



Annual Report 2020–21

ACKNOWLEDGEMENT OF COUNTRY

IPEd acknowledges the Traditional Custodians of the unceded lands throughout Australia and their connections to land, sea and community. We pay our respect to their Elders past and present.

IPEd acknowledges the unique place Māori have as tangata whenua of Aotearoa New Zealand.

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About IPed

The Institute of Professional Editors (IPed) is the professional membership association for editors in Australia and Aotearoa New Zealand, with more than 1400 members (active, financial and non-financial).

IPed exists to advance the profession of editing and to support and promote editors. We aim to develop a strong organisation that supports a thriving membership by offering professional development opportunities, valuable member benefits and advocacy for the profession.

Our members play an important role in content development and publication. They work collaboratively with authors, writers and content creators to help them get their message across with greater clarity, elegance and insight.

IPed operates an accreditation scheme that confers the postnominals AE (Accredited Editor). The postnominals DE (Distinguished Editor) were conferred on the people who developed and delivered the initial accreditation exam, held in 2008.



Mission

To advance the profession of editing through training, advocacy and promotion.



Vision

IPed is the trusted voice of professional editors, shaping communications of the future.



Values

We are collaborative, mutually supportive, inclusive, respectful, principled and committed to excellence. We celebrate our contributions and successes.

Branches and membership

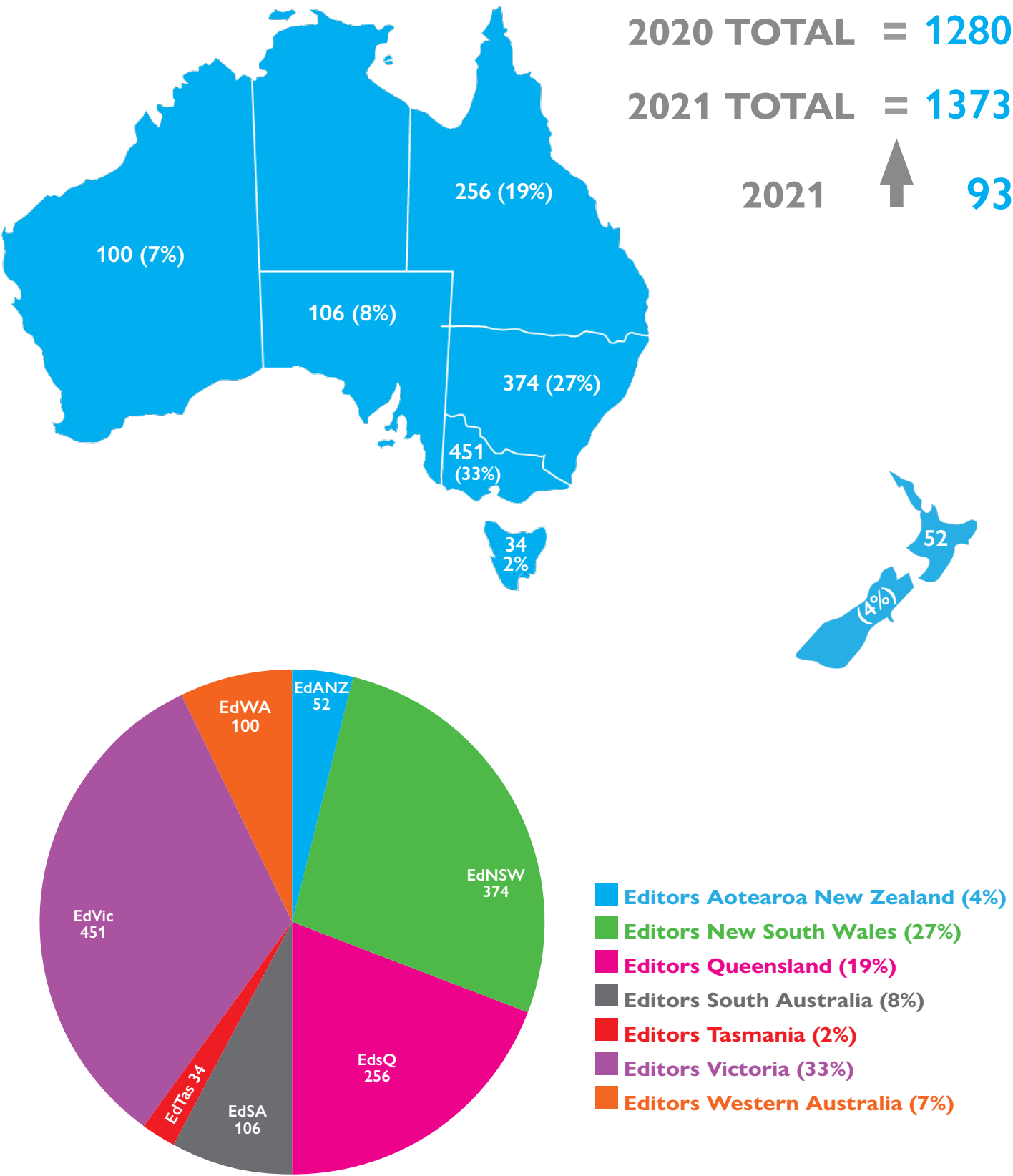
Total active, financial members at 30 June 2021 was 1373. This is 93 more than at the same time last year.

Total active members, both financial and unfinancial, at 30 June 2021 was 1418. This is 103 more members than at the same time last year.

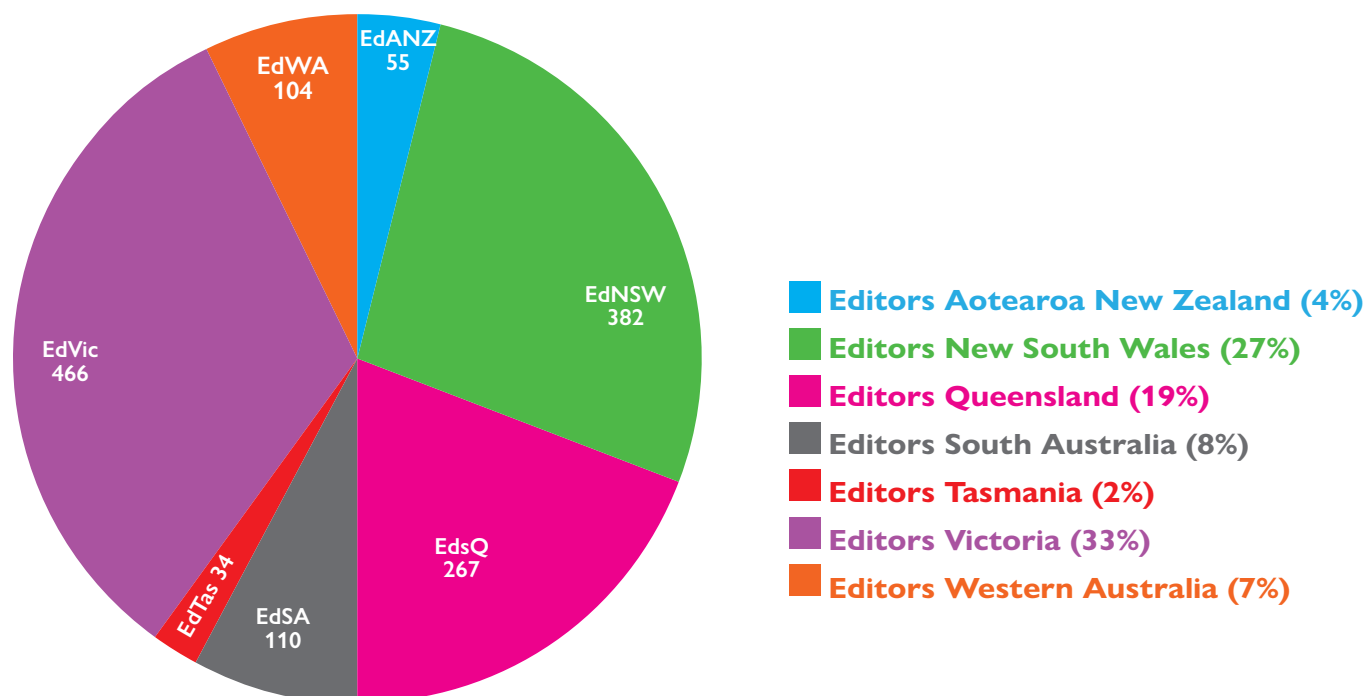
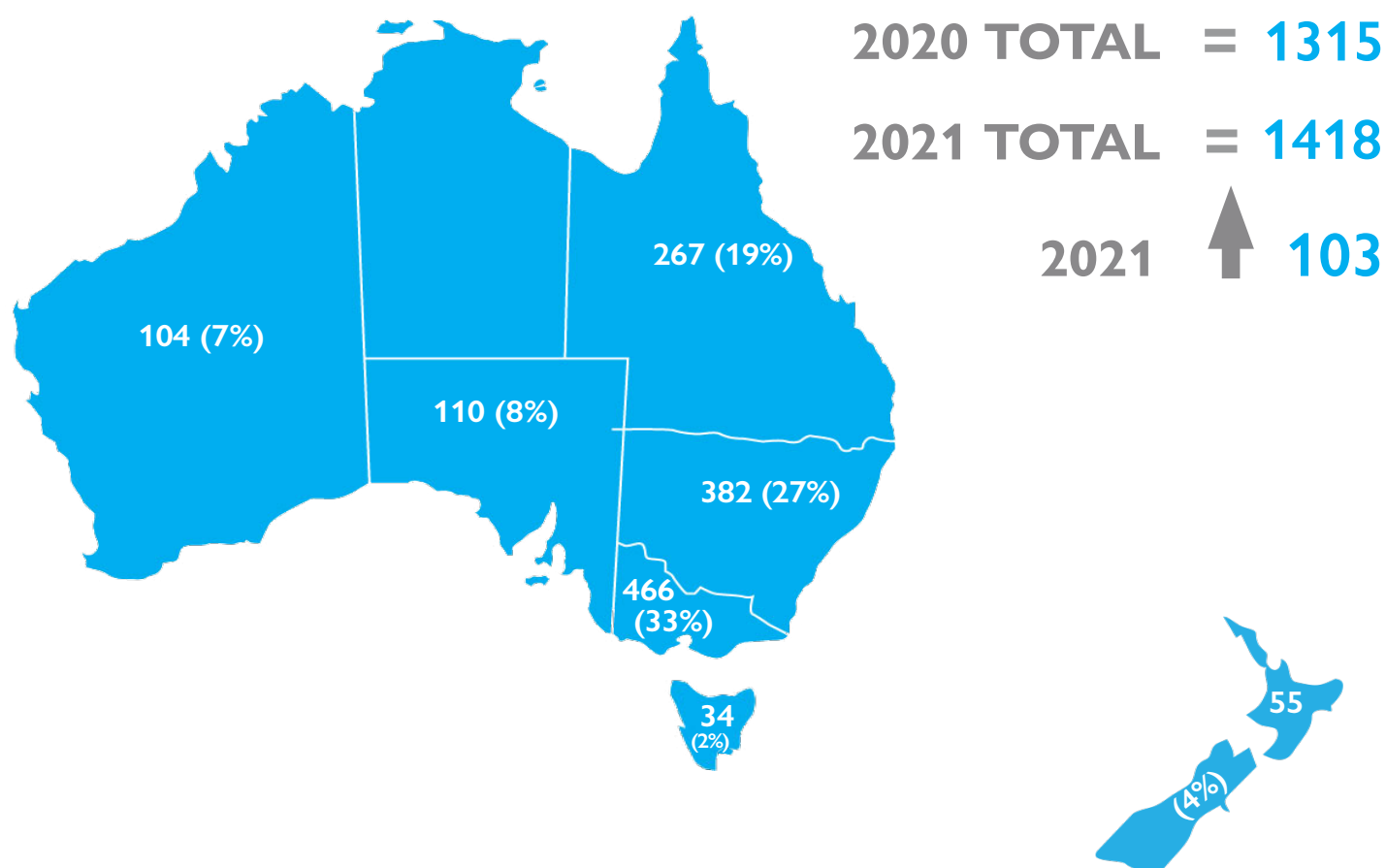
Note: Active, non-financial members are those whose memberships have expired for 30 days or more and who have not yet renewed their subscription but are still within their renewal period. These members become inactive (and non-financial) if their membership fees remain unpaid for more than 90 days since the membership expired.

The branches of IPed and their member numbers are shown in the maps and charts below.

Active (financial) members



Active members financial and non-financial



Member benefits

Our promise to members



Belonging to IPEd helps you to:

- connect and collaborate with peers, experts and industry
- develop your professional and business skills
- accelerate your career
- gain respect as a professional editor
- be part of a supportive community
- celebrate your profession.

Member services



We deliver on our promise through a range of services:

- professional development events, workshops and networking
- IPEd conferences
- awards and prizes
- accreditation scheme for professional editors
- professional standards for editing practice
- advocacy
- Mentoring Program
- Editors Directory
- online resources
- member discounts.

IPEd members have access to the following services, benefits and events. This is part of the IPEd promise to deliver a range of services that support, connect and develop editors at all levels of their careers.

Accreditation scheme

The accreditation scheme enables editors to demonstrate their competence through an onscreen exam and ongoing professional development, thus offering clients and employers confidence in the skills of an editor they hire.

Awards and prizes

Editors can gain recognition for their work through IPEd awards such as the Rosanne Fitzgibbon Editorial Award, the IPEd Prize and the Janet Mackenzie Medal or through the Australian Publishers Association's Beatrice Davis Editorial Fellowship, co-sponsored by IPEd.

IPEd newsletter

IPEd keeps members updated through a monthly online newsletter, *Gatherings*.

Conference

The IPEd Editors Conference is a biennial, three-day event hosted by a branch of IPEd.

Editing opportunities

Members are notified about permanent, contract and freelance editing opportunities.

Editors Directory

Professional and Honorary Life members of IPEd can list their contact details and services they offer in the Editors Directory, linked to the IPEd website.

Insurance

Members have access to discounted rates for professional indemnity and public liability insurance.

Branch network

IPEd branches in all six states of Australia and in New Zealand hold branch events that include guest speakers, panel discussions, professional development workshops and networking meetings.

The IPEd mentoring program

The IPEd Mentoring Program helps participants, both mentees and mentors, improve their knowledge and skills in a two-way learning experience.

Professional development

In addition to the workshops, meetings and events that branches hold, IPEd has developed a suite of online professional development options in the form of webinars and videoconferencing for meetings.

Resources

The member-only portal gives members exclusive access to a discussion board, online resources, book lists, articles and member discounts.

Member discounts

Members can access discounts on the following publications, online courses and services, and events:

- *The Australian Manual of Style*
- *Books+Publishing* newsletters
- Cadman Training
- Editors Canada webinars, online training and conferences
- Editorial Freelancers Association webinars, online training and conferences
- National Association of Independent Writers and Editors conferences, webinars and online training courses
- *Macquarie Dictionary* and Thesaurus Online
- IngramSpark
- *The Subversive Copyeditor*, 2nd Edition
- *Writing for Science Journals: Tips, Tricks and a Learning Plan*
- *Effective Onscreen Editing*, 3rd Edition
- PerfectIt
- ProWritingAid
- Rounded
- Chartered Institute of Editing and Proofreading, UK, online courses and conferences
- Professional Editors Guild, South Africa, conferences, webinars and online courses.

CEO's message

by Karen Lee
IPEd CEO



As the world continues to grapple with COVID-19, IPEd continues to reach out to our membership to provide support and assistance to those who need it most. A steady rise in membership numbers during 2020–21 means that now, more than ever, editors are looking to their industry association for support in their career and business.

This has also meant managing ongoing challenges for IPEd to continue delivering key events such as preparations for the 2020 Accreditation Exam and planning considerations for the 2021 IPEd conference.

Strategic plan 2020–23

The Board reaffirmed IPEd's focus for its 2020–23 strategic priorities is to continue work in the four key areas:

1. Build a strong organisation
2. Support a thriving membership
3. Deliver integrated professional development
4. Promote IPEd as the trusted voice of the profession.

As part of the process, the Board met in May this year to refocus our priorities for the 2021–22 cycle.

Advocacy

In 2020–21, we have continued to work with peak bodies to raise issues that affect editors and to support our profession.

Pay rates

Our work on pay rates remains a strong focus for the Pay Rates Working Party, which develops benchmark pay scales for Australian and New Zealand editors and promotes their adoption by publishers, government, business and other clients. A new piece of work will examine rates for in-house editors in publishing.

The Ambassadors Program

The Ambassadors Program began in 2019 as a two-year pilot program funded by the Copyright Agency Cultural Fund to enhance the editing profession and educate industry about the role of editors in the publishing process. The program has enabled IPED members to speak to aspiring authors, the public and university students about the role of editors and how they can assist during all stages of the writing and editing process.

Due to the COVID-19 pandemic, the program stalled for a few months, but funding was extended until the end of 2021, while presentations moved to an online format. Eight presentations were given online during 2020–21 to a total of 234 attendees at the following organisations:

- James Cook University, Cairns
- Faculty of Built Environment, University of New South Wales
- SENSE UniSIG Editors Group in The Netherlands
- Australian Society of Authors
- Lake Macquarie Writers Group
- University of South Australia
- Faculty of Creative Industries, Queensland University of Technology
- Central Queensland University.

Both online and face-to-face presentations will continue for the remainder of 2021. The feedback from participants has continued to be positive and we hope to record both academic and general presentations and to make them available to authors, editors, university students and the public as an ongoing accessible resource.

Publisher's indemnity clause

IPED wrote to the Australian Publishers Association (APA) about an issue raised by some members in relation to contracts between publishers and editors, in particular to a publisher's indemnity clause, which shifts unreasonable responsibility onto editors. IPED stated that we believe that position to be unfair and unwarranted and asked APA to work with their members and those outside their membership to resolve this issue.

Partnerships and affiliates

Partnerships

IPED continues our partnership with Biotext–Macquarie to promote the Australian Manual of Style (AMOS) and Style Hub.

IPED welcomed a new partnership with the Brisbane Writers Festival (BWF) to develop 10 episodes showcasing the relationship between author and editor in the publishing process.

- Author/Editor #01: Mem Fox and Jane Covernton
- Author/Editor #02: Maxine Beneba-Clarke and Robert Watkins
- Author/Editor #03: Nardi Simpson and Grace Lucas-Pennington
- Author/Editor #04: Meg Mason and Catherine Milne
- Author/Editor #05: Anne-Marie Te Whiu and Tony Birch
- Author/Editor #06: James Bradley and Ashley Hay
- Author/Editor #07: Vivian Pham and Patrick Mangan
- Author/Editor #08: Jock Serong and Mandy Brett
- Author/Editor #09: Lisa Gorton and Toby Fitch
- Author/Editor #10: Chris Flynn and Felicity Dunning.

At the BWF in May, an author-editor panel chaired by Ashley Hay featuring Grace Lucas-Pennington, Anne-Marie Te Whiu and Catherine Milne was programmed. However, Catherine Milne was unable to travel due to border restrictions. The panel discussion was well received, with the chair and participants receiving positive feedback.

Affiliates

IPEd wrote to more than a dozen like-minded associations and organisations to develop affiliate relationships. That work is continuing. We look forward to providing a list of affiliates on our website in the coming year and to providing further connections for members to enjoy affiliate events, professional development and resources.

Resources

A contract template between IPEd and the Australian Society of Authors was released to joint members. The template is available to our respective memberships for free as part of a growing suite of services we hope to offer in future.

Activities

Editors Directory

There are currently 409 active Editors Directory subscriptions. (A breakdown of branch figures for 2021 and a graph showing the growth in total subscriptions from 2019 are on [page 13](#).)

Conference

Editors Tasmania, led by Conference Convenor and Branch President Elizabeth Spiegel AE, presented IPEd's 10th Editors Conference, Editing on the edges, from 28 to 30 June 2021. The conference committee faced some of the most challenging event conditions that any committee has ever encountered, necessitating a shift from a much-anticipated in-person conference to IPEd's first completely online conference using Zoom. Thanks to the committee's hard work and members' support for the new format, the conference was attended by 278 delegates from

around Australia, Aotearoa New Zealand, South Africa, the United States of America, the United Kingdom and Europe.

A conference report will be available later but early indications from formal and informal feedback are that the conference was a success. More than 90 per cent of respondents stated that the registration fee was acceptable or cheap, and 96 per cent said the registration process was smooth or acceptable. Of those who answered questions about quality of the speakers and application to their professional practice, 72 per cent rated the speakers as excellent or good, and 80 per cent indicated the application to their work practice was excellent or good.

Feedback was strong about improved and deepened awareness of diversity, accessibility and inclusion in editing, increased professional confidence and practical strategies and methods for improving business activities like marketing, planning and communicating with clients.

These results bode well for Editors Aotearoa New Zealand, who are due to host IPEd's first international conference in Wellington in 2023.

Accreditation exam

The IPEd accreditation exam on 5 December 2020 went smoothly, overall. A total of 99 candidates sat the exam, 94 in one of seven venues (Adelaide, Brisbane, Canberra, Melbourne, Perth, Sydney and Wellington) plus five remote candidates. All registered candidates turned up and stayed until the exam ended. Fifty-eight of the 99 candidates who sat the exam achieved at least 80 per cent (the overall minimum pass mark needed to demonstrate their editing competence).

The names of 56 of these new IPEd Accredited Editors (AEs) are listed below in alphabetical order of surname, with branch affiliations in parentheses. (Two AEs requested their names be withheld.)

Justina Ashman (SA), Imogen Bannister (Vic), Elizabeth Beach (NSW), Elizabeth Beattie (ANZ), Isobel Booksmythe (non-member), Sandra Brown (WA), Shannon Burns (non-member), Jay Carmichael (Vic), Jonathan Cornelius (Qld), Jessica Cox (NSW), Melanie Dankel (SA), Jenny Templeton (Qld), Gina Dow (NSW), Allison Duncan (Vic), Melita Eagling (Tas), Lee Ellwood (Qld), Sarah Endacott (Vic), Julia Farrell (Vic), Emily Finlay (Vic), Deborah Fleming (NSW), Penelope Fletcher (Vic), Louise Fryer (Qld), Sherilyn Goldstone (NSW), Darren Goossens (NSW), Carol Goudie (Vic), Tonia Grundy (Qld), Emily Harap (Vic), Claire Heath (Qld), Per Henningsgaard (WA), Josephine Hong (Vic), Rani Kerin (Vic), Shae Lalor (NSW), Jenifer Lewington (Qld), Sophie McClelland (WA), Tina Morgarella (SA), Wendy Nicholls (Vic), Penny O'Hara (NSW), Stephanie Preston (Vic), Maria Roberts (NSW), Jennifer Rowland (NSW), Lerae Rowney (WA), Liza Samci (Vic), Jacinta Sanders (Vic), Emma Simper (WA), Caroline Simpson (ANZ), Marja Stack (ANZ), Avan Judd Stallard (non-member), Victoria Steele (Qld), Julie Taylor (WA), Daphne Thornton (Vic), Bridgid Todd (WA), Sam Trafford (Vic), Fiona Upward (NSW), Ingrid Waltham (WA), Amanda Webster (Qld), Evelyn White (Tas), Ricky Wulfse (WA).

A comprehensive report by Accreditation Board Chair Linda Nix AE is on [page 21](#).

IPED representation

The APA has restructured its committees for the Residential Editors Program (REP) and the Beatrice Davies Editorial Fellowship (BDEF) and will now have one committee to oversee both programs. IPED is now a permanent member of the committee.

Bookshop

Work on establishing IPED's first bookshop has been in train as we developed an initial list of titles and established relationships with publishers. We look forward to the bookshop going live.

Staffing

The work of IPED would not be possible without the assistance and support of IPED's office staff.

Thank you to:

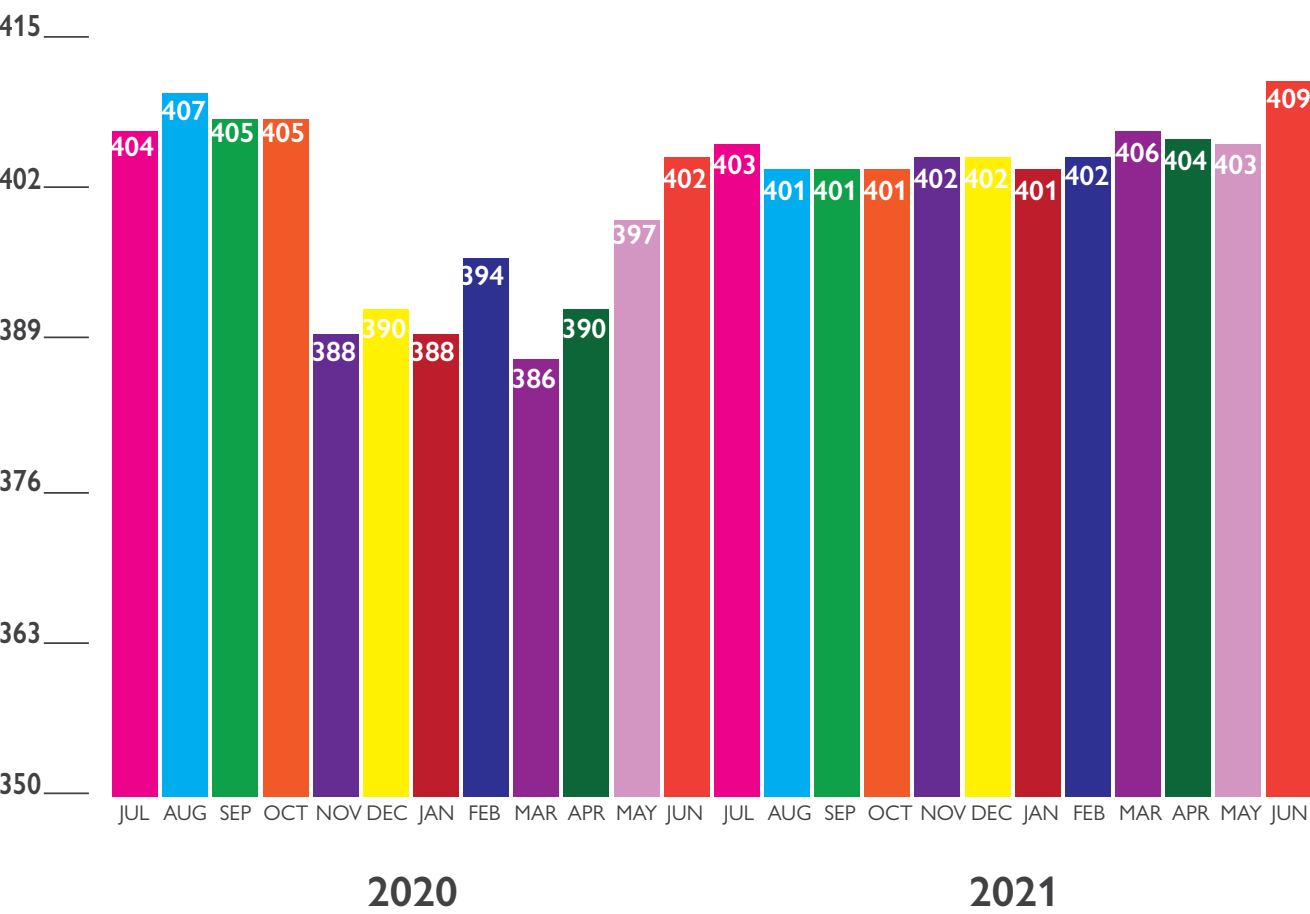
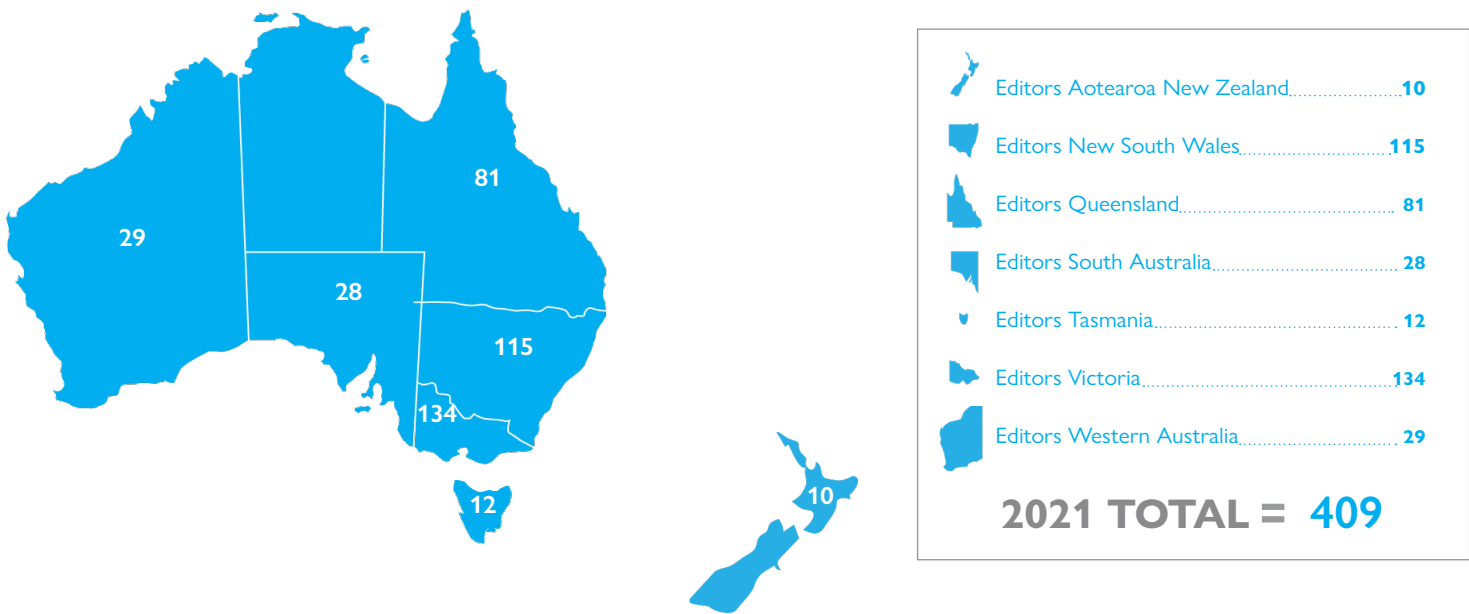
- Nicole Mathers
Administration and Board Secretariat
- Tay Winchester
Project Officer
- Erin Rundle
Finance Officer
- Kate Tilley
Communications Officer.

We also receive tremendous support from IPED's incredible volunteers who make up our Board, Standing Committees, Working Parties and advisory groups to further IPED's vision under the strategic plan.

I would like to especially thank Chair Ruth Davies AE for her support and to the members of the Finance and Risk Management Committee, Directors Nick Pilavidis, Russell Noakes, Ruth Davies AE and staff Erin Rundle and Nicole Mathers for their ongoing advice and support.

And to our passionate and engaged members, thank you for your feedback which helps IPED to continually improve our processes and service to the membership and profession.

Editors Directory subscriptions



Chair's report

by Ruth Davies AE
IPEd Chair



While the word of the year for 2020 — as judged by many dictionaries, websites and societies — was some variation on ‘pandemic’, the word for 2021 surely will be on the theme of ‘resilience’, probably in the form of something more specific, like ‘vaccine’.

It's been a full year of lockdown cycles, plans changing and expectations being continuously adjusted. Yet through this we've managed to deliver two excellent flagship events: the accreditation exam and the conference. Branches have also been busier than ever delivering workshops and speaker presentations. Most branches are staying with Zoom for their meetings. Despite the downside of missing the shared experience of being in a room together, we've found enormous benefit in the increased accessibility for regional members and members from other branches, who can now attend workshops and presentations across Australia and Aotearoa New Zealand.

After a long period with some vacancies on the Board, by the end of 2020 we had the full complement of 10 Directors. We welcomed Catherine Macdonald AE as the Editors Western Australia Director in August and said goodbye to previous Chair Kerry Davies AE, who had remained on the Board since May as a Board-appointed Director. Editors Aotearoa New Zealand Director Anne-Marie McDonald left in July and was replaced by Kimberley Davis in September, when we also welcomed Peter Griffin as our Membership Director. In October, Tania Goodacre joined us as Conference Director.

In November we said farewell to Loene Doube AE for Editors South Australia and welcomed Melanie Dankel AE. Loene had been on the Board since 2016 and had served on the Council from 2014. We said goodbye to Renée Otmar DE

from Editors Victoria and welcomed Lan Wang. Renée had served on the IPEd Council in 2017–18 and filled a vacancy on the Board in 2020. We welcomed Gordon Campbell AE as branch-appointed Director for Editors Tasmania.

In December 2020, 99 people sat the eighth accreditation exam. The Accreditation Board delivered an excellent exam under trying conditions, providing contingency arrangements in case of lockdown for people to be able to sit the exam remotely. That work will also benefit future exams, as we now can improve accessibility of the exam to regional and remote members.

As for so many other organisations around the world in the last year, we had to decide whether we were going to run our conference as a face-to-face event or online or in some hybrid configuration. We surveyed the membership twice to assess how comfortable people felt to travel, and we undertook extensive research and risk analysis. In November, we decided to move to a virtual conference. In the closing days of June 2021, we ran a very successful conference using the Zoom platform.

It was a year for style manuals, with four having been released. IPEd put together a review team — one of four invited by the DTA — for the Australian Government Style manual and conducted a preliminary review of Biotext–Macquarie's Australian manual of style (AMOS) for its possible use in the accreditation exam.

IPEd is strengthening its ties with industry partners. With the Brisbane Writers Festival, we ran a series of 10 author–editor interviews that are available until the end of 2021. We set up our new arrangement with Biotext–Macquarie where members can subscribe to AMOS through IPEd to receive a discount and IPEd receives part of the sale. And we are formalising arrangements with sister organisations such as CIEP in the UK, PEG in South Africa and Editors Canada.

Two of our working parties became standing committees this year to reflect the ongoing importance of their work: the Communications Standing Committee and the Standing Committee on Australian and Aotearoa New Zealand Style. The Accessibility Initiative Working Party began its work looking at print disability in book and document publishing. And a new group, the IPEd Standards Working Party, was formed to manage the update of the Australian standards for editing practice.

Membership has increased across the year, from 1325 to 1418, and we are now back at the level before transition to a direct membership model.

Two branches had milestone birthdays in October this year: Editors Queensland turned 30 and Editors Victoria turned 50. This longevity is testament to the need for and value of IPEd to editors.

Following on from the strong financial position we achieved last year, this year we consolidated that gain, with a surplus of \$111,566. The Board has approved reinvestment of a good part of these funds into staff for the coming year, so we can further improve member services and acknowledge the commitment of staff.

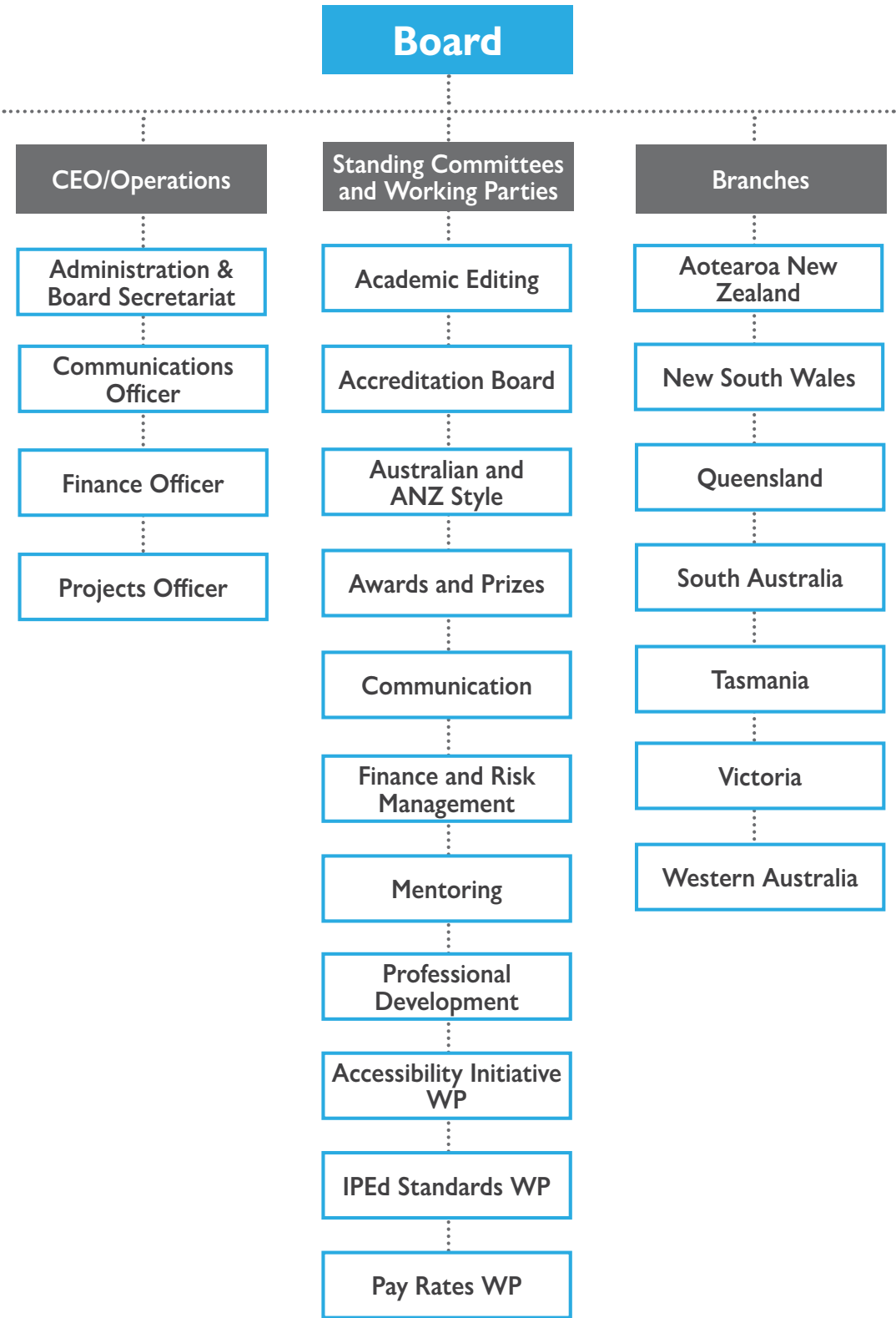
In the coming year we will focus on implementing the second year of our strategic plan. A key area will be to consider a diversity and inclusion strategy to improve access for and engagement with Aboriginal and Torres Strait Islander and Māori editors, people of colour and people with disabilities. This year we developed an acknowledgement of country for use at all IPEd meetings and across our materials.

I would like to thank the dedicated IPEd Board, staff and contractors, branch committees, standing committees and working parties. All these people work and volunteer to support our members and advance the profession of editing.

Ruth Davies AE

Governance and management

Organisational chart



Board

IPEd is governed by a Board of 10 directors comprising one director appointed by each branch and additional directors appointed by the Board, usually for specialist skills.

Branch-appointed directors serve two-year terms, whereas directors appointed by the Board serve terms of up to two years. Directors appointed by Branches may only serve a maximum of three consecutive terms, while Board-appointed Directors can be reappointed to serve further terms at the Board's discretion. The role of the Board is to manage the business and affairs of IPEd, in accordance with the IPEd Constitution and the Corporations Act 2001 of the Commonwealth.

Standing committees operating (and newly formed)

- Academic Editing
- Accreditation Board
- Australian and Aotearoa New Zealand Style
- Awards and Prizes
- Communication
- Finance and Risk Management
- Mentoring
- Professional Development.

Working parties operating (or newly formed)

- Accessibility Initiative
- Pay Rates
- Standards.

Branch-appointed Directors

Aotearoa New Zealand
Anne-Marie McDonald
(resigned 17 July 2020)

Aotearoa New Zealand
Kimberley Davis
(appointed 10 September 2020)

New South Wales
Russell Noakes

Queensland
Ruth Davies AE

South Australia
Loene Doube AE
(resigned 2 November 2020)

South Australia
Melanie Dankel AE
(appointed 3 November 2020)

Tasmania
Gordon Campbell AE
(appointed 3 November 2020)

Victoria
Renée Otmar DE
(resigned 2 November 2020)

Victoria
Lan Wang
(appointed 3 November 2020)

Western Australia
Catherine Macdonald AE
(appointed 17 August 2020)

Board-appointed Directors

Finance
Nick Pilavidis

Membership
Peter Griffin
(appointed 10 September 2020)

Conference
Tania Goodacre
(appointed 3 November 2020)

Kerry Davies AE
(resigned 31 August 2020)

Linda Nix AE, Accreditation Board Chair, continued to attend Board meetings in a non-voting capacity.



The Board in action

Annual General Meeting

IPEd's Annual General Meeting (AGM) was held on 2 November 2020 via Zoom with 60 members and staff in attendance, and IPEd patron Roly Sussex and auditor Vishal Modi.

Members voted to accept the minutes of the 2019 AGM, confirm director appointments, accept the auditor's report and audited financial statements, and the annual report. A total of 38 votes were received online (via SurveyMonkey), by email or by proxy, with nine members voting at the meeting, for a total of 47 votes. All were confirmed by the tellers as eligible voting members.

Members also voted on three special resolutions to amend the IPEd Constitution. These were:

- Clarification of terms and interpretation – 93 per cent of votes in favour, declared passed.
- Requirements for the appointment and terms of directors – 84 per cent of votes in favour, declared passed.
- Better corporate governance – 83 per cent of votes in favour, declared passed.

The AGM was followed by a member plenary session facilitated by Adrian Hart from Associations Forum. Many thanks to all who attended or participated in the AGM.

Finance and risk management

The Finance and Risk Management (FRM) Committee assists the IPEd Board to fulfil its corporate governance and statutory responsibilities about financial reporting, internal control, risk management and audit functions.

FRM members at 30 June 2021 were Board Chair Ruth Davies AE, Finance Director Nick Pilavidis, Finance Officer Erin Rundle, Director and Company Secretary Russell Noakes and CEO Karen Lee. Kerry Davies AE, immediate past Chair of IPEd, remained on FRM until the end of her term as a Board-appointed Director in August.

The full-year interim results show a strong surplus achieved through a highly successful virtual conference,

strong growth in membership, branch professional development (PD) and meetings, and the accreditation exam, along with a strong control over expenses.

Overall, income and expenditure from branch events (meetings and PD) produced surpluses totalling \$32,850. Other sources of income were membership fees \$213,753, Editors Directory fees \$20,935, joining fees \$7406, accreditation exam \$74,805 and IPEd PD \$3080.

A total of \$1552 was received as royalties for Janet Mackenzie's title *The Editor's Companion*, bequeathed to IPEd by Janet and \$1843 in donations from IPEd members, which IPEd has decided to direct to future educational activities and promotion.

Financial statements

The audit of financial statements for the year ended 30 June 2021 is completed. The final audited statements will be presented at the AGM on 8 November 2021 and can be viewed [here](#).

Operating statement

Income for the year was \$534,583. This came from membership fees, the accreditation exam, the conference and branch events. We received \$54,000 in JobKeeper payments, which offset staff salaries, and a \$11,968 cash-flow boost that offset our first quarter Business Activity Statement liability.

Total expenditure for the year was \$423,202. Most expenses were significantly under budget, other than

items where income more than offset the increase in expenses. The Board approved an increase in staff expenses in response to the increase in activity and to reduce external expenditure for the conference. IPEd ended the year with a surplus of \$111,566 (2020 \$47,969).

Honoraria of \$6112 was paid to Board members and Chair. The Accreditation Board and IPEd Board approved an honorarium of \$4500 to the Accreditation Board Chair.

Balance sheet

The bank balance at 30 June 2021 was \$471,340 (2020 \$332,663). At that date IPEd had receivables of \$412 (2020 \$0.00). Total IPEd assets were \$486,879 (2020 \$349,879).

At 30 June 2021, IPEd had liabilities of \$225,874 (2020 \$200,440), including deferred income of \$165,469 (2020

\$164,106). At 30 June 2021, members' equity totalled \$261,005 (2020 \$149,439). That comprised current year earnings of \$111,566, \$112,786 in branch reserves, \$10,207 in Janet Mackenzie reserved funds and \$26,446 in retained earnings.

Budget for FY 2020–21

The 2021–22 budget was approved by the Board at its meeting on 19 July 2020. The Board has undertaken a significant strategic budgeting process developing a budget that allows IPEd to further grow its ability to serve its members. Specifically, the resourcing capacity of IPEd staff has been increased in line with the Board's strategic plan. The budget reinvests a portion of the 2020–21 surplus and anticipates a deficit of \$57,955.

When viewed over two years, 2020–21 and 2021–22, a net surplus is achieved and the Board is confident the investment in staffing will enable IPEd to return to a surplus in 2022–23.

During the 2020–21 year, IPEd's volunteer workers were covered by its association liability, voluntary workers personal accident and public liability insurance policies.

Communications

Gatherings

IPEd has continued to release its monthly IPEd-wide newsletter, *Gatherings*, which was launched in April 2020. *Gatherings* has continued to develop since its inception and has become a valuable resource for members, containing news, events, branch reports and more in every issue.

The Communications Officer (CO) manages production of *Gatherings* by issuing a monthly call for content, collating and copyediting articles, liaising with the volunteer proofreaders, uploading content to the website and email template and distributing the newsletter to all members.

The CO, along with the Communication Standing Committee (CSC), developed a media kit and booking form for advertisements to be included in the email and web versions of *Gatherings*, thus generating an income for IPEd.

Conference promotion

The CO has used IPEd's social media platforms and media contacts to promote the 2021 IPEd editing conference, *Editing on the edges*.

The CO assisted the Conference Convenor by editing acceptance speech videos of the winners of IPEd awards and helping to prepare the opening and closing ceremony videos.

The CO interviewed several presenters in advance of the conference and issued a series of media releases to promote the event.

Website

Much of the year was spent on development of a new website for IPEd.

The CO regularly uploads news posts, issues of *Gatherings*, updates branch page information and more to the website.

Website statistics from 1 July 2020 to 30 June 2021: Top performing pages included the home page at 23,013 views, followed by the Find an editor page at 9049 and the Editing courses page at 7841.

Most website visitors are based in Australia, followed by the United States and New Zealand.

Social media

IPEd used its social media presence as a resource for communicating with members and non-members and to share posts of interest.

Social media statistics:

At 1 July 2020, Facebook followers were 1166 and by 30 June 2021 they had risen to 1261.

IPEd's Twitter page welcomed 85 new followers between 1 July 2020 to 30 June 2021, taking the total to 1536.

Across the same time, IPEd's LinkedIn page grew by 183 followers, taking the total to 961.

Media releases

IPEd regularly distributes media releases to mainstream and specialist publications to spread information about IPEd's projects and achievements. The CO has been gradually building the database to extend our reach across additional media outlets.

Between 1 July 2020 to 30 June 2021, 11 media releases were distributed to IPEd's media contacts.

Job alerts, member updates

In support of members, the CO regularly distributes updates, job alerts, surveys and special event notices to keep members informed of potential opportunities to further their professional development.

Kate Tilley
Communications Officer

Activities for the year

Accreditation Board

Accreditation Board (AB) members are volunteer delegates appointed by each IPEd branch, and on occasion special members recruited for their expertise.

Each member must be an Accredited Editor (AE) or Distinguished Editor (DE). In 2020–21, AB delegate members were:

- Aotearoa New Zealand – Helen Bradford AE
- New South Wales – Linda Nix AE
- Queensland – Desolie Page AE
- South Australia – Jo Vabolis AE
- Tasmania – Vicki Nelson AE
- Victoria – Susan Pierotti AE
- Western Australia – Catherine Macdonald AE.

Ted Briggs AE is a special member and our liaison with the Canberra Society of Editors (CSE).

The report below outlines the AB's main activities in the past year, but does not cover everything we do (not enough space to mention everyone involved). We acknowledge and sincerely thank each of the many volunteers and staff who support our work.

2020 and 2022 accreditation exams

IPEd welcomed 58 new AEs who sat and passed the accreditation exam on Saturday 5 December 2020. The final exam report, submitted to the IPEd Board in April 2021, noted the 'massive amounts of extra work' for the AB and the exam team in delivering several firsts:

- a standardised exam preparation workshop syllabus
- pioneering of online Zoom workshops for IPEd
- platform-neutral exam documents
- an option to sit the exam remotely for those unable to attend one of the seven exam venues in Australia and Aotearoa New Zealand.

These initiatives have contributed to meeting one of IPEd's strategic objectives: to make the accreditation scheme more accessible.

Planning is in progress for the next accreditation exam, which will be on Monday 22 August 2022.

Accreditation renewal

The AB instituted a policy change that now requires all AEs to be IPEd members to be eligible for renewal. The change is being phased in as each AE cohort's renewal becomes due. The first cohorts renewing under the new policy are those first accredited in 2011, who renewed in 2016, and those first accredited in 2016. At the time of writing, the application period was still open.

Research and policy work

While rolling out its remote exam solution in the second half of 2020, the AB investigated ways to bring the accreditation exam fully online. The lessons gained from the trial of remote delivery alongside venue-based delivery (the 'hybrid model') were incorporated into the AB's broader research into online exams, which included in-depth discussions with potential exam hosting providers.

The result was a detailed feasibility study presented to the IPEd Board in January 2021, a summary of which was published on the IPEd website in March 2021. A particularly surprising finding of the study: not as much support for an online exam as had been assumed. The study concluded that the 'hybrid model' be used for the next exam, and that plans 'for a fully online exam be shelved until there are sufficient benefits and demand to justify the operational costs and capital outlay'.

The AB also spent considerable time in research and consulting the archives on the development of the accreditation scheme from its origins to its current state. As a team, we prepared and presented our findings at the 2021 IPEd conference on 29 June (the full paper will also be published and distributed to members). Key points from the research include:

- The accreditation scheme, as approved by member vote in 2007, was originally conceived as a two-tier scheme comprising a three-hour exam to assess editing competence, and a portfolio assessment of advanced, and possibly specialist, editing skills. Editors who passed the exam would be eligible, after a year, to apply for advanced accreditation.
- The first stage, the competence exam, was implemented in 2008. A total of 474 candidates have achieved accreditation as an AE.

- Although the exam has evolved in format and content to meet changes in editing practice, candidate and administrator needs, and IPEd membership — notably the inclusion of Aotearoa New Zealand editors and content — it still assesses copy editing skills and knowledge against the Australian standards for editing practice.
- Candidate performances in the exam continue to show the need for more training in basic editing competencies, especially practical editing skills.
- The second stage, advanced accreditation by portfolio assessment, has been repeatedly shelved as having too many implementation issues.

Focus for 2021–22

The main focus will be the 2022 exam, which at the time of writing is only a year away, but we also plan to re-open investigation into advanced accreditation.

Dr Linda Nix AE
Chair, IPEd Accreditation Board

Ambassadors Program

The Ambassadors Program began in 2019 as a two-year pilot program funded by the Copyright Agency Cultural Fund to enhance the editing profession and educate industry about the role of editors in the publishing process.

The program has enabled IPEd members to speak to aspiring authors, the public and university students about the role of editors and how they can assist during all stages of the writing and editing process.

Due to the COVID-19 pandemic the program stalled for a few months but funding was extended until the end of 2021, while presentations moved to an online format.

Both online and face-to-face presentations will continue for the remainder of 2021. The feedback from participants has continued to be positive and we hope to record both academic and general presentations and make them available to authors, editors, university students and the public as an ongoing accessible resource.

Nicole Mathers

Eight presentations were given online during 2020–21 to a total of 234 attendees at the following organisations:

- James Cook University, Cairns
- Faculty of Built Environment, University of New South Wales
- SENSE UniSIG editors group in The Netherlands
- Australian Society of Authors
- Lake Macquarie Writers Group
- University of South Australia
- Faculty of Creative Industries, Queensland University of Technology
- Central Queensland University.

Accessibility Initiative Working Party

Accessibility Initiative Working Party (AIWP) members during 2020–21 were:

- Julie Ganner AE (Chair)
- Kayt Duncan
- Brenda Gurr AE
- Agata Mrva-Montoya
- Cathy Nicoll AE
- Maryanne Park AE
- Nicola Stratford
- Olivia Wroth.

AIWP was formed in October 2020 to meet the needs of readers with print disability. “Print disability” is a term used to describe any visual, perceptual or physical condition that creates an inability to read, or a difficulty in reading, standard print materials.

AIWP's objectives are to research and create strategies for editors that ensure readers can perceive and understand published materials, irrespective of the sense — vision, hearing or touch — they use to read them. This means learning to think about not just how content looks, but how it sounds and feels when offered in audio and tactile form.

AIWP started by collecting and reviewing many of the available resources on accessibility and identifying gaps for editors and writers, such as how to create image descriptions for children's picture books. The next stage is to research in more depth the barriers faced by readers with print disability. To do this we have been working with the University of Sydney to

develop separate surveys of adult and child readers, with support from Round Table on Information Access for People with Print Disability. The surveys will be circulated, and we look forward to analysing the results later in 2021.

The guidelines we develop will also aim to lighten the load for disability support organisations by ensuring content requires as little remediation as possible when published in alternative formats such as braille. A preliminary revelation from Round Table has been that simply changing our standard style from single to double quote marks would save a huge amount of time for braille transcribers.

While closing single quotes are visually indistinguishable from apostrophes, the two have different braille codes. The proofs created by braille-transcription software must be manually checked and corrected for these marks, which is very time-consuming and labour-intensive work. It takes up precious resources that could be better spent elsewhere, so just this one small style change would make a significant difference for their hardworking staff and volunteers.

We hope to begin working with Round Table more closely in the coming months to uncover further information about the issues faced by alternative format providers and their readers, and what editors can do to help avoid them.

Julie Ganner AE
Chair, Accessibility Initiative Working Party

Communication Standing Committee

The Communication Standing Committee (CSC) in 2020-21 included:

- Christine Atkinson (Chair)
- Kate Tilley (IPEd)
- Ruth Davies AE (Director)
- Glenine Hamlyn AE (Qld)
- Julia Sudull (Qld)
- Elizabeth Spiegel AE (Tas)
- Bridget Blair (Vic)
- Catherine Macdonald AE (WA)
- Jess Gately (WA)
- Lerae Rowney AE (WA)
- Mike Lim AE (SA)
- Elisabeth Thomas (NSW)
- Joan Gladwyn (ANZ)
- Marja Stack AE (ANZ).

IPEd's Communication Working Party was formed to assist with transition activities, specifically the move to a single IPEd newsletter and website. With these tasks nearing completion, in August 2020 the Communication Working Party became the Communication Standing Committee.

CSC's role is to provide advice on improving promotion of IPEd, streamline communication between branches and with members, support the IPEd Communication Officer to deliver IPEd's strategic communication objective, and as requested by the Board or CEO to provide communication advice on sponsorship and events.

CSC has focused on several projects throughout the year including finalising the development of branch logos, which was carried over from the previous year. This project provided each branch with a consistent logo, vital for IPEd's position as a single professional

body representing editors across Australia and Aotearoa New Zealand.

Similarly, the transition to a single website is an important part of IPEd's transition process. In preparation for the closure of branch websites, content was reviewed and assessed for archiving or transition to the IPEd website. Branch newsletters were filed with Trove and/or the National eDeposit Scheme — a significant body of work as every page and item on the branch sites needed to be reviewed and decided on.

In 2021, CSC will be involved in the review of the IPEd website to reflect the professional image of the organisation and its membership.

A major CSC project was to review the IPEd social media policies. These were combined into one document and updated to reflect the changing environment of social media. The policy was submitted to the Board in January.

CSC members also developed an advertising policy for IPEd's *Gatherings* newsletter as a source of income. This project included reviewing advertising rates and specs of similar organisations to determine a sliding scale for *Gatherings*. The rates were adopted by the Finance and Risk Management Committee.

During 2021, CSC members have reviewed the IPEd internal style guide. The review included crosschecking against Australian style manuals and dictionaries, and the Maori Language Commission. Consultation around the draft guide will happen in the second half of 2021.

Throughout the year, CSC members proofread *Gatherings*.

Christine Atkinson
CSC Chair

Mentoring Program

The IPed Mentoring Program helps participants, both mentees and mentors, improve their knowledge and skills with professional advice and feedback from experienced editors.

The program brings benefits to the editing profession by increasing members' skills. This, in turn, helps safeguard the reputation of the profession as a whole. The Mentoring Program is for editors at all levels, for example:

- editors entering the profession
- editors preparing for accreditation
- people returning to the profession after time off
- editors with any level of experience who want to brush up their skills or move into a new area of editing.

Workshops are run regularly for anyone interested, particularly prospective mentors and mentees, to familiarise participants with the general concepts governing our program. Training is provided for mentors to help them understand the processes involved in a mentorship. In 2020–21 three workshops were held in June and July 2021. Attendance at all workshops was excellent.

At the start of 2020–21 seven mentorships were in place. During the year, five new mentorships were started and seven ended. On average, seven mentorships were in place at any one time during the year.

The Mentoring Standing Committee oversees development and administration of the program. The committee consists of area mentoring coordinators representing all IPed branches in Australia and

Aotearoa New Zealand, and the Canberra Society of Editors and is jointly chaired by Ted Briggs AE and Elizabeth Manning Murphy DE. Area coordinators were:

- Kate Horgan – ACT (to November)
- Kaaren Sutcliffe AE – ACT (from December)
- Shannon Kelly – New South Wales (to August)
- Maureen Shelley – New South Wales (September to May)
- Elizabeth Beach AE – New South Wales (from June)
- Gail Tagarro AE – Queensland
- Adele Anderson AE – South Australia
- Sheelagh Wegman AE – Tasmania
- Maryna Mews – Victoria
- Cheryl Bettridge AE – Western Australia (from February, position vacant previously)
- New Zealand – Ralph Watson.

The committee met four times during 2020–21.

A review of the mentoring program took place in the latter half of 2020. The review examined how IPed can better support and promote the program, including bringing its administrative systems under IPed's umbrella. New projects include expanding the program to include a wider variety of types of mentoring, the introduction of networking events and training for mentors.

Edwin Briggs AE and Elizabeth Manning Murphy DE
Co-Chairs, IPed Mentoring Standing Committee

Pay Rates Working Party

Members of the Pay Rates Working Party (PRWP) during 2020–21 were:

- Kerry Davies AE – Queensland (Chair)
- Anne-Marie Macdonald – Aotearoa New Zealand (until November 2020)
- Sally Asnicar – New South Wales
- Rhonda Daniels AE – New South Wales
- Maree Petersen AE – ACT–New South Wales (from June 2021)
- Mark Letchford – Queensland (until May 2020)
- Julia Carlomagno – Victoria (from June 2021)
- Kirsten Rawlings AE – Victoria (from June 2021)
- Marisa Wikramanayake – Media, Entertainment and Arts Alliance (MEAA)

Following publication of the 'Fair pay rates for self-employed editors' on the IPEd website in June 2020, the PRWP designed the IPEd member survey, released in March 2021. The survey focused on editors' work and income for the 2019–20 financial year for both self-employed editors and employee editors. The response rate was 36 per cent from eligible members. A report will be released to members in the second half of 2021.

The 'Fair pay rates' information provides a range of rates required to sustain a long-term, viable business. It is particularly useful as a reference for

editors and clients when negotiating editing work. The hourly rates and supporting information are presented on the public website, here, in the 'About editing' section, for use by editors (members and non-members) and prospective clients. Additional information and resources for members are on the members-only section, titled 'Pay rates, self-employed editors' under 'Resources for editors'.

In May 2021 the PRWP sent out a request for expressions of interest from members to join the working party to continue its next stage of work to establish similar fair pay rates for EdANZ members and to begin research on improving in-house salaries and working conditions in Australia and Aotearoa New Zealand, and freelance rates offered by publishing houses. We were thrilled to welcome three new members in June (as listed above), though no one yet from EdANZ, and sorry to see Mark Letchford step down in May. The PRWP is also researching ATO and ABS data on editing occupations.

In 2020–22, we will use the results from our survey to continue our advocacy and continue to promote fair pay rates to members and potential clients, including publishing houses, independent authors, universities, and corporate, education and government sectors.

Kerry Davies AE
Chair, Pay Rates Working Party

Standing Committee on Australian and Aotearoa New Zealand Style

The members of the Style Manual Steering Group (SMSG) during 2020–21 were:

- Kerry Davies AE – Queensland (Chair)
- Julie Ganner AE – New South Wales (until June 2021)
- Ruth Davies AE – Queensland
- Mike Lim AE – South Australia (acting Chair from March 2021)
- Philip Bryan AE – Victoria (until June 2021)
- Larissa Joseph AE – Australian Capital Territory/ New South Wales, IPED representative on DTA Style Manual Advisory Board
- Angela Rogerson AE – Western Australia (from October 2021)
- Geoff Dawson AE – New South Wales, Canberra Society of Editors (CSE)
- Ted Briggs AE – Australian Capital Territory/New South Wales, DTA Style Manual reviewer
- Ilona Wallace AE – South Australia, DTA Style Manual reviewer
- Vicki Snowdon AE – New South Wales, DTA Style Manual reviewer.

The committee had eight meetings from July 2020 to June 2021.

Much of the committee's work in the latter half of 2020 was to coordinate the IPED review of the DTA's Style Manual. Three individual applicants (Ted Briggs AE, Ilona Wallace AE and Vicki Snowdon AE) for the review process combined to act as a review team.

They submitted their report to IPED on 14 August 2020. Some broad themes of the review were that it was well suited to government editors working with web content, had a good focus on user needs, was accessible across different devices, had a clean layout and had good examples and references. Some gaps were that it did not satisfy the needs of trade publishing editors, needed more information on accessibility and needed better search and navigation. Julie Ganner AE and Ted Briggs AE wrote a summary of the review for the November 2020 issue of *Gatherings*.

Once the Style Manual review was submitted, the then-steering group turned to redefining its purpose. The next major discussion was to develop terms of reference for the group, which was ratified in June 2021. Part of this process was renaming the group as the Standing Committee on Australian and Aotearoa New Zealand Style (SCAANZS). This reflects the committee's broader focus on style issues beyond the DTA's Style Manual and its aim to represent IPED as an organisation for all editors in Aotearoa New Zealand and Australia.

The main activities for the committee are now to:

- confirm committee membership
- support other IPED committees, such as the Accreditation Board and Communications Standing Committee as they consider matters of style
- support member groups to develop a style guide for editors working in trade publishing
- deliver information to IPED members through *Gatherings*, forums and Macquarie StyleHub articles.

Mike Lim AE
Acting Chair, SCAANZS

Standing Committee on Academic Editing

The Standing Committee on Academic Editing (SCAE) first met in November 2017 and membership has changed over time.

Members at June 2021 are:

- Liz Atkinson – Victoria, joined May 2019
- Charlotte Cottier AE – Queensland, original member
- Rhonda Daniels AE – New South Wales, original member
- Anne Hamilton-Bruce – South Australia, joined September 2019
- Justine McNamara AE – Victoria, joined March 2021
- Phil Pope – Aotearoa New Zealand, joined March 2021.

The terms of reference were reviewed and simplified in late 2020.

Activities in 2020–21

- We wrote an article on the federal government's Tertiary Education Quality and Standards Agency Amendment (Prohibiting Academic Cheating Services) Bill 2019, which formally became law in September 2020, for *Gatherings* October 2020. Based on the examples provided in the explanatory memorandum, editing and providing advice to students are not offences under the legislation.
- We developed and released a set of resources for academic editors, for the members-only section of the IPED website. The resources include a two-page sample agreement for thesis editing in a Word file, which can be modified by editors. Other resources cover common issues in quoting and agreements, plagiarism, verb tense and editing reference lists. The resources were promoted in *Gatherings* in March 2021.
- We developed and released indicative costs for editing a range of academic work as guidance for potential clients in June 2021. The costs are on the IPED website and were communicated to members

in *Gatherings* in July 2021. SCAE member Rhonda Daniels AE is also a member of IPED's Pay Rates Working Party, which developed the fair hourly rates for self-employed editors, released in June 2020.

- We initiated work on academic editing in Aotearoa New Zealand, with a review of guidance on thesis editing in New Zealand universities by new member Phil Pope.
- Rhonda Daniels AE and Phil Pope presented at the IPED editors conference on 30 June 2021 in the session on Navigating academic editing in a COVID-19 world. Rhonda gave an update on the work of the committee and highlighted possible editing business responses to the COVID-19 world. Phil shared his experience of changing career focus due to COVID-19 to become an academic editor and the importance of focused marketing.

Plans for 2021–22

The university sector, a major source of work for academic editors, continues to face change and uncertainty from both COVID-19-related impacts and government changes to fees. Impacts are variable across universities, disciplines and teaching and research, and the long tail of COVID-19 is uncertain. With research and its dissemination more important than ever, there are opportunities for academic editors.

We will continue to:

- develop resources for academic editors
- highlight the skills of academic editors and the value of academic editing
- raise awareness of IPED, the Australian standards for editing practice and IPED's Guidelines for editing research theses among universities, editors and clients in Aotearoa New Zealand.

Dr Rhonda Daniels AE
Member, Standing Committee on Academic Editing

Standing Committee on Awards and Prizes

To raise the profile of editing and editors, and recognise excellence in the field, IPed supports several awards and prizes through its Standing Committee on Awards and Prizes (SCAP).

The 2020–21 committee was Gail Wilson (Chair), Sabina Belli AE, Kerry Davies AE, Ruth Davies AE, Carol Goudie and Pamela Hewitt (until June 2021). Jay Carmichael was a member until May 2021.

Rosie winner

The Rosanne Fitzgibbon Editorial Award, known as the Rosie, is awarded every second year and recognises excellence in editing, as demonstrated in one published work.

Johannes Jakob was announced the winner of the 2021 Rosie award for his work on debut writer Kyle Perry's novel *The Bluffs*.

Johannes' work helped transform a raw manuscript into a commercially successful work of crime fiction for Penguin Random House.

The award honours Rosanne Fitzgibbon, a founding member of the then Society of Editors (Queensland), in 1990. Rosie, as she was known, was also a Distinguished Editor and winner of the inaugural Beatrice Davis Fellowship, in 1992.

2021 Janet Mackenzie Medal winner

IPed's Janet Mackenzie Medal – also known as the Mackenzie – is a service award given to an outstanding professional editor who has lifted the standard of the editing profession and/or given exemplary service to IPed.

IPed was proud to announce the winner of the 2021 Janet Mackenzie Medal, Edwin (Ted) Briggs AE.

The Mackenzie is IPed's highest award and honours Janet Mackenzie DE (1947–2018). Janet was an Honorary Life Member (HLM) and founding member of Editors Victoria and served IPed in many capacities over many years.

Ted made significant contributions to the development of Australian standards for editing practice and played a key role in developing what is now the IPed Mentoring Program.

Ted, who knew Janet Mackenzie personally, said she had taught him that the editor's role was like a prism in a telescope – it was not to change the view but to bring it into focus more clearly and closer.

IPed Student Prize

As part of its objective to support and foster research in editing and publishing, IPed sponsors an annual prize of \$250 for a student project written as part of the requirements for a degree in editing, publishing or another discipline with a focus on editing.

This year, Greta Lukavic, a student at the University of Melbourne, won the 2021 IPed Student Prize with her essay, 'Analysing the legal and ethical issues arising from Margaret B Jones's *Love and Consequences: A Memoir of Hope and Survival* and localising the ramifications of publication'.

Gail Wilson
SCAP Chair

Standing Committee for Professional Development

Like many involved in learning and teaching around the world, the past year has forced the SCPD to reflect and adapt — although not necessarily in that order.

With the pace of change forced upon branch coordinators in 2020–21, the SCPD has largely played the role of information hub this year. Much time has been spent in meetings sharing and discussing ideas and learnings, many of which are now being developed into resources to support branch volunteers (such as protocols for Zoom sessions and COVID-19-safe events). More recently, as our focus has increasingly shifted from adapting to reflecting, we have also drawn on these learnings to identify new priorities for action in the coming year.

First, it has become clear that online professional development is here to stay. As someone with a background in delivering online education and continuing professional development, I have always believed in the value and importance of such opportunities for our members.

Even without the interference of restrictions and lockdowns, online learning opportunities are essential to serving our members' diverse professional development needs, from remote access and flexible scheduling to catering for editors with disabilities. However, while it has been exciting to see the increase in opportunities already afforded to our members by the move online, it has also underscored the need for greater collaboration and consistency.

Second, the injustices of our social and cultural institutions are more visible than ever, and are only going to be exacerbated by the effects of the

pandemic. Thankfully, movements fighting these injustices are also gaining traction, and we, as editors, do not and should not stand apart from them. As professionals responsible for how social issues and marginalised groups are represented in our written language, we firmly believe our members have a vital role to play in progressing the conversation — and we, as IPed, have an equally vital role to play in empowering our members to do so.

The SCPD has already started to act on these reflections, drawing on our learnings over the past year and our emerging understanding of these new priorities to draft a refreshed IPed Professional Development Policy in consultation with a range of stakeholders. This policy forms the foundation of an important work program for the coming year, including:

- articulating an approach to diversity and inclusion in professional development at IPed
- producing guidelines and resources to support volunteers in delivering professional development across IPed
- creating online learning opportunities that offer both foundational editing skills and major issues in editing practice.

To help us achieve these ambitions in 2021–22, we have recently appointed Dr Sara Kitaoji AE as Co-Chair of the SCPD. I warmly welcome her experience and support as we work towards these goals together with all the members of the SCPD and IPed more broadly.

Dr Lois Shedd
SCPD Chair

Branch reports

IPEd. Institute of
Professional
Editors

Editors Aotearoa New Zealand
A branch of IPEd



*Caroline Simpson AE
President, EdANZ*



Editors Aotearoa New Zealand (EdANZ) has had a full and busy year. The branch committee has strived to provide our members with value for their membership and the necessary professional development to advance their knowledge.

Our hard-working events group is responsible for running the speaker events and professional development opportunities. During this past year, in-person lunches and catch-ups for editors have been offered in Auckland, Wellington, Canterbury and Dunedin.

Earlier this year we revisited our popular themed Zoom hui (meeting) week. We have benefited from an excellent speaker event on Plain English, and workshops on editing Māori language in an English language context, inclusivity, grammar and punctuation. Our panel event on working with trade publishers was extremely well received. And let's not forget the Zoom Christmas party, where Claire Davis ran a quiz for us, complete with prizes.

For the first time, we offered the accreditation exam in Aotearoa New Zealand. On 5 December 2020, six editors sat the exam, with a dinner afterwards for relaxing and socialising. The organisation of this exam was quite an undertaking, and we are grateful to the Accreditation Board for their



Editors Aotearoa New Zealand
A branch of IPEd

support, but particularly to Helen Bradford AE for being the person who made it happen.

This year a contingent of EdANZ members also attended the online conference in June 2021. By setting up a group on the Messenger app, we could share our experiences as they happened and talk about ideas that had made an impression. At the end of the conference, we launched the next IPEd conference, to be held in Wellington in 2023.

At our Annual Branch Meeting in late 2020, we appointed Kimberley Davis as the IPEd Director from Aotearoa New Zealand. Her experience has allowed her to bring much-needed knowledge about New Zealand's industry to the Board, and she was pleased to accept the role of Deputy Chair.

The committee has devoted considerable time to developing a branch strategy to provide future committees with a clear path and set of priorities for the next few years. This process started with personally contacting every branch

member to canvass their opinions on how their expectations of membership were being met, and what they thought was important for the editing profession in New Zealand. We very much believe we are here to serve our members and have enjoyed the strategising to help define what we need to focus on.

As we approach the latter part of the year and our ABM, some of our committee members, all of whom have worked hard over the past two years, will stand down to allow others to step up and experience the professional development and satisfaction of serving the editors of Aotearoa New Zealand. My thanks to all our committee members for another wonderful year working together and sharing the bumps of committee life. To those who are staying, I look forward to working with you over the next year, advocating for editing and editors.

Caroline Simpson AE
President, EdANZ



Committee 2020–21

President
Caroline Simpson AE

Secretary
Bella Mae

Budget Officer
Elizabeth Beattie AE

Training Officer
Susi Bailey

Events Officer
Anne-Marie McDonald

Social Media Coordinator
Marja Stack AE

Website Coordinator
Joan Gladwyn

Newsletters
Ryn Yee

PEd Board Director
Kimberley Davis

Accreditation Board Delegate
Helen Bradford AE

Ambassador representatives
Helen Bradford AE, Caroline Simpson AE, Alison Wilson, Joan Gladwyn and Judy Mohr



*Russell Noakes
Acting President, EdNSW*



2020-21 has been a challenging year for Editors New South Wales (EdNSW) and other branches. It has been another year of life in the time of COVID-19. But I can reassure EdNSW members the branch is strong and viable, the committee has a clear focus on our central aim of supporting members, and we are playing our part in furthering IPEd's mission to advance the profession of editing.

Thank you to President Robert Rowe, who is stepping down as president, for his work over the past year to represent the branch, advocate for members and very capably chair committee meetings.

We thank all the EdNSW Committee volunteers who give so much of themselves and their valuable time. Their personal and shared commitment to the effective operation of the branch continues the traditions of EdNSW and keeps us viable.

We also thank Robin Appleton for proofreading the EdNSW copy for *Gatherings* each month. Julie has continued to be a strength for the committee and the branch. Her dedication, incisiveness, focus, advocacy, clarity of thought and expression, and collegiate approach keeps the committee on track to meet our objectives. We also recognise Julie's many



Editors New South Wales
A branch of IPed

other contributions to IPed's priorities and thank Caroline for great work on meetings and presentations. We held 11 branch meetings in 2020-21.

While online meetings give regional members better access, they lack the networking that comes with face-to-face meetings. To fix this, late last year we introduced in-person social networking events so members can connect. The approach builds on our successful editors' lunches and we encourage regional members to speak to one another to arrange their own networking events.

The professional development (PD) team led by Sara committed a great deal of time and effort during the year to get Zoom settings right to deliver three high-quality workshops. During the committee's next term we'll continue to develop innovative approaches to PD opportunities for members.

We're working closely with colleagues in other branches and the Standing Committee for Professional Development to share knowledge and experiences, and optimise opportunities for all IPed members to benefit from that collegiate approach.

Elisabeth, with great support from Paul, did a fine job throughout the year to consolidate all the branch's news for *Gatherings*. Also, through her work with the Communications Standing Committee and direct liaison with the IPed communications team, Elisabeth successfully oversaw the transition of the EdNSW website content to the IPed website.

We're seeing good results from Kaaren's great work in reaching out to and welcoming new members to EdNSW. We thank Kaaren for keeping the committee in touch with changes in our membership base, which increased by just over 6 per cent in 2020-21.



Committee 2020-21

President
Robert Rowe

Secretary
Julie Ganner AE

Budget Officer, Vice
President IPed Director
Russell Noakes

Professional Development
Social Media
Sara Kitaoji AE

News Editor
Elizabeth Thomas

Member Meetings
Presentations
Caroline Hunter

Member Liaison
Kaaren Sutcliffe

News Writer, Proofreader
Paul Anderson

Accreditation Board
Linda Nix AE

Mentoring
Elizabeth Beach AE
Maureen Shelley



Editors New South Wales
A branch of IPEd



We were delighted to have Elizabeth step forward as the EdNSW Coordinator for the Mentoring Program. That work is instrumental to the success of this key program to give members the opportunity to improve their editing skills with professional oversight and feedback from experienced editors.

Accreditation is a key mechanism for editors to demonstrate their competence and gives potential employers confidence in the skills of the editors they hire. We acknowledge Linda's tremendous contribution to the committee generally, and as the EdNSW delegate to the Accreditation Board, which she also chairs.

Special thanks to Office Manager Susie Pilkington for her valuable administrative support. Susie's intimate knowledge of the branch and familiarity with members helped underpin the branch's good results for 2020-21.

Despite the continuing challenges from COVID-19, EdNSW had quite a successful year. We're all learning new skills and better ways to support ourselves, our loved ones and our colleagues. The ever-changing health response means planning has become short term, and adaptability our watchword. Nevertheless, the time and effort needed to advance our profession seems to increase both at the organisational and branch levels.

Editing is a noble and essential profession. We need to advance the profession; we need to raise its profile, its importance and its viability as a career choice.

Russell Noakes
Acting President, EdNSW



Christine Atkinson
President, EdsQ



I'd like to acknowledge our Editors Queensland (EdsQ) management committee. Our executive committee for the past year has been me (Christine Atkinson) as President, Ruth Davies AE as Vice-President (and Queensland Director), Kerry Davies AE as Budget Officer, Sue McQuay as Secretary and Charlotte Cottier as Executive Member.

We've also been blessed with the dedication of Glenine Hamlyn AE and Julia Sudull as Communication Officers, Ian Mathieson, Lee Ellwood AE, Kayt Duncan and Claire Heath AE as our Events, Freelance and Training team, Patrice Shaw and Tamyka Bell looking after our social media, and Gail Tagarro AE as Mentoring Coordinator. We've also been joined this year by regional coordinators Lisa Hill at the Sunshine Coast, Tonia Grundy AE in Toowoomba, Paul Vanderloos in Mackay, Cheryl Malone at the Gold Coast and Deborah Cook in Hervey Bay. Thank you all.

At our last ABM, our membership was 256 members. At 30 June, the EdsQ membership was 267. Renewals are currently coming in so there are still some members renewing.

When I looked back at my annual report last year, about six months into the pandemic, I said it was hard to remember a time when COVID-19 wasn't a household name. Since then we've seen potent new strains, vaccines, relaxed restrictions and strict lockdowns, the rescheduled Tokyo 2020 Olympics, the virtual IPEd conference and now the cancelled Brisbane Ekka.

And amid it all, we have continued with Zoom events and even a couple of in-person catch-ups.

We started with Cath Appleton's gorgeous self-illustrated biographical graphic novel, followed by UQP's Jacqueline Blanchard at the August meeting (aka ABM) about the value of an editor on the road to publication.

September's speaker Gillian Lloyd gave us an insight into what her writers group wanted to know about editors and editing, and in October Maree Kimberley talked about writing her YA novel.

In November we had hoped to have an in-person get-together for EdsQ's 30th anniversary, but due to COVID-19 we held a virtual soiree instead. This doubled as our end-of-year celebration.

We started 2021 in hopeful style with a picnic — in the same venue as last year's rained-out picnic when we naively thought that'd be the biggest hiccup of the year. We followed that in February with literary agent Deborah

Colvin sharing her professional experience.

In March we held our first regional member forum in lieu of a speaker event. It was a fabulous opportunity to plug for some more regional coordinators, and four people stepped up.

Our April and May guests were literary lion-tamer Craig Munro, and editing and publishing researcher/teacher Dr Dallas Baker.

And our final event of the financial year was Robyn Hamilton stepping us through the National e-Deposit scheme.

I thank our events team, Ian, Lee and Kayt, who put so much work into securing our speakers for the year and producing the Zoom events and recordings.

And thank you all for your virtual, and very occasional physical, attendance throughout the year.

Christine Atkinson
President, EdsQ

Committee 2020–21

President
Christine Atkinson

Vice-President
Ruth Davies AE

Secretary
Sue McQuay

Budget Officer
Kerry Davies AE

Executive member
Charlotte Cottier AE

Communications
Julia Sudull, Glenine Hamlyn AE

Events officers
Ian Mathieson and Kayt Duncan

Mentoring Coordinator
Gail Tagarro AE

Facebook Admin
Kayt Duncan

Affiliates Liaison
Glenine Hamlyn AE

Director
Ruth Davies AE

Accreditation Board Delegate
Desolie Page AE

Sunshine Coast representative
Lisa Hill

Gold Coast representative
Cheryl Malone

Mackay representative
Paul Vanderloos

Hervey Bay representative
Deborah Cook

Toowoomba representative
Tonia Grundy AE





*Melanie Dankel AE
President, Editors SA
IPED Board Member*

Adapting to our 'new normal' has brought some surprising advantages for Editors South Australia (EdSA) members as well as a yearning for in-person events again. Our 2020 Annual Branch Meeting (ABM) was held, like so many other events, on Zoom and was followed by a fascinating talk on the intersection of cultures in contemporary writing with writer Noë Harsel.

This year efforts were made to reignite our networking and face-to-face catch-ups (COVID-19 permitting) with events such as a Christmas picnic in the Botanic Gardens (December), Writers' Week breakfast (February), coffee catch-up (April), post-conference drinks (June) and joint drinks with Writers SA (July).

Our Zoom meetings continued to offer opportunities for interstate and regional members with three book clubs (October/March/June), an end-of-year Zoom trivia night (December) and grammar refresher (August). Thanks to Alice Healy Ingram and Kirsty Smeaton for their joint efforts as events officers and to the entire committee for a robust and varied events program.

The committee held a strategic planning day shortly after the ABM to focus our vision and our energy on areas where we thought we could most achieve impact and benefit for our members. The three areas we focused on were: long-term vision and planning; IPED-wide alignment; and



Editors South Australia
A branch of IPed



member engagement. Much work happened behind the scenes in laying the foundations for the pathways we are still working towards, and we recognise that what these three streams look like will also change over time. The committee embraced these areas for development and they continue to be a focus at each meeting.

Our membership has remained constant with 106 active financial members at the end of June 2021, compared with 108 at the same time last year. This includes 11 new members since our 2020 ABM. Membership officer Adele Anderson AE contacts new members to extend our welcome and outline some of the benefits of their new membership.

It will be no surprise that our 2020–21 budget did not align with our original budget predictions. EdSA did not renew its membership with networking space Intersect, which has meant fewer expenses and, on the other hand, less income from

events that would have normally been held. Like other branches, we will continue to focus on Zoom professional development and meetings, and we have been so pleased at the broader reach these events have had and the increased opportunities for more remote members to be more active. Our 2021–22 budget, prepared by budget officer Adele Anderson AE with input from the committee, aims to be much more agile to cope with changing circumstances.

We were very pleased to welcome three new accredited editors from our state in 2020, and congratulate them on their efforts in passing the accreditation exam. EdSA continues to be represented on the IPed Accreditation Board by branch committee member Jo Vabolis AE. Jo has fulfilled this role very capably for almost four years and has recently been nominated for a further two-year term. Jo also co-presented at the 2021 IPed conference on the Evolution of IPed's Accreditation Scheme.

Committee 2020–21

President
Melanie Dankel AE

Vice President
Jo Vabolis AE

Secretary
Jo Vabolis AE

Membership
Adele Anderson AE, Sumudu Naryana

Communication
Mike Lim AE, Sumudu Naryana

Events
Alice Healy, Kirsty Smeaton

Committee
Loene Doube AE

Director
Melanie Dankel AE

Accreditation Board Delegate
Jo Vabolis AE

Subcommittees
Mike Lim AE, Loene Doube AE,
Anne Hamilton-Bruce



Editors South Australia
A branch of IPEd



EdSA continues to participate in IPEd's Mentoring Program, coordinated by Adele Anderson AE. One mentorship was completed this financial year and two more have begun. It's great to see our members take advantage of this wonderful two-way learning experience.

Marketing and communications for EdSA have been jointly coordinated by Mike Lim AE and Sumudu Narayana. As part of our strategic planning this year, we surveyed the EdSA membership to get a better idea of what our members want from us. Over two weeks, 20 per cent of our members responded to our questions. The branch committee is using this information to guide our future direction in our strategic planning and events/professional development program.

Other marketing and communication activities included increasing social media output and engagement with members, as well as getting members involved in contributing articles and other achievements to *Gatherings*.

EdSA members have also contributed to the IPEd standing committees and working groups, and I would like to acknowledge Jo Vabolis AE, Accreditation Board; Mike Lim AE, Communication Standing Committee, IPEd Style Manual Working Group; Loene Doube AE, Standing Committee on Professional Development; and Anne Hamilton-Bruce, Standing Committee on Academic Editing.

I offer my sincere thanks to the EdSA branch committee for 2020–21: Adele Anderson AE, Loene Doube AE, Alice Healy Ingram, Mike Lim AE, Sumudu Narayana, Kirsty Smeaton and Jo Vabolis AE. Their commitment, energy and invaluable insight have been the key to the success of our branch and our ability to continue to connect with our members. I'd also like to thank our fantastic members who have supported us, engaged with us and volunteered to help with various portfolios. We look forward to an energised and productive 2021–22 and hope to see many of you at our future gatherings.

Melanie Dankel AE
President, Editors SA
IPEd Board Member



*Elizabeth Spiegel AE
President, EdTas*

This year, Editors Tasmania (EdTas) has welcomed two new members, increasing our numbers to 34: two Honorary Life Members, 30 professional members, eight associates and one student.

Our main activity for this year was, of course, the IPED conference. Nevertheless, we had a small number of social and professional events, including a pre-Christmas lunch at Ross. Our planned copy editing workshop had to be cancelled due to COVID-19 restrictions, but a Zoom seminar on editing family history was a great hit, with more than 90 registrations.

We had positive responses to our attendance at the Tasmanian Indie Book Fair, which offered an opportunity to educate authors and other members of the public on the work of editors.

After the exam, we were able to welcome two new Accredited Editors to our ranks: Melita Eagling AE and Dr Eve White AE.

At the first post-AGM committee meeting, Elizabeth Spiegel AE was re-appointed as President and Liz Charpleix AE as Budget Officer. The work of the Secretary was re-distributed between Alex Sutherland, Susan Scott and Sabine Borgis. Sue Scott resigned from the committee in January this year.



Editors Tasmania
A branch of IPED



As our Accreditation Board delegate, Vicki Nelson AE was an ex-officio member of the committee; in November she was joined by our new IPED Director Gordon Campbell AE. Vicki resigned from the AB after the exam, and we have so far been unable to find a replacement.

Despite the easing of restrictions, we continued to meet monthly via Zoom.

As President, I'd like to thank everyone who has been on the committee for their work.

COVID-19 threw our plans into disarray. Initially, we hoped we would be able to go ahead — that by now it would all be over. Then we considered the possibility of a hybrid conference, with some speakers and delegates attending in person, while others attended via Zoom.

Upon investigating, however, we established that a hybrid conference would be unfeasibly expensive. So instead, we delivered a virtual conference. Not everything ran smoothly, and we didn't manage to deliver much in the way of networking opportunities. However, while we have yet to analyse all the feedback received, it is fair to say that the conference was a success: both delegates and organisers learned a great deal.

We continue to run events on a break-even basis — those that make a small profit are balanced by those that run at a small loss. Committee members are reimbursed for expenses incurred on behalf of the branch, but not otherwise paid.

Elizabeth Spiegel AE
President, EdTas

Committee 2020–21

President
Elizabeth Spiegel AE

Budget
Liz Charpleix AE

Secretary
Sheelagh Wegman AE

Member
Melita Eagling AE

Member
Sabine Borgis

Member
Alex Sutherland

IPED Director
Gordon Campbell AE

Accreditation Board Delegate
Vicki Nelson AE



Stephanie Holt
President, EdVic



Allowing a little quibbling around definitions, 2020 was Editors Victoria's (EdVic) 50th anniversary. In the grip of a COVID-19 lockdown, the committee resigned itself to scaling down celebrations and taking them online.

And then, with typical energy and enthusiasm, the plans took off again. That special event in December 2020 encapsulated the best of the branch: its rich history; a membership of diverse talents; committed work both on screen and behind the scenes; an ambitious vision; and a spirit of humour, creativity and teamwork.

Through 2020–21's succession of lockdowns, the EdVic team was committed to maintaining its program to connect and support members. We became increasingly practised at using Zoom to run PD workshops and speaker meetings, while heading online for 'Zoom cuppas' and staying in touch on social media and through *Gatherings*. Membership numbers grew throughout this period.

In particular, Communications Officer Bridget Blair coordinated substantial newsletter contributions every month, Events Officer Marie Pietersz organised nine online speaker meetings with an average audience of almost 60, and Professional Development Officer Claire Kelly AE oversaw seven PD workshops (most sold out, some repeated, and two subsequently presented by other branches) with a total of 195 attendees. Zoom allowed us to widen our audience, lower prices, invite international speakers, record select



meetings and use live captioning to improve accessibility. Given the popularity of these activities, we could safely cover costs and returned a surplus of more than \$13,000. To further help members access PD, we introduced student and concession discounts for our workshops and meetings, and subsidised 24 members to attend the IPED conference. (The subsidies totalled \$1440, drawn from branch reserved funds.)

We've now begun cautiously re-introducing in-person activities — lunches in Melbourne and Castlemaine, pre-conference drinks in Melbourne. This meant creating a detailed COVIDSafe Plan and branch COVID-19 protocols. These will stand us in good stead for some in-person PD workshops and speaker meetings in future.

The past year's work was ably supported by the other executive officers (Jane Fitzpatrick AE, Vice-President; Margaret Trudgeon, Secretary; Marnie Hannagan, Budget; Susan Pierotti, Freelance Affairs), subcommittee members (Imogen Bannister, Dalida Boustead, Naomi Johnson, Karina Smith), Student Adviser Cassandra Wright-Dole,

Mentoring Liaison Maryna Mews, new Victorian IPED Board member Lan Wang and outgoing Board member Dr Reneé Otmar DE, Branch Admin Officer Donna Quinn, admin support Liz Atkinson and freelance proofreader Cassandra Ball.

The committee has remained substantially unchanged for its new term, but Cassandra has become our Accessibility Adviser, and we have retired the Freelance Affairs role, though Susan remains our Accreditation Board Delegate. We welcome Student Adviser Tim Loveday and subcommittee member Jenn Zabinkas. We hope to recruit a Project and Outreach Officer and additional subcommittee volunteers.

Our recent survey of 145 branch members will help the committee plan for the year ahead. We have also been inspired and galvanised by the recent conference. In the coming year, we hope to strengthen accessibility and inclusion; improve outreach to students, new editors and in-house editors; and run some engaging in-person activities to complement further Zoom offerings.

Stephanie Holt
President, EdVic

Committee 2020–21

President
Stephanie Holt AE

Vice-President
Jane Fitzpatrick AE

Professional Development
Claire Kelly AE

Secretary
Margaret Trudgeon AE

Budget Officer
Marnie Hannagan

Freelance Affairs
Susan Pierotti AE

Events
Marie Pietersz

Communication
Bridget Blair AE

Student Adviser
Cassandra Wright-Dole

Directors
Lan Wang
Dr Reneé Otmar DE

Accreditation Board Delegate
Susan Pierotti AE

Mentoring Committee
Maryna Mews

Administration Officer
Donna Quinn

Administration Support
Liz Atkinson

Subcommittee
Imogen Bannister AE

Subcommittee
Dalida Boustead AE

Subcommittee
Naomi Johnson

Subcommittee
Karina Smith

Proofreader
Cassandra Ball AE

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Professional
Editors

Editors Western Australia
A branch of IPEd



Jess Gately
President, EdWA



With some fresh faces on the committee, Editors Western Australia (EdWA) has seen a revival of events both online and in person over the past year as we continue to build relationships within our industry.

My sincerest thanks go to all the committee members who have stepped up to help us get back to business this year. It obviously takes time to start organising events and speakers, especially amid ongoing pandemic challenges. Over the past year, the team has worked hard to ensure we can bring a strong program of events back to the branch. Increased support from and collaboration with other parts of IPEd has also helped with our branch revitalisation.

We launched workshops once more, with Honorary Life Member James Hansen presenting a grammar workshop in the lead-up to the Accreditation Exam. Eight EdWA members attained accreditation for the first time and one resat the exam rather than simply renewing their accreditation, passing it for the second time. We are extremely proud of all their efforts.

Official member meetings also returned with our first speaker, Per Henningsgaard AE, presenting to members from all around Australia and Aotearoa New Zealand on Book Publishing in WA. He was followed by Sherryl Clark who shared her knowledge on Developmental and Structural Editing for Fiction Manuscripts.



Editors Western Australia
A branch of IPEd



Zoom has enabled us to showcase our editors and their insights with the rest of IPEd as well as giving us access to valuable knowledge from around the region. The ability to record these sessions and make them available at a later date also allows for members to access and revisit this knowledge at a convenient time. The response to these events has been overwhelmingly positive.

As we move into the next year, we've got a great line-up of speakers, workshops and opportunities to continue our professional development, networking and general support. Social gatherings will continue both in person and online and we are launching our Read Like an Editor Book Club.

A survey of our members has provided plenty of leads for more presenters in the coming year, and we are excited to draw from our membership to provide insight and expertise on a range of topics.

The member survey also revealed a strong desire to see increased advocacy for the profession. It is therefore our goal, going into the next financial year, to strengthen our ties with existing networks, while also seeking ways to connect with new partners as we advocate the benefits of our profession.

With still a lot of work to do and so much we can offer the membership, I like to think that the past year has given our committee a chance to plan properly and play to our strengths so that we can move forward with clarity and focus.

I invite all WA members to contact me if they have any requests, would like to present to the membership, or if you would like to host an event yourself.

I look forward to another exciting year ahead.

Jess Gately
President, EdWA

Committee 2020–21

President
Jess Gately

Secretary
Catherine Schwerin

Budget Officer
Lerae Rowney AE

News/Social Media
Kiara Cramer

Events
Ingrid Waltham AE

Mentorship Officer
Cheryl Bettridge AE

Director
Catherine Macdonald AE

Accreditation Board Delegate
Catherine Macdonald AE



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