



BPW New Zealand

“advancing the interests of working women”

Theme for the Year “Power to Make a Difference Through Leadership”

March 2010 Circular

Women in the Red - Red Bag Day

The Pay Equity Coalition is supporting international Red Bag Day on Thursday 18th February.

Up and down the country today, volunteers from the New Zealand Federation of Business and Professional Women (BPWNZ) will be out and about talking with communities and selling red bags to draw attention to the pay gap between women and men. Red Bag Day follows on from similar events in Australia, the United States and Germany.?

"In New Zealand there is a 12% gender pay gap per hour, but in some workplaces the pay gap is as great as 35%" says Pay Equity Coalition Spokesperson, Angela McLeod. "The gender pay gap is cutting family incomes, pensions, investments and tax revenue and reducing productivity.

"Women are more likely to work part time and in poorly paid industries and women still significant restrictions on their career opportunities.

"A gender pay gap is neither economically sensible nor socially justifiable," says McLeod. "Women are no longer prepared to accept this basic unfairness and the Government must show leadership and articulate its strategy to reduce the gender pay gap".

The members of the Pay Equity Coalition are Women's Studies Association; New Zealand Union of Students' Associations (NZUSA); New Zealand Federation of Business and Professional Women; Workplace Wellbeing Project; Working Women's Resource Centre; National Network of Stopping Violence Services; Coalition for Equal Value for Equal Pay (CEVEP); Child Poverty Action Group (CPAG); Rural Women NZ; Zonta Club of Mana; NZ Council of Trade Unions (CTU); Public Service Association (PSA); NZ Educational Institute (NZEI); Post Primary Teachers Association (PPTA); NZ Nurses Organisation (NZNO); Tertiary Education Union (TEU); Engineering Printing & Manufacturing Union (EPMU); Service & Food Workers Union (SFU); National Distribution Union (NDU); Dairy Workers Union (DWU); Finsec; Unite; Maritime Union of NZ (MUNZ); Meat Workers Union (MWU); Corrections Association of New Zealand.

<http://union.org.nz/news/2010/women-in-the-red-red-bag-day-2010-18210>

Pictures courtesy of

<http://www.flickr.com/photos/union/sets/72157623337418899>

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President's Message

We've had a pair of Eastern Rosellas raise a family in the big macrocarpa tree behind our house and they've got some cousins hanging around too. Actually quite a colony. They're very colourful and noisy. Unless of course they're stealing the neighbours apples that have just ripened on the tree – then they're silent. Some people would say typical Aussies...loud and taking our things. And being in a rural area, they've not been here long enough to be considered locals, by the locals, yet. Actually, when you think about it, magpies aren't really locals yet, either, and they've been here longer, way longer and quite adept at raising their families here. But the harrier hawk, well he is a local – he and his partner raised two chicks this past year and they're quite a noble addition to the ecosystem. Birds. Different species, with different ways of doing things, all working together to make the world go round. We see them, we know them, we identify with them and we can learn from them. And if we don't know them, we only have to watch them for a little while to figure them out.

And so it is with people.

We see them, we know them, and we identify with them. We are all different and we all work together to make the world go round. Of course, how we work together to make the world go round is another story for another day ☺

We use animals in our language to describe people and here I use birds – probably a fun way to describe us due to the colloquialism for women, birds.

We are all different in our behavioural styles when we communicate with each other and some of us are better than others. Sometimes we know why and other times we don't.

The effectiveness in our communications as leaders and advocates for women comes from our ability to identify the style of those we're working with and communicate in the style that suits them. So that we understand each other; we can work together effectively as the leadership team of our clubs and work with those we are lobbying for change.

So next time you're in a meeting – watch and see what sort of bird the other person is – how are they behaving and therefore how you might better pitch what you're saying so that they like it ☺

Good luck

Kia kaha



Angela McLeod
BPW NZ President
president@bpwnz.org.nz

CALENDAR

March 1-4	CSW – New York
March 1	Awards due, Yearbook due
March 2	BPW International Seminar - Empowerment Tools for Clubs – New York
March 4	BPW International Seminar - Leadership and Emotional Intelligence – New York
March 4	BPW International 80th Birthday Claire Fulcher Dinner – New York
March 15-17	IFC Pacific Women in Business Conference (speaker)
March 31	March levies due
April 23–25	National Conference, Gisborne

WELCOME TO 2010

Within a week most clubs will have had their first meeting for 2010.

Hopefully everyone has returned with renewed enthusiasm, it is contagious.

Ten BPW's have new Presidents following their AGMs late last year. Congratulations to these ladies!

Stepping up to the Leadership role is a challenge and as club members please give them all your support.

The club returns show that membership is dropping throughout the country and for the future of BPW NZ this is of concern.

So club Executives:

As you plan your clubs year please put some real thought into retaining current members:

- Club growth comes from you current membership base.
- Listen to your members and plan programs that are relevant and target member's interests.
- Include "MEMBERSHIP" on your Agenda.
- If they are not attending regularly, check up to see if there is a reason.
- Follow up on those who have not renewed their membership and find out if there is a reason.
- Everyone in the club is responsible for maintaining membership.
- Be receptive to new ideas.
- Encourage members to be involved.
- Mix members up at meetings to avoid cliques.
- Make sure your club communication is good and that members are well informed of any decisions and also of any upcoming events.

Also develop a recruitment plan:

- Make sure you welcome member's guests.
- Provide a quality orientation for potential new members.
- Ensure that new members are formally introduced at a club night once membership has been confirmed.
- Support new members, don't take them for granted.
- Run a competition. Put all the names of members who are responsible for introducing a new member into a draw for a free membership in the following year.
- Make sure that you are totally prepared for meetings and run it an organized and professional manner.

Barbara Clarke
Vice President Membership
fvp@bpwnz.org.nz

Club Projects

As I am writing this I know many of the clubs will be working on getting their projects together to submit for an award at conference. I hope you have all remember to follow the guidelines sent out to you all at the end of the last year.

Projects are something that I believe helps build and strengthen a club. Having a common goal to work towards like a project gives a club a focus. Every one within a club can help with a project and if all the roles are spread around club members then no-one has to do a lot but every one by doing a little bit of something contributes to the end result, which is a successful project.

The past two years I have initiated national projects for clubs. Some clubs have liked this idea and some clubs have preferred to do their own thing. This year I have left you to work out your own projects but as always I am here to help if you need it.

The Margery Toulson Scholarship was established at the BPWNZ Conference in 2009 to celebrate the 70th Anniversary of the founding of the New Zealand Federation of Business and Professional Women. The scholarship will be awarded to a BPW member undertaking education and training relating to senior leadership and governance. The value of this scholarship is \$1500.

Not every club will have a member who is ready to apply for this scholarship but if your club is still looking for a project for the coming year then a project on governance and leadership may well be worth looking at. There are business organizations in every town that would be more than happy to come and talk to your club about this topic and it is an ideal way of getting BPW known in your local business community.

I will be stepping down from this role at conference and if any one is interested in learning more about the way the federation works and has an interest in women's issue then the role of BPW NZ Project Convener may be for you. Please consider it and if interested get you nomination form in to Federation.

Elizabeth Horrell
Project Convener
projects@bpwnz.org.nz

APOLOGY

My apologies go to Delsie Dodds. I misspelled her name in the last circular. Delsie Dodds is a BPW Huntly & District club member and was in the Celebrating BPW New Zealanders feature.

Barbara Weight
Executive Secretary
secretary@bpwnz.org.nz

Conference 2010

CONFERENCE IS ONLY 8 WEEKS AWAY NOW!

If you haven't yet registered please do so ASAP.

The team would like to know delegate numbers to assist with planning.

REMEMBER ORDINARY REGISTRATION CLOSSES ON MARCH 15TH.

SALES TABLES

Is there anyone who would like to have a Sales Table at Conference?

Please contact Barbara Clarke j-clarke@clear.net.nz with details.

PARTNERS PROGRAM

So far there is interest in Fishing, walking and wines so we will be looking to arrange activities on both Saturday and Sunday.

Barbara Clarke
Vice President
fvp@bpwnz.org.nz

A quick message from your outgoing Legislation Convenor

Constitutionally I must now stand down from this position and allow someone else the experience of being legislation convenor.

First if you are thinking of applying for the convenor job, but are worried you do not know enough about it, please apply anyway!

When I first took the job on I had never written a lobby letter or written a submission and certainly never appeared before a select committee. However I wanted to become more involved and this seemed to me to be the best way of doing so, and I felt the fear and did it anyway!

Over the last four years I have had the honour of acting for BPW NZ as legislation convenor. This has been an interesting and exciting time for me, working first alongside President Faye Gardiner and Angela McLeod and then with President Angela McLeod and Carolyn Savage.

Through this involvement I have met many wonderful women and experienced situations I never dreamed I would be able to handle, for instance appearing before select committee's to give oral submissions to reinforce our written submissions.

The research into the subjects of the varying submissions has been both stimulating and educational. I have learnt new skills and learned a lot about the subjects BPW NZ have policy on when making these submissions.

Being involved with the right to ask for Quality Flexible Hours coalition and the Pay Equity coalition has meant that I have worked with women such as Judy MacGregor, EEO commissioner, and dealt with the outgoing CEO of MOWA Sheenagh Gliesner.

With Faye and Angela I have joined in discussions on various aspects of our policy with Government Ministers and Cabinet Ministers to get across our (BPW NZ) point of view and hopefully influence their thinking.

I encourage anyone who is thinking of getting further involved to apply for the legislation convenor position, it is very worthwhile and has an enormous impact on BPW NZ's ability to be a voice for Women everywhere. Do not forget that there is a wealth of experience within BPW NZ to assist you and mentor you until you are confident in your new position.

Regards

Noeline Reisch
Legislation Convenor
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ABOUT TIME



Business and Professional Women Southland secretary Sue Morrison-Bailey (left) and United Nations Development Fund for Women (UNIFEM) Southland co-ordinator Jenny Campbell show off the red bags they were selling yesterday to raise awareness of the International Equal Pay Day. Ms Morrison-Bailey said women were being paid less than men for doing the same work all around the world and that had to change. In New Zealand a woman with the same qualifications as a man and in the same job would, on average, be earning 14 per cent less than him after five years, she said. It had been known for years that women earned less than men, but the gap was not being bridged and awareness needed to be raised to stop this from continuing, Ms Morrison-Bailey said. This is the first time groups in Southland have taken part in the day.

Photo: ROBYN EDIE 624244264

Attachments, Cover letter, Levy Forms, Conference Registration, Club Contact Details, Club Health Check

Articles from clubs for the Circular need to be with Barbara by 20th of the month. Send to secretary@bpwnz.org.nz

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