

**New Zealand Federation of Business and Professional Women Inc.
Minutes of the 52nd Annual Conference held at The Stamford Plaza Hotel
Albert Street Auckland 8th April 2016**

1. Mihi and Opening Karakia

President Vicky Mee invited Te Aroha Hohaia to come forward and open the conference with a Mihi and Karakia which acknowledges all of those that have gone before us.

2. Welcome

President Vicky Mee welcomed everyone to the 52nd BPW NZ conference on behalf of the executive. She especially welcomed BPW International President Dr Yasmin Darwich from Mexico, Vice President UN Arzu Ozyol from Turkey, Asia Pacific co-ordinator Susan Jones from Australia and Dr Janis Shaw President BPW Australia, BPW NZ life members and past Presidents, Joan Bielby and Anne Todd. Past Presidents, Anita Devcich, Maureen Eardley-Wilmott, Dianne Glenn who is also VP National Council of Women, Faye Gardiner and Angela McLeod. She acknowledged that these women were wonderful mentors and a source of great knowledge and expertise and encouraged everyone to talk to these inspiring women over the course of the conference

Sponsors

President Vicky Mee acknowledged the following sponsors for the conference: Nettl, printers of BPW NZ conference book, Eco Stores and Living Nature.

Theme

President Vicky Mee outlined the theme of the conference "Making a Difference through Leadership and Action". Our AGM is an opportunity for us to elect the leaders we want, to decided financial direction, to consider the issues to have policy on and to learn about projects and programmes that are underway locally, nationally and internationally.

3. Collect

First Vice President Robyn Davison read the collect and Past President and Life Member Anne Todd lit the candle for peace.

4. Obituaries

Executive Secretary Christine Edney was invited to read the obituaries

- Anne Longuet-Higgins BPW Warkworth
- Pauline Cooper BPW Gisborne
- Margaret Ada Lowry BPW Franklin
- Muriel Nelson BPW Upper Hutt

Members were asked to stand and observe a minute's silence as a mark of respect to those members who had passed away during the year.

5. Voting Strength/Roll Call

President	Vicky Mee
1 st Vice President	Robyn Davison
2 nd Vice President	Hellen Swales
Executive Secretary	Christine Edney
Treasurer	Sandra White
Young BPW	Vivien Yeung
Technology	Janet Gibb
Immediate Past President	Carolyn Savage (Resolution Chair)

Federation Honorary Life Members and Past Presidents (LM/PP)

Joan Bielby, Anne Todd

Past Presidents (PP)

Maureen Eardley-Wilmot, Anita Devcich, Faye Gardiner
Angela McLeod, Dianne Glenn

Club Delegates	Number	Names of Delegates
Central Hawkes Bay	4	Leonie Sherlock, Jacky Stafford, Carol Tipene Teresa Mee
Christchurch	1	Carol Allan
Doubtless Bay	2	Christine Berridge, Shona Judd,
Franklin	4	Glenys Hayward, Lee Walter, Jackie Church, Juliet Pratt
Gisborne	5	Sherryl Markie-Brookes, Alison Crosswell, Maggie Asplet, Mary Hope, Catherine Chrisp
Hawera	3	Helen Cook, Te Aroha Hohaia, Chanel Heerman
Hibiscus Coast	1	Jenny Brittain
Huntly & Districts	3	Merle Costar, Trish Foy, Shelley Lynch
Kaitia	2	Pam Dawson, Nancy Peterson
Tamaki	2	Moira McLean, Emily Tsai
Upper Hutt	2	Sally Kean, Elaine White
Warkworth	6	Bronwyn Lane, Mona Townson, Charlotte Neville, Mirjana Arlov, Selene Buttle, Wendy Dorset,
Wellington	1	Barbara Weight
Individual members	2	Diana O'Brien, Melissa Jones

In Attendance

Parliamentarian

Hilary Lewis

President's Associate

Jill Lawson

Minute Secretary

Elizabeth Horrell

6. Apologies and Greetings

Apologies were received from Marilyn Forsythe Oceania Coordinator, Barbara Clarke BPW Gisborne, Pauline Edwards BPW Upper Hutt, Erin Burt Individual member, Anne Knowles Past President, Freda Miriklis International Past President, Rae Duff and Lynn McKenzie NCW and Kerry Maw-Smith Rural Women. President Vicky Mee read the apology and greetings from Te Whara Pora Aotearoa NZ.

*President / PP Angela McLeod
CARRIED*

7. BPW Aims

Second Vice President Hellen Swales read the Aims.

8. General Business

President Vicky Mee asked that any items of General Business which will be discussed after afternoon tea be given to the Executive Secretary by 1.30pm. Revised agenda, resolutions and corrections for 2015 minutes have all been included in delegate's conference bag

9. Voting Strength confirmed as 51 plus no postal votes

10. Adoption of Standing Orders

It was MOVED that the Standing Orders be adopted

*BPW Warkworth/ BPW Hawera
CARRIED*

11. Appointment of Parliamentarians/Time Keepers/Scrutineers

It was MOVED that Hilary Lewis be appointed as Parliamentarian

*President / PP Maureen Eardley-Wilmont
CARRIED*

It was MOVED that Sandra Fleming be appointed Chief Scrutineer.

*BPW Gisborne / BPW Franklin
CARRIED*

It was MOVED that Marie Berghan, Leslie Whitehorn, Ciaran Torrington, Heather Holloway and Lesley Hardy be appointed as Scrutineers.

*President / BPW Hibiscus Coast
CARRIED*

It was MOVED that Catherine Chrisp be appointed Chief Timekeeper and Anne Smith be Assistant timekeeper.

*President / BPW Gisborne
CARRIED*

12. Affiliation of BPW Christchurch

It was MOVED that BPW Christchurch be ratified as a Club.

*1st VP Membership / BPW Hawera
CARRIED*

First Vice President invited BPW Christchurch delegate Carol Allan to come forward and receive a certificate and gavel and welcomed them into BPW NZ.

BPW Christchurch added to the voting strength which is now 52.

13. Call for Late Nominations

Executive Secretary Christine Edney advised that all positions on the executive have received nominations as per the rules of the constitution and therefore nominations have closed.

*Executive secretary/ PP Angela McLeod
CARRIED*

14. Late Resolutions

IPP Carolyn Savage advised that there were no further late nominations other than what were in the delegate's conference bags.

Point of clarification from LM/PP Joan Bielby not to take late nominations off the agenda

15. Address by International President Dr Yasmin Darwich

President Vicky Mee introduced BPW International President Dr Yasmin Darwich from Mexico who addressed the conference. Dr Darwich spoke about how she became involved in BPW through receiving a scholarship and encouraged all clubs to give out scholarships. She attended Congress in New Zealand in 1989. She stressed the need to foster and support Young BPW members. Growth in the organisation starts at club level where members need to support new members to keep attending and to follow up on them when they miss a meeting. It was important to always keep the doors open, welcome all women and to have good projects that involved all members. Be proud of your organisation, recruit and retain members.

16. Thank you to Dr Darwich

Young BPW Vivien Yeung thanked Dr Darwich and presented her with a gift from BPW NZ

17. Address by Asia-Pacific Co-ordinator Susan Jones

President Vicky Mee introduced Asia-Pacific Co-ordinator Susan Jones from Australia who addressed the conference. Susan encouraged the delegates to stand on the shoulders of the women who have gone before them. To build on what has already happened. New Zealand has a strong and unique partnership with other NGO's. New Zealand has also won many International Awards. Members are not afraid to ask questions, introduce resolutions and advocate for change at international level.

18. Thank you to Susan Jones

PP Maureen Eardley-Wilmot thanked Susan Jones and presented her with a gift from BPW NZ

19. Message from Oceania Co-ordinator Marilyn Forsythe

IPP Carolyn Savage read a message received from Oceania Co-ordinator Marilyn Forsythe from Australia. The main points she touched on were that issues die if they were not followed up on. Members need to see the results of their work recorded in the Club's minutes and in order to achieve results it may be necessary to write new resolutions.

20. Corrections to the 2015 Conference Minutes

Corrections to the 2015 conference minutes were point 43, replace surname Ryder with Rider. Point 58, replace surname White (after Virginia) with Warren and point 59, add in Executive Treasurer Sandra White.

21. Minutes of the 51th Annual Conference

It was MOVED that the Minutes of the 51th Conference of BPW NZ held in Christchurch on 1-3 May 2015, with the inclusion of the noted corrections, be adopted as a true and correct record.

*President / IPP
CARRIED*

President Vicky Mee signed the minutes.

22. Matters Arising from the Minutes

There were no matters arising.

23. Correspondence arising from 2015 Conference.

The correspondence from the resolutions passed at the conference in 2015 is available for delegates to read during this conference.

It was MOVED that the Outward Correspondence be approved and the Inwards Correspondence be received.

*Executive Secretary / BPW Hawera
CARRIED*

LM/PP Anne Todd asked that in future the responses the Executive received from the resolutions passed at conference be recorded in the conference papers.

24. Executive Reports

Before beginning the reports from the Executive, President Vicky Mee asked that all the reports be accepted as read.

*BPW Gisborne / BPW Hibiscus Coast
CARRIED*

25. Report of BPW NZ President

President Vicky Mee spoke to her report. She explained that her focus for the year was on the upcoming Asia Pacific Conference and as a result the executive had not achieved as much as they would have liked. Some of what they have achieved however included the launch of WEPS in Gisborne, success of the leadership forum and regional meetings, Red Bag Day, the lobbying done in relation to Zero Hour Contracts and issues around Disabled Women and our voice at international level.

The President MOVED the adoption of her report.

*President / PP Angela McLeod
CARRIED*

26. Report of 1st Vice President, Membership

1st Vice President, Robyn Davison spoke to her report. She said membership was a hard role especially when based in the South Island. However she acknowledged the work that clubs did to grow their membership and said that she would not be standing for executive this year.

The 1st Vice President MOVED the adoption of her report. *1ST VP Membership / BPW Auckland*
CARRIED

PP Dianne Glen gave a personal thankyou to Robyn. Acknowledged the long history Robyn has had with BPW NZ including being a founding member of Franklin, Executive Secretary and VP as well as Convenor of the Christchurch conference

27. Report of 2nd Vice President, Issues

2nd Vice President, Hellen Swales spoke to her report. Hellen acknowledge the support she had received from both Vicky and Robyn. Thanked BPW NZ for the faith they had in her and the importance of building on those who have gone before.

The 2nd Vice President MOVED the adoption of her report *2nd VP Issues / BPW Wellington*
CARRIED

28. Report of the Executive Secretary

Executive Secretary, Christine Edney spoke to her report. She thanked BPW NZ for the confidence they had in her to take on this role. She enjoyed finding out what the clubs were all doing and how willing women were to share their knowledge.

The Executive secretary MOVED the adoption of her report. *Executive Secretary / BPW Upper Hutt*
CARRIED

PP Maureen Eardley-Wilmot thanked Christine for her newsletter and said that the contact she gave to individual members was very much appreciated

29. Report Young BPW

Young BPW Vivien Yeung spoke to her report. She acknowledged that she had got married two months ago and accepted every-one's congratulations. She recognised that she was the voice for all Young BPW in New Zealand and it was a new role. She was excited to meet so many young BPW at conference and by talking to them develop a plan on how to sustain young members so they become old members

Young BPW MOVED the adoption of her report *Young BPW / BPW Hawera*
CARRIED

Nancy Peterson BPW Kaitaia commented that it was important to work for all young people around the world not just with them.

30. Announcements

Conference adjourned for morning tea at 10.35am and resumed at 11am

31. Voting Strength 52

32. Report of IT Administrator

IT Administrator Janet Gibb had nothing to add to her report and no questions from the floor

IT Administrator MOVED the adoption of her report

IT Administrator / BPW Huntly and Districts
CARRIED

33. Report IPP President

IPP Carolyn Savage spoke to her report. She acknowledged the work that had gone into organising the APRC which starts tomorrow in Auckland. She has now moved to Christchurch and will support WEPs in this area. She thanked BPW Franklin, past presidents and life members for all their help and support.

IPP MOVED the adoption of her report

34. Financials. Report of the Treasurer

Treasurer Sandra White presented her report and opened it for discussion. There were no questions.

The Treasurer MOVED that the financial report excluding recommendations be adopted.

Treasurer / BPW Kaitaia
CARRIED

The Treasurer MOVED that the financial statements for the year to 31 December 2015 be adopted.

Treasurer / BPW Gisborne
CARRIED

The Treasurer presented the 2017 Budget and opened it for discussion. There were no questions

The Treasurer MOVED that the proposed Budget for 2017 be adopted

Treasurer/ BPW Central Hawkes Bay
CARRIED

Recommendations

The Treasurer MOVED the International levy be set at \$75 which is a 1 euro increase

Treasurer / IPP
CARRIED

The Treasurer MOVED Individual and Associate Membership be set at \$80

BPW NZ Treasurer / Individual Member Diana O'Brien

The Treasurer MOVED that BPW NZ pay registration fee, cheapest return airfare and accommodation for BPW NZ President to attend BPW Australia conference.

Treasurer / BPW Tamaki
CARRIED

PP Dianne Glenn stated that BPW Australia waive registration fee for NZ President
Treasurer replied that it still needed to be budgeted for in case it was not offered.

The Treasurer MOVED that Lennie & Associates be appointed reviewer for the 2016 year.

Treasurer / BPW Wellington
CARRIED.

LM /PP Anne Todd asked the Treasurer what the response was to the resolution passed last year about getting a quote from three companies to review BPW NZ accounts. The Treasurer responded that it did not happen.

An amendment to the 2015 resolution was put to cancel the resolution

LM /PP Anne Todd / PP Angela McLeod
CARRIED

The Treasurer commented that BPW NZ needs to think about how they will fund the delegation to Congress in Cairo, Egypt in 2017. PP Dianne Glenn raised a point of order as to when Congress was being held, before or after BPW NZ annual conference in 2017. It was explained the BPW NZ Conference will be in April 2017 and Congress is being held in October 2017.

President Vicky Mee took the chair and thanked Angela Lane for putting together the conference book and Leslie Whitehorn, Diane Taylor, Angela Lane, Hellen Swales and Christine Berridge for working on the rebranding of BPW NZ products.

35. Address by Vice Presidential Candidates

Hellen Swales and Sally Smith gave individual presentations on their vision on where BPW NZ will be in the next few years.

36. Acceptance late Resolutions

IPP Carolyn Savage called for a motion to accept the two late resolutions.

*Move IPP
Seconded Joan Bielby LM/PP
CARRIED*

1st. THAT the New Zealand Federation of Business and Professional women (BPW NZ) Inc. amend Procedure Manual Clause 1.8 Associate Membership to insert the following sub clause after (b) and then renumber the remaining sub clauses (d) and (e)

(c) Groups whose interest are allied to the federation

*Proposed by 2nd VP Membership
Seconded by Young BPW
CARRIED*

2nd "THAT the New Zealand Federation of Business and professional Women (BPW NZ) move a resolution at the Asia Pacific Regional Conference requesting that core BPW International documents and policy be made readily accessible.

*Proposed by BPW NZ President
Seconded Wellington
CARRIED*

Voting Strength 51

37. Resolutions

Resolution Chair and IPP Carolyn Savage took the Chair. She reminded everyone that the mover could speak for up to 3 minutes, seconder 2 minutes and speakers for 2 minutes and the mover had 2 minutes right of reply at the end of the discussion.

Resolution I1: Club President's Award

"That a special Club President's Award is established and the BPW NZ President award it to a Club President at the Annual Awards Gala Dinner in recognition of outstanding leadership during the past year."

*Proposed by BPW NZ President
Seconded BPW Hibiscus Coast*

President Vicky Mee said that being Club President was one of the hardest roles to take on. Stepping into this role holds a series of challenges for the person. It is a difficult role yet vitally important. BPW NZ would recognise with this award the core nature of the Club President's role to our Federation.

A friendly amendment was put to remove the word "gala" from the resolution and was accepted. The amendment then became the substantive motion

"That a special Club President's Award is established and the BPW NZ President award it to a Club President at the Annual Awards Dinner in recognition of outstanding leadership during the past year."

Discussion

- Barbara Weight BPW Wellington felt that there were enough awards already
- PP Dianne Glenn felt it was important we celebrate these women
- LM /PP Anne Todd raised the question why NZ President made the selection
- IPP responded that NZ President knows her club presidents.
- PP Angela McLeod made point of order that the Resolution Chair cannot speak to the resolution
- President Vicky Mee said the President Award relates to the actual knowledge that the President has of what is happening within the clubs. The awards committee do not have that knowledge.
- PP Maureen Eardley-Wilmot was concerned that selecting one President over another would be a turn off for the Club Presidents.
- Shelley Lynch BPW Huntly and District felt it would put pressure on Club presidents to prove themselves
- Ciaran Torrington **BPW Kaitia** stated it was hard to get people to take on the role of club president. It would be good to have an award that acknowledged the role.
- Te Aroha Hohaia BPW Hawera asked for point of clarification about the cost of the medals after 5 years and why are there two names, Club President and Carolyn Savage trophy.
- Vicky Mee President responded with after five years it would come into the budget and be voted on or it could revert to a certificate. The Award would be called the Club President Award but the trophy would be the Carolyn Savage trophy
- PP Faye Gardiner supported recognising outstanding leadership by a Club President. Important to acknowledge women who are prepared to step forward and lead their clubs.

The motion was put and was

CARRIED with 2 abstentions

Resolution I2: Pacific Women's Watch (New Zealand)

"THAT the New Zealand Federation of Business and Professional Women (BPW NZ) Inc. resolves to join Pacific Women's Watch (New Zealand)."

Proposed by BPW NZ President Vicky Mee
Seconded by PP Dianne Glenn

President Vicky Mee spoke how at the moment we have an informal arrangement with Pacific Women's Watch and this resolution would formalize that arrangement. Benefits would include BPW NZ would receive regular updates on what was happening in the Pacific as it relates to UN treaties. Pacific Women's Watch are entitled to 20 delegates to CSW and we would then come under that umbrella. It would cost BPW NZ \$35 a year to become a member.

LM / PP Anne Todd with a point of order asked have we a formal agreement with Pacific Women's watch re delegate numbers.

President Vicky Mee said no but we have a close working relationship.

The motion was put and was

Carried UNANIMOUSLY

Voting Strength 52

Resolution E2: Pay Equity for Women with Disabilities

"That the New Zealand Federation of Business and Professional Women (BPW NZ) Inc. when advocating for pay equity:

- a) make specific reference to women with disabilities, whose rate of employment and pay equity are lower than women without disabilities.*

- b) make specific reference to Māori women with disabilities, whose rate of employment and pay equity is even lower”*

*Proposed by PP Dianne Glenn
Seconded by BPW Wellington*

PP Dianne Glenn reminded everyone that the UN Convention on the Rights of Persons with Disabilities – Article 27 – Work and Employment – Clause (2) states “Protect the rights of persons with disabilities on an equal basis with others to just and favourable conditions of work, including equal opportunities and equal remuneration for work of equal value.”

As more women with disabilities are included in the workforce, we must ensure that discrimination does not limit their potential for equal pay for work of equal value.

Discussion

- Melissa Jones Individual member who is legally blind finds she is compromised as her disability is hidden
- PP Maureen Eardley-Wilmot ask a point of clarification on point b) why are Māori women specifically mentioned.
- PP Dianne Glenn responded with she has worked with Māori women and can confirm they are more disadvantaged than European women. She recognises the documents of The Treaty of Waitangi thus ensuring Māori women are included.
- PP Angela McLeod commented that not only Māori women are disadvantaged but also Pacific women and transgender people and moved an amendment:

That the New Zealand Federation of Business and Professional Women (BPW NZ) Inc. when advocating for pay equity make specific reference to all women with disabilities, whose rate of employment and pay equity are lower than women without disabilities.

*Proposed by PP Maureen Eardley-Wilmot
Seconded PP Angela McLeod*

The motion was put and was

LOST

Resolution Chair Carolyn Savage IPP proposed that the resolution lie on the table till after lunch

AGREED

38. Announcements

Conference adjourned for lunch at 12.30pm and resumed at 1.30pm

39. Voting Strength 52

40. General Resolutions

IPP Carolyn Savage resumed the discussion on Resolution E2 and an amended resolution was presented and read:

“THAT the New Zealand Federation of Business and Professional Women (BPW NZ) Inc. when advocating for pay equity:

- a) make specific reference to all women with disabilities, whose rate of employment and pay equity are lower than women without disabilities.*
- b) acknowledging the Treaty of Waitangi / Te Tiriti o Waitangi, make specific reference to Māori women with disabilities, whose rate of employment and pay equity is even lower”.*

Proposed by PP Dianne Glenn

Seconded BPW Wellington

The motion was put and was

CARRIED UNANIMOUSLY

The amendment then became the substantive motion and was

CARRIED UNANIMOUSLY

41. Report from BPW Australia

President Vicky Mee warmly welcomed Dr Janis Shaw President BPW Australia to BPW NZ conference and invited her to address the conference.

Dr Shaw talked about how BPW Australia needs to grow into the 21st Century and to do that it will involve change. BPW Australia plans to increase and grow their membership by reaching out to the members through social media. Also through social media bringing people to their revamped website which will reflect what they do and convert them to members. They are concerned that their membership has decreased over the past 10 years and they need to revitalise the membership in a new and different way to how it has been done in the past. Members are telling them that one of the important things they get out of belonging to BPW is fellowship and friendship. They need to attract young members to BPW as this is where the future is. It is important to look at succession planning, develop policy and advocacy work. In a social media world they need to develop followers as well as members. Gender balance on boards is also a key flagship for BPW Australia. Our policies at the moment are focusing on pay equity, work participation, superannuation and leadership and more women on boards.

42. Thank you to Dr Janis Shaw

Hellen Swales thanked Dr Janis Shaw for her presentation. She expressed interested in how Australia plan to develop their social media policy and increase their membership and New Zealand will be looking across the ditch to see how they are doing it.

43. General Resolutions

Resolution Chair and IPP Carolyn Savage took the chair

Resolution E1: Recognition of Climate Change and New Status of “Environmental Refugees”

“That the New Zealand Federation of Business and Professional Women (BPW NZ) Inc. urge the NZ Government to:

- i. recognise the impact that Climate Change is having on women and their families in the Pacific Islands due to rising sea levels and consequential adverse weather affects:*
- ii. implement Environmental Refugee status to provide for future security for those affected by climate change in the Pacific region;*
- iii. implement the 1.5 degree warming cap effective following the Paris Agreement 2015”*

*Proposed by IPP
Seconded BPW Kaitaia*

IPP Carolyn Savage vacated the chair and invited President Vicky Mee to chair this resolution

President Vicky Mee explained that a friendly amendment had been received and accepted by the mover and the seconder that the third point lie on the table to be presented at the 2017 conference.

Motion was put that the third point in the resolution E1 lie on the table till BPW NZ conference 2017.

BPW NZ President / Hawera
CARRIED

Discussion

- Nancy Peterson BPW Kaitaia said her club wanted to make an amendment to this resolution and would support removing point 3.

President Vicky Mee put it to the conference that they give permission for Anne Smith an observer to speak. CARRIED

- Anne Smith BPW Warkworth felt it was important to leave it in. That women and children in these islands already are seen to have lower status and the Paris agreement needs to be seen to be implemented and governments accountable for the signed treaty
- LM /PP Anne Todd spoke strongly for lying this one on the table and bringing it back at the next conference
- PP Dianne Glenn asked whether the NZ government signed or ratified the Paris agreement
- IPP Carolyn Savage replied that they have.
- PP/LM Anne Todd spoke and said she had looked at BPW NZ current environmental policies and we already have policy on sustainable management and there is nothing to stop BPW NZ and clubs taking up the issues of "*implement the 1.5 degree warming cap effective following the Paris Agreement 2015*" as we already have enough policy in place on this matter for clubs to ask questions, write letters and move this matter along.

Motion was put to defer point (iii) to BPW NZ conference in 2017

CARRIED

The motion "*That the New Zealand Federation of Business and Professional Women (BPW NZ) Inc. urge the NZ Government to:*

- recognise the impact Climate Change is having on women and their families in the Pacific Islands due to rising sea levels and consequential adverse weather affects:*
- implement Environmental Refugee status to provide for future security for those affected by climate change in the Pacific region";*

becomes the substantive motion.

IPP Carolyn Savage spoke how the changing weather is impacting on the life style of the people who live on the islands in Torres Strait. Between 1993 and 2010 the sea levels rose on average 6mm per year compared with the global average of 3.22mm per year. This affects their agriculture industry where they cannot now grow the foods that they have been able to in the past. Other islands within the Pacific region are also affected in the same way.

Nancy Peterson, BPW Kaitaia. We need to encourage New Zealand government to support this resolution and force the government to take action. Males have preference as Climate change refugees and we need to pressure the government to give preference to women lead families instead of male lead families or only males.

An amendment was put to change the wording in point ii from "implement Environmental Refugee status" to "implement Environmental displaced person status".

PP Angela McLeod / LM / PP Anne Todd
CARRIED

The motion: *That the New Zealand Federation of Business and Professional Women (BPW NZ) Inc. urge the NZ Government to:*

- i. *recognise the impact Climate Change is having on women and their families in the Pacific Islands due to rising sea levels and consequential adverse weather affects:*
- ii. *implement Environmental Displaced Person status to provide for future security for those affected by climate change in the Pacific region;*

becomes the substantive motion and was

CARRIED UNANIMOUSLY

"Resolution I3: BPW NZ Associate Membership

THAT the New Zealand Federation of Business and Professional Women (BPW NZ) Inc. amend Procedure Manual Clause 1.8 Associate Membership to insert the following sub clause after (b) and then renumber the remaining sub clauses (d) and (e).

- (c) *Groups whose interests are allied to the Federation."*

Proposed by 1st VP Membership
Seconded Young BPW

1st VP Membership Robyn Davison explained that it gave BPW NZ the option to open its membership to other organisations that are not corporate but wanted to support us.

Young BPW Vivien Yeung supported the resolution

- PP Dianne Glenn supported the resolution and said it was important that we look at all avenues of increasing our membership

The motion was put and was

CARRIED UNANIMOUSLY

Resolution I2: Access to Core Documents and Policy

"THAT the New Zealand Federation of Business and Professional Women (BPW NZ) Inc. move a resolution at the Asia Pacific Regional Conference requesting that core BPW International documents and policy be made readily accessible."

Proposed by President
Seconded 2nd VP Issues

President Vicky Mee said that this was a starting point for a discussion on being able to access basic information from the BPW International website such as the BPW International aims, constitution, Congress documentation and resolutions both past and current. For BPW Federations to be able to be effective this information needs to be available and the governance of BPW International should be transparent.

2nd VP Helen Swales said it was important that we have integrity and it is important that we are able to access this policy and say how long an issue has been part of our policy especially when writing letters to governments and resolutions for conferences.

Discussion

- LM/PP Anne Todd stated that we have a right to this information and moved a motion asking that the International President Dr Yasmin Darwich have the right to speak to this resolution.

Resolution Chair Carolyn Savage asked the conference permission to invite Dr Darwich to speak.
CARRIED

- Dr Darwich apologised that these things are not on the website. She has been working on this since she became president. They have been working on a new website and it is unfortunate that it is still not up and running properly and took full responsibility for that.
- President Vicky Mee thanked Dr Darwich for explaining and clarifying but said they are looking for the best result for all of the members
- PP Dianne Glenn said that she had resolutions that she wanted to put forward to conference and ultimately congress and she needed access to information that should be on their website.

The motion was put and was *CARRIED UNANIMOUSLY*

44. Announcement of Election of officers 2016/17

Executive Secretary Christine Edney announced the results of the election for 1st and 2nd Vice President.

1st Vice President – Hellen Swales *UNANIMOUSLY*

2nd Vice president – Sally Smith *UNANIMOUSLY*

President Vicky Mee nomination ratified. *CARRIED*

Young BPW Vivien Yeung nomination ratified *CARRIED*

Executive Secretary Janet Gibb nomination ratified *CARRIED*

Treasurer Sandra White nomination ratified *CARRIED*

IT Administrator Lorraine Cameron nomination ratified *CARRIED*

It was *MOVED* that the Voting papers be destroyed *Executive Secretary / IPP*
CARRIED

45. Regional meetings and Conference Photo

Sally Smith made the announcement that regional meetings would now be held and a group conference photo would take place immediately before afternoon tea.

Conference adjourned for afternoon tea at 3.05pm and resumed at 3.50pm

46. Hosting and dates for Regional Meetings

Helen Cook BPW Hawera said the southern regional meeting would be held on the 20th August in Wellington and hosted by BPW Wellington and BPW Upper Hutt

Moira McLean BPW Tamaki said that BPW Franklin will host the regional meeting and date and venue to be confirmed.

47. Voting Strength 51

48. CSW60

Sally Smith reported. There are three stream of business going on at once. The main business is done in the General Assembly in the UN, the side events are held within the UN and the parallel events are held in different location. She focused on domestic violence and sex trafficking and brought back quite a lot of information on these two matters. The side events ran to a different time table to the parallel event outside the UN. She attended the opening event and it was well worth attending.

2nd VP Hellen Swale reported that she felt more confident going this year as had been there last year. BPW hosted 9 parallel events and BPW NZ hosted one with Africa on forced marriage. Once back in NZ Dr Jean Murray wrote and thanked us for keeping this issue on the global calendar. Hellen spoke to Helen Clarke and managed to sit on the General Assembly floor. She would like to see BPW NZ put on a side/parallel event next year.

49. Women's Empowerment Principles (WEPS) update

The President reported that BPW NZ is very involved in signing up companies and corporates with WEPS within New Zealand. We have been awarded international awards at Congress for the work that we are doing. At present there are 44 signatories within New Zealand and they agree to the 7 principles that make up WEPS. To check that they are following the principles, each year New Zealand has the "White Camillia Awards". This is our way of ensuring that the companies are following the principles and it gives transparency to every-one plus celebrates those with best practice.

UN Women, Equal Employment Opportunity Trust, The Human Rights Commission and BPW NZ make up the WEPS committee and shortly Zonta will be coming on board also. It is a very collaborative committee and this makes us stronger. This year we are asking for donations from participating signatories and with this money we are putting together a website, a tool kit is being developed and there will be possibilities for webinars to be developed. We are working on "how do we do it" for businesses that are keen to be part of the WEPS programme and this should be launched in July this year.

Mary Hope BPW Gisborne explained what has been happening in Gisborne. They hosted a March 2015 round table meeting with interested businesses which Vicky attended. The Launch was then on 4th August with 100 people attending including high profile people like Louise Upston Minister for Women, Sue Kedgley Chairperson WEPS NZ and Phil O'Reilly CEO Business New Zealand. From that event two local businesses signed up. It has raised the profile of the club and we were thrilled with the response to the initiative.

50. GROWme Project update

Charlotte Neville BPW Warkworth reported on where we are with the GROWme project. She said with Confidence the world is our oyster. With confidence we believe we can be whoever we want to be. Keys to Achievements are important to BPW NZ. Project Unlock was launched about 12 months ago by BPW Warkworth and it looked at reviewing the current KTA. Feedback from members was telling us that we don't need to do KTA's as we do that in our workplace and the KTA's don't deliver any opportunity outside those we get at the work place. Other feedback was change the name as it sounds as if it is a bit like Girl Guides, make it more relevant, see if it can become more of a NZQA qualification and have different levels and it doesn't have to be just about BPW. GROWme is a capability framework so please come and talk to us as we need to get have your feedback before we take it back to committee.

51. NCW Report

President Vicky Mee congratulated NCW on achieving their 120th birthday. We are proud to be part of NCW. Vicky congratulated Dianne Glenn VP NCW on receiving the Officer of the NZ Order of Merit (ONZM) in the New Year's Honour List.

BPW NZ contributed to the white paper on Gender equality and we were proud to see NCW's vision of a gender equal NZ launched. In 2015 Hellen Swale 2nd VP BPW NZ and President Vicky Mee attended the NCW National Conference. They had 6 remits to conference of which 3 came from BPW NZ and we seconded a 4th one and all of those remits were passed so congratulation to those clubs who put forward the following resolutions:

Long Term Strategy for Elimination of Violence Against Women- BPW Franklin
Animal Abuse and Family Violence - BPW Tamaki
Total Ban on Sale and Supply of Legal Highs- BPW Gisborne

52. CEDAW Report

2nd VP Hellen Swales VP spoke about the privilege of working with NCW on the alternate report where we get the opportunity to present our case. Other women's organisation are also looking at how our government is performing under separate articles of CEDAW and reporting back. This year BPW NZ is reporting back on the issues of Women with Disabilities and Women in Employment. The entire report can only be 10 pages so how to get around it is we reference everything and those references do not count as part of the 10 pages of the report. If we want to advance the improvement of the status of women in this country and internationally then we need to take part in reports like CEDAW. (*The Convention on the Elimination of all Forms of Discrimination Against Women [CEDAW] is an international treaty adopted in 1979 by the United Nations General Assembly. Described as an international bill of rights for women, it was instituted on 3 September 1981*).

53. General Business

President Vicky Mee said that NCW were not accepting any remits to their conference this year. She invited IPP Carolyn Savage to speak on how we take our resolutions to Congress 2017. It was MOVED that the BPW NZ executive for 2016/17 has approval to select from the following resolutions moved and passed at conferences 2014, 2015 and 2016 and to prepare them for resolution to take to congress in 2017.

In 2014

- **Employment:** Living Wage,
- **Health:** Mental Health: Women In Prisons, Mental Health: Reducing Suicide,
- **General:** Tightening of the Broadcasting Standards Authority, Voluntary Industry Code of Conduct on Body Image, Trans Pacific Partnership Agreement.

In 2015

- **Employment:** Zero Hour Contracts and Insecure Work, Recruitment Consulting Services and Human Resources industry and Funding Aged Care Workers' Pay.
- **Health:** Improved Health Outcomes for Women with Endometriosis.
- **Violence and Crime:** Long Term Strategy For Elimination Of Violence Against Women and Domestic Violence: Reduction Of Violence In Society, Sexual abuse

In 2016

- E1 Recognition of Climate Change
- E2 Pay Equity for Women with Disabilities
- I2 Access to Core 1) Documents & Policy

*Proposed IPP /
Seconded BPW Wellington*

The motion was put and was

CARRIED UNANIMOUSLY

President Vicky Mee raised the point that if clubs have any issues they would like to work on then please go to the member's page on the website and if there is policy on your issue then you are free to write letters to the newspaper and MPs and quote the policy and that will give strength to your argument.

Elaine White BPW Upper Hutt gave a vote of thanks to the executive on behalf of BPW NZ members.

54. BPW NZ Conference 2017 21st – 23rd April

President Vicky Mee invited BPW Central Hawkes Bay to come forward as they will be hosting the BPW NZ Conference in 2017. They will be offering us country hospitality. They showed a selection of slide of what delegates and observer can expect next year.

55. Bid BPW NZ Conference 2018

Sally Smith BPW Warkworth said they can offer a venue that is in the centre of a vineyard. They can offer B & B accommodation. It will be quite different as it will be close to the beaches and vineyards.

There being no other bids it was MOVED that the 2018 conference be hosted by BPW Warkworth in the Warkworth area.

*Proposed by BPW NZ President
Seconded IPP
CARRIED*

56. Raffles

President Vicky Mee invited Jenny Brittan to come forward and announce the winners of the raffles. Jenny thanked everyone for purchasing the raffles and announced the winners.

57. Vote of thanks to the Planning Committee

Vicky Mee President thanked the following people for the work they have done in putting on this conference. Kath Kitchen, Sandy White, Sally Smith, Angela Lane and Jenny Brittan

58. Asia Pacific Regional Conference Committee

Vicky Mee President thanked the APRC committee and even though they will be acknowledged after that conference she wanted to recognise them here as well. The committee is made up of Carolyn Savage, Faye Gardiner, Anita Devcich, Angela McLeod, Leonie Dobbs, Hellen Swales, Sally Smith and Jenny Brittan.

59. Thank you to Conference Officers

The following conference officers were all thanked and presented with a small gift

Chief Scrutineers: Sandra Fleming,
Scrutineers: Leslie Whitehorn, Lesley Hardy, Ciaran Torrington, Marie Berghan, Heather Holloway
Timekeepers: Catherine Chrisp, Anne Smith
Parliamentarian: Hilary Lewis
Minute Secretary: Elizabeth Horrell
Communications: Maggie Asplet

60. Outgoing Officers

Vicky Mee President expressed her heartfelt thanks to outgoing executive members Robyn Davison 1st VP and Christine Edney Executive Secretary. Both were presented with gifts and their willingness to be involved with ongoing work was noted and appreciated.

61. Introduction of the new Executive 2016/17

Officer	Name	Club
President	Vicky Mee	BPW Franklin
1st Vice President Issues	Hellen Swales	BPW Wellington
2nd Vice President Membership	Sally Smith	BPW Warkworth
Executive Secretary	Janet Gibb	BPW Huntly and Districts
Treasurer	Sandra White	BPW Kaitaia
IT Administrator	Lorraine Cameron	BPW Kaitaia
Young BPW	Vivien Yeung	BPW Hawera
Immediate Past President	Carolyn Savage	BPW Christchurch
President's Associate	Jill Lawson	BPW Christchurch

62. President's Statement of Intent.

Vicky Mee President quoted Lena Madison Phillips BPW Founder who said "That any women on her own has limited influence but by working together women could have amazing power". BPW NZ has

amazing power from our local community through to the international stage. We need to use that power to influence people. She challenged everyone to unlock their talent and power and surprise themselves. As each one of us can do far more than we realise. 2016 is going to be an exciting year and we will all make it so. Our triannual theme is "Making a Difference through Leadership and Action". Thank you for you all being here today.

63. Announcements

64. Blowing out the Candle

LM/PP Anne Todd was invited to blow out the candle that signified the end of conference

65. Formal closing and Karakia

Lead by PP Angela McLeod

Signed as a true and correct record

Chair _____ Date _____

Winner of BPW NZ Awards announced at the Awards Dinner Friday 8th April 6.30pm

BPW NZ AWARDS:

- Harrison Lee Award - BPW Central Hawkes Bay.
- Daphne Chapman Award - Hellen Swales.
- Alix Haywood Gavel (newsletter) – BPW Franklin.
- Pauline Gapper Nepal Literacy Award – BPW Hibiscus Coast.
- Brooker Marketing Award – BPW Hawera.
- Community Achievement Award - BPW Franklin.
- Club of the Year – BPW Gisborne.
- Anne Todd Issues Award – BPW Kaitaia.
- Club President's Award – Sally Smith, BPW Warkworth.

Distinguish Service Awards

- Distinguished Service Award (10 years +)
- Catherine Chrisp – Gisborne,
- Donna Harrison – Kaitaia,
- Heather Walden – Franklin,
- Jan Shand – Huntly & Districts,
- Trish Leahy – Upper Hutt.