey Jane Kleimeyer	Kellie Campbell-Illingworth Kelly Burton Kelly Dixon Kelly Mitchell Kelly Reynolds Kelly Robinson Kelly Thompson Keren Pilli	Marta Chover Marta Roca Mary Johnston Mary Tolato Maureen Wayong Mayra Monobe Meg Phillips Meg Robertson Butler	Rebecca Birreli Rebecca Goldsworthy Rebecca Hussey Rebecca Lorraine Rebecca McBurney Rebecca Mules Rebecca Sharock Rebecca Wetzler	Tamara Moore Tania Nally Tania Sallai Tania Sallai Tania Salvati Tania Williams Tanja Begoc Tanja Ledwich Tanya Bird
Anna Myers Anna Peters Anna Rhodes Anna Rhodes Anna Rogers Anna Walker Annabel Dundas Annabel Linton Annah Brocklebank	Deanna German Debbie Ferris Debra Jason Deenal Vallabh Dewi Telford Diana Chirilas Diana Montes Diana Montes Diana Montes	Jakki Pedder Jamie (Jisun) Kim Jan Rieseger Jan-Maree O'Sullivan Janaya Galloway Jane Cameron Jane Leffrey Jane Kleimeyer Jane Kleimeyer	Kellie Campbell-Illingworth Kelly Burton Kelly Dison Kelly Mitchell Kelly Reynolds Kelly Reynolds Kelly Robinson Kelly Thompson Keren Pilli Kerina West	Marta Chover Marta Roca Mary Johnston Mary Talato Maureen Wayong Mayra Monobe Meg Phillips Meg Robertson Butler Megan Perkins	Rebecca Birrell Rebecca Goldsworthy Rebecca Hussey Rebecca Hussey Rebecca McBurney Rebecca McBurney Rebecca Sharock Rebecca Sharock Rebecca Wetzler Reina Alessio	Tamiara Moore Tania Nally Tania Sallai Tania Sallai Tania Salvati Tania Williams Tanja Bṛgoc Tanja Ledwich Tanya Bird Tanya Grabow
Anna Myers Anna Peters Anna Rhodes Anna Rogers Anna Walker Annabel Dundas Annabel Linton	Deanna German Debbie Ferris Debra Jason Deenal Vallabh Dewi Telford Diana Chirilas Diana Montes	Jakki Pedder Jamle (Jisun) Kim Jan Rieseger Jan-Maree O'Sullivan Janaya Galloway Jane Cameron Jane Jeffrey Jane Kleimeyer	Kellie Campbell-Illingworth Kelly Burton Kelly Dixon Kelly Mitchell Kelly Reynolds Kelly Robinson Kelly Thompson Keren Pilli	Marta Chover Marta Roca Mary Johnston Mary Tolato Maureen Wayong Mayra Monobe Meg Phillips Meg Robertson Butler	Rebecca Birreli Rebecca Goldsworthy Rebecca Hussey Rebecca Lorraine Rebecca McBurney Rebecca Mules Rebecca Sharock Rebecca Wetzler	Tamara Moore Tania Nally Tania Sallai Tania Sallai Tania Salvati Tania Williams Tanja Begoc Tanja Ledwich Tanya Bird
Anna Myers Anna Rhodes Anna Rhodes Anna Rogers Anna Walker Annabel Dundas Annabel Linton Annah Brostelebank Anne Coster Anne Langdon Anne Shackman	Deanna German Debbie Ferris Debber Ferris Debra Jason Deenal Vallabh Dewn Telford Diana Chirilas Diana Montes Diana Montes Cooper Diana Patt Diana Melis Diana Melis Diana Elderton	Jakki Pedder Jame Ulsun) Kim Jan Reseger Jan-Maree O'Sullivan Janaya Galloway Jane Cameron Jane Hefrey Jane Kelieneyer Jane Ledingham Jane Mooney Jane Rieseger Jane Rieseger Jane Rieseger	Kellie Campbeli-illingworth Kelly Burton Kelly Dixon Kelly Mitchell Kelly Reynolds Kelly Robinson Kelly Robinson Kelly Thompson Keren Pilli Kerina West Kerry Argus Kerry Chipwidden Kerstin Thompson	Marta Roca Mary Johnston Mary Talato Mary Johnston Mary Talato May Talato Mayren Wyong Mayra Monobe Meg Phillips Meg Robertson Butler Megan Perkins Megan Perkins Megan Stone Melanie Coustpetcos Melanie Coustpetcos Melanie Snow	Rebecca Birrell Rebecca Goldsworthy Rebecca Inssey Rebecca Lorraine Rebecca Mules Rebe	Tamara Moore Tania Naily Tania Saliai Tania Waliams Tanja Begoe Tanja Carbuwch Tanya Bird Tanya Bird Tanya Sim Tanya White Teena Sang
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Anna Myers Anna Peters Anna Rhodes Anna Rhodes Anna Rhodes Anna Rogers Anna Walker Annabel Dundas Annabel Linton Annah Brockiebank Anne Foster Anne Langdon Anne Shackman Anne-Marce Lowther Annek Dekker	Deanna German Deabhie Ferris Debra Isason Deenal Vallabh Dewn Telford Diana Chirilas Diana Montes Diana Montes Cooper Diana Montes Diana Mells Diana Wells Diana Mells Diana Edwards Diana Mells Diana Rett Diana Rett	Jakki Pedder Jamle Ulsun) Kim Jan Rieseger Jan-Maree O'Sullivan Janaya Galloway Jane Cameron Jane Herey Jane Keliemeyer Jane Keliemeyer Jane Keliemeyer Jane Kenseger Jane Rieseger Jane Richers Jane Rieseger Jane Rieseger	Kellie Campbeli-Illingworth Kelly Dixon Kelly Dixon Kelly Nitchell Kelly Reynolds Kelly Reynolds Kelly Robinson Kelly Thompson Keren Pilli Kerina West Kerry Argus Kerry Argus Kerry Chigwidden Kerstin Thompson Kim Allen Kim Beckers	Marta Chover Marta Roca Mary Johnston Mary Talato Maureen Wyong Mayra Monobe Meg Phillips Meg Robertson Butler Megan Perkins Megan Stone Melanie Cousipettos Melanie Terrett Melanie Torpham	Rebecca Birrell Rebecca Goldsworthy Rebecca Hussey Rebecca Lorraine Rebecca Mules Rebecca Wetzler Rebecca Wetzler Reina Alessio Ria Utomo Rita Halaberec Rita Kinsella Rita Siow Robi Watt	Tamara Moore Tania Sallai Tania Sallai Tania Sallai Tania Sallai Tania Sallai Tania Sallai Tania Williams Tanja Begoe Tanja Begoe Tanja Bedwich Tanya Bird Tanya Bird Tanya Girabow Tanya Gira Tanya Wilte Teena Sang Tegan Mackay Tegan Rae
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Anna Myers Anna Peters Anna Rhodes Anna Rhodes Anna Rogers Anna Rhodes Anna Rogers Anna Walker Anna Rogers Anna Walker Anna Bordes Annabel Durdss Annabel Limton Annabe Brocklebank Annabe Brocklebank Annabe Brocklebank Annabe Brocklebank Annabe Dukker Annabe Dukker Annabes Dukker Annabes Dukker Annabes Dukker Annabes Dukker Annabes Dukker Annabes An	Deanns derman Debbie Ferris Debra Jason Deensl Vallabh Dewi Telford Dana Chrillas Dana Montes Cona German Dana Weis Canne German	Jakis Pededer Jamie (Jisum) Kim Jan Rieseger Jan-Maree O'Sullivan Janaya Galloway Jane Cameron Jane Leffrey Jane Ledingham Jane Kleineger Jane Neloney Jane Richerel Janiere Blocktock Janine Richertel Janine Moditorel Janine Muckitoch Janine Walchtrobl Janine Wurfel Janis Lewellyn	Kellie Cambell-Hillingworth Kelly Burton Kelly Dibon Kelly Dibon Kelly Dibon Kelly Dibon Kelly Mitchell Kelly Reprodis Kelly Molinien Kelly Thompson Kelly Thompson Kerne Pilli Kerina West Kerry Argus Kerry Argu	Marta Chower Mary Johnston Mary Johnston May Talato Mayrea Wayne Mayre Mayre Mayre Mayre Mayre Mayre Mag Roberton Butler Megan Ferkins Megan Stone Melanic Coustpectos Melanic Coustpectos Melanic Coustpectos Melanic Front Melanic And Melinda Dudley Melinda Edwards Melinda Gaughwin Melinda Grand Melinda Troves Melinsa Ballache Melissa Ballache Melissa Raflache Melissa Ferguson	Rebecca Sirrell Rebecca Glodworthy Rebecca Hussey Rebecca Hussey Rebecca Hussey Rebecca Hussey Rebecca McBurney Rebecca McBurney Rebecca McBurney Rebecca Sharock Rebecca Sharock Rebecca Wettele Reina Alessio Rita Hussey Ri	Tamara Moore Tamia Nally Tamia Salla Tamia Salla Tamia Salvatt Tamia Sukutt Tamya Sirid Tamia Sarcic Tamia Marcic Toni McCann Tracevi Girmwood Tracevi Girmwood Tracevi Girmwood Tracevi Girmwood
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- 4. In 2016, I conducted an online survey, titled 'Invisible: Women in Australian Graphic Design' asking stakeholders in the Australian graphic design industry to list women who had made significant contributions to the industry since 1960. 142 women were named and 24 of the most mentioned women were approached to be interviewed and give ethical clearance to be involved in this research. This size of this data set was determined by logistical factors, including the time and budget available to conduct this research.
- 5. It is interesting to note here that the CEO and Director of AGDA, Nic Eldridge, has confirmed to me that AGDA do not have an official policy or restrictions concerning the amount of times a juror can be a part of the awards, but that they do encourage breaks between jury duties.

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