

RESOLUTIONS CONFERENCE 2015

NO:	TITLE	PROPOSERS		RESOLUTION TYPE		
		Mover	2nd	Const	PM	Policy
Type: Internal Resolutions						
I1	Honorary Life Member	1 st VP Member-ship		X	X	
I2	Procedure Change in Managing Life Membership Nominations	Auckland			X	
I3	Procedure Change in Managing Scholarship Applications	Auckland			X	
I4	Individual Membership	Past President Anita Devcich			X	
I5	Individual Members – Group	Life Member/ Past President Joan Bielby		X		
I6	Code of Ethics	Past President Angela McLeod				
Type: External Resolutions						
Section 12: Education and/or Violence						
E1	Sexual Abuse Education Workshop	Kaitaia	Warkworth			X
Section 14: Employment & Business						
E2	Funding Aged Care Workers' Pay	Franklin	Warkworth			X
E3	Zero Hour Contracts and Insecure Work	Franklin				X
Section 15: Health						
E4	Improved Health Outcomes for Women with Endometriosis	Huntly & Districts	IPP			X
E5	Recuperating in Home Town Care Facility	Huntly & Districts	PP Faye Gardiner			X
E6	Dietary Advice in Pregnancy	Kaitaia				X
E7	To Impose a Total Ban on Sale and Supply of "Legal Highs"	Gisborne				X
Section 16: Legislation - General						
E8	Increased Funding for Grandparents/Kin/Whanau Raising Grandchildren	Upper Hutt	Mana			X
Section 18: Violence & Crime						
E9	Long Term Strategy for Elimination of Violence against Women	Franklin	Warkworth			X
E10	Domestic Violence: Reduction of Violence in Society	Tamaki	Warkworth			X
Section 19: General External Policy						
E11	New Horizons for Women's Trust	Past President Faye Gardiner				X

GENERAL CONSTITUTIONAL (INTERNAL) RESOLUTIONS FOR CONFERENCE 2015

I1: HONORARY LIFE MEMBERSHIP

“THAT the New Zealand Federation of Business and Professional Women (BPW NZ) Inc approve amendments to both the BPW NZ Constitution and the BPW NZ Procedure Manual to provide clear process on Honorary Life Membership.”

C: Constitutional Amendment:

“THAT the BPW NZ Constitution Clause 11.0 VOTING BETWEEN CONFERENCES be amended to read:

11.0 VOTING BETWEEN CONFERENCES

- 11.1. The Executive Committee may at any time seek a decision from those entitled to vote at Conference by postal/e-mail vote and with the exception of voting for Honorary Life Membership:
- 1) A Quorum for a postal/e-mail vote shall be 75% of those eligible to vote, provided that at least one half of the Clubs are represented
 - 2) A two thirds majority of the Quorum is required to support the Motion.
- 11.2. Voting for Honorary Life Membership requires:
- 1) A Quorum for a postal/e-mail vote shall be 80% of those eligible to vote, provided that at least 75% of the Clubs are represented
 - 2) 80% majority of the Quorum is required to support the Motion.

PM: Procedure Manual Amendment:

“THAT the BPW NZ Procedure Manual Clause 1.4 Honorary Life Membership be amended to read:

1.0 MEMBERSHIP

1.4 Honorary Life Membership

On the recommendation of the Executive, either on its own volition or after consideration of a recommendation by any member #1 (with supporting documentation), Honorary Life Membership may be conferred by a resolution of voting delegates by postal/electronic vote prior to Conference #2 on any member who has given outstanding service to BPW NZ.

A quorum for a postal/email vote shall be 80 percent (80%) of those eligible to vote and a majority of 80 percent (80%) of the votes is required to ratify conferring Honorary Life Membership.

Outstanding service requires that the proposed Honorary Life Member:

- a) Has served at BPW NZ level as an Executive Member of BPW NZ and continues to serve BPW NZ in another capacity; and
- b) Has served BPW NZ through representation at International level preferably in an elected position or as Sub Regional Co-ordinator

Honorary Life Membership is conferred at Conference at the Awards Dinner.

#1 From the Constitution a member is defined as Club, Individual, Past President and Honorary Life Member as they have voting rights at Conference.

#2 Voting delegates (as per clause 10.3 of the Constitution) are:

- Executive
- Club vote as per conference delegate strength
- One Individual Members' delegate

- Past Presidents of BPW NZ who retain their Club/Individual Membership
- Honorary BPW NZ Life Members
- Executive members, Honorary Life Members, and Past Presidents have one vote and may not vote in any other capacity.

Proposed by BPW NZ 1st Vice President Membership
Seconded by (TBC)

Rationale:

The rationale for making these amendments is to clarify:

- *Who is able to vote to confirm the recommendation that is made by the Executive*
- *When the vote may take place*
- *The number of votes needed to ratify the recommendation for Honorary Life Membership*
- *The time for conferring Honorary Life Membership is added.*

Action Plan:

1. BPW NZ Constitution and BPW NZ Procedure Manual is updated.
2. Instructions on postal/electronic voting to be sent to clubs and voting members on each occasion of postal/electronic voting
3. Changes advised to all members.

Cost to BPW: No additional costs to BPW NZ.

I2: PROCEDURE CHANGE IN MANAGING LIFE MEMBERSHIP NOMINATIONS

“That the New Zealand Federation of Business and Professional Women (BPW NZ Inc) meeting in Conference in Christchurch in May 2015 approves a process whereby the Curriculum Vitae and supporting statements of all nominees for Life Membership of BPW NZ are circulated to clubs for postal voting by all members. That BPW NZ to action the process two months before Conference and the postal vote to be returned to the executive at least one month before Conference. Unsuccessful candidates are to be advised before Conference of the outcome after the voting is completed and only a successful outcome is announced and celebrated at Conference.”

Proposed by BPW Auckland
Seconded by

Rationale:

It is believed that a more professional process ensures sensitivity and respectfulness to all worthy applicants.

Action Plan: BPW NZ to adopt the revised process.

Cost to BPW: There is no cost to BPW

I3: PROCEDURE CHANGE IN MANAGING SCHOLARSHIP APPLICATIONS

“That the New Zealand Federation of Business and Professional Women (BPW NZ Inc) meeting in Conference in Christchurch in May 2015 approves a process whereby –

1. **All Scholarship applications are briefly and impartially reviewed for compliance with the criteria by the Executive Secretary before being forwarded to the judging panel.**
2. **Should the applicant not meet the criteria she is to be advised accordingly and the application declined.**

3. The judging panel must accept as valid any scholarship applications deemed by the Executive Secretary to meet the criteria.
4. The BPW NZ President (or presiding Chair) is to be advised of the judging panels' decision/s so that the applicant/s can be told of the outcome before any announcement is made at Conference."

Proposed by BPW Auckland
Seconded by

Rationale:

It is believed that such a process would maintain the integrity of the scholarship award process and enable a more sensitive and respectful approach to the applicants.

Action Plan:

BPW NZ to adopt the revised process.

Cost to BPW: There is no cost to BPW

I4: INDIVIDUAL MEMBERSHIP

“THAT the New Zealand Federation of Business and Professional Women (BPW NZ) Inc review their policy on Individual Membership to allow women to become Individual Members without prejudice of there being a club within their region.”

Proposed by BPW Past President Anita Devcich
Seconded by (TBC)

Rationale:

Current criteria in the BPW NZ Policy states:

6.5 *Individual Membership*

THAT any woman because she is located in an area where there is no Business and Professional Women's Club, shall be eligible to become an Individual Member of BPW NZ.

- *She may make an application in writing for individual membership. Such application may be accepted by the Executive on payment of a membership fee.*
- *The fee shall be set by the Executive Committee and shall include the BPW NZ and the IFBPW per capita levies, together with such sums as are required to cover the cost of information and materials.*

Due to the demands of work, travel or family the opportunity to be an Individual Member should not be constrained to only being applicable if there is no club in their local region.

This provides the flexibility for women who have:

1. *Work commitments requiring travel around the country*
2. *Would like to be informed but due to young family cannot attend club meetings/events.*
3. *May not find the club environment within their direct area relevant for the level of engagement that they want.*
4. *Provides the opportunity for Individual members to attend a number of clubs, therefore not ~~being~~ requiring notice of permanent leave if unable to attend a club in their zone. (Current club rules state if a member misses three or more meetings, membership maybe withdrawn).*
5. *Would allow for young women to be engaged at a level that current study/work demands permit, providing an opportunity to be engaged with a club when commitments change.*

Action Plan:

1. BPW NZ Executive to work closely with Individual Members to find why a club environment would not be appropriate for them.
2. BPW NZ Executive would be required to work with Individual Members to ensure they can be engaged in taskforces and at events where they can provide knowledge and skills to promote business and professional women.

Cost to BPW:

Individual membership fee is approved by BPW NZ Executive and ratified at the AGM.

I5. INDIVIDUAL MEMBERS - GROUPS

“THAT the New Zealand Federation of Business and Professional Women (BPW NZ) Inc

Amend the Constitution by removing the word group after Individual members.

12.2 Resolutions may be submitted by Clubs, Members of the Executive, Individual Member Groups, and Past Presidents.

27.1 Amendments to the Constitution may be submitted by Clubs, Members of the Executive, Individual Member Groups and Past Presidents, and must comply with requirements set out by the Manual.

The new Clauses will read

12.2 Resolutions may be submitted by Clubs, Members of the Executive Past Presidents and. Individual Members provided that the Individual Member has the written support of 50% of the other Individual Members

27.1 Amendments to the Constitution may be submitted by Clubs, Members of the Executive, Past Presidents and Individual Members provided that the Individual Member has the written support of 50% of the other Individual Members, and must comply with requirements set out by the Manual.

The BPWNZ procedural Manual be amended where appropriate.

Proposed by Joan Bielby Past President/Life Member
Seconded by (TBC)

I6: CODE OF ETHICS

“That BPW adopt a code of ethics.”

Proposed by Angela McLeod, Past President
Seconded by (TBC)

Rationale:

Public and private sector businesses, peak industry organisations, our partners and other civil society groups have included in their governance documents a code of conduct or code of ethics and they also publish a sustainability report to indicate to their partners the way they carry out business which includes governance.

BPW International published its inaugural sustainability report at its XXVIII Congress which identified that there is no such documentation in its governance documents. This is not good governance practice as compared to those we partner with. Our profile would be enhanced by including a code of ethics in our governance documents and abiding by them.

Most of our partners within the civil society movement include a code of ethics or conduct in their governance documents if not at local or national level, at international level. In researching the

proposed code of ethics, it was found that most of the groups who lobby at the United Nations have a code of ethics and the United Nations has a model code which it encourages groups to adopt.

Our partners and the businesses who's CEOs have signed the WEPs CEO statement of support have and abide by a code of ethics.

Action Plan:

1. BPW NZ Executive and members form a taskforce to draft a code of ethics to circulate to members for discussion and bring before the next conference for voting.
2. BPW NZ formulate a resolution for the 29th BPW International Congress which will include a code of ethics.

Cost to BPW: Nil

GENERAL POLICY (EXTERNAL) RESOLUTIONS FOR CONFERENCE 2015

E1: SEXUAL ABUSE EDUCATION WORKSHOPS

“That the New Zealand Federation of Business and Professional Women (BPW NZ) Inc urge the New Zealand Government to provide schools and community groups sexual abuse education workshops ~~to~~ that focuses on empathy, support and reducing stigma for the sexual abuse survivors.”

***Proposed by: BPW Kaitia
Seconded by: BPW Warkworth***

Rationale

- 1. Over the past few years there has been significant publicity both locally and nationally of sexual abuse offending within our community. Although this publicity has raised some awareness it has not necessarily created understanding, empathy and support for the sexual abuse survivors living within our community.*
- 2. It is estimated that 1 in 4 girls and 1 in 8 boys are victims of sexual abuse. It is likely then, that in most groups of society you will find a number of sexual abuse survivors.*
- 3. Typically the public does not have the resources and understanding to respond appropriately to victims of sexual abuse. Frequently survivors encounter denial, minimisation, anger and abuse from the community around them. This can lead to re-victimisation that has the potential to be as nearly as harmful as the abuse itself.*
- 4. Research supports that survivors of sexual abuse who have good social support are more likely to have better outcomes.*
- 5. The current workshops on sexual abuse for example by Louise Nicholas and the Rape Prevention Education Trust have helped raise awareness but focus on prevention.*
- 6. To support sexual abuse survivors effectively other levels of education are needed if we hope to facilitate social change in our community.*
- 7. The Like Minds Like Mine programme raising awareness and empathy for people with Mental Health disorders would provide a good model.*
- 8. In the short term by educating the public we help members of our community to respond effectively to sexual abuse survivors, as well as reducing harm, increasing support and facilitating healing for sexual abuse survivors.*
- 9. In the long term it will create a supportive community that has the potential to reduce sexual abuse offending and create a more humane society for sexual abuse survivors to live within.*

Action Plan

1. That BPW write to the Minister for Women encouraging ACC, The Ministry of Health, and Whanau Ora to fund a pilot programme in the Far North of a 2-4 hour empathy building workshop for 10-12 people, facilitated by sexual abuse survivors and therapists and offered to local schools and community groups, with the intention of taking the programme nationwide.
2. BPW NZ ask the Ministry of Health conduct a survey of attitudes towards sexual abuse in the area prior to the commencement of the program and then again 2 years later to assess whether any level of social change was achieved.
3. That BPW recommend the program be facilitated by sexual abuse survivors and therapists from different cultural backgrounds.
4. BPW also recommends that the facilitators come from within the community where the program is delivered.

Cost to BPW NZ: Nil

E2: FUNDING AGED CARE WORKERS' PAY

“THAT the New Zealand Federation of Business and Professional Women (BPW NZ) Inc urge the Minister of Health:

- a) to increase funding to Aged Care Providers to provide pay equity for all aged care workers in accordance with the Equal Pay Act 1972.**
- b) to change the funding model for Aged Care Providers to ensure any funding increases include ring fencing for pay increases and accountability**

Rationale:

This resolution supports the following sections of the BPW NZ Policy document:

Section 14.11 Subsidies and Pay Parity for Residential Homes and Hospitals (2006)

Section 14.4 Equal Employment Opportunities and Equal Pay (1985-2014)

Section 15.2 Health Contracts (1995)

Section 15.33 Aged Care Staffing levels (2014)

*Following the 28.10.2014 ruling of the Court of Appeal to dismiss the Appeal against the Decision in the **Terra Nova Homes and Care Limited v Service & Foodworkers Union Nga Ringa Total Incorporated** case there is a need to press for action on pay equity in female dominated industries like aged care.*

The Equal Pay Act requires that equal pay for women for work predominantly or exclusively performed by women, is to be determined by reference to what men would be paid to do the same work abstracting from skills, responsibility, conditions and degrees of effort as well as from any systemic undervaluation of the work derived from current or historical or structural gender discrimination. Under this definition aged care workers require pay equity.

Currently any increase in government funding for aged care wages, whether triggered by pay equity or not, would not necessarily result in pay increases for workers. Aged Care wages are paid by Aged Care Providers who are primarily funded by the government, via District Health Boards (DHBs). Spending decisions are made by the Aged Care Providers and there is no mechanism in the current Contracts between the DHBs and the Aged Care Providers to ensure that any increase in government subsidy for staff pay increases is used for that purpose.

The need for a change to the funding model for Aged Care Providers has been high-lighted by the 2014 budget increase of the rest home bed subsidy by 5% over the next four years. The funding boost carries no mechanism to force aged care providers to pass the increase onto staff. As the majority of staff gain pay increases through collective negotiation and these were mostly completed by the time the money for 2014 was released (August 2014), it is unlikely the funding boost will go to workers.

Action Plan:

1. Executive to send letters to the Minister of Health and relevant MPs, District Health boards and Aged Care organisations.
2. BPW NZ prepare media releases, utilising relevant NZ information from this newly adopted policy as appropriate.
3. Clubs and Individual members to contact their local MPs and DHB representatives.
4. Encourage members who are Shareholders to be encouraged to ask questions of aged care providers

Cost to BPW:

No cost to BPW NZ. The action involves letter-writing, meetings, preparation for submissions to select committees, and possible media releases

E3: ZERO HOUR CONTRACTS AND INSECURE WORK

“THAT the New Zealand Federation of Business and Professional Women (BPW NZ) Inc urges the government to recognise the increasing number of workers in precarious working

arrangements which provide no security of hours of work and implement appropriate policy and legislative responses:

- (a) enact legislation to ban “zero hour contracts” with (i) exclusivity rights of employment and (ii) those that require people to work any hours offered
- (b) develop a best practice code of conduct aimed at employers who wish to use flexible hours contracts
- (c) provide clear information for employees working insecure hours on their rights to social welfare top-up as needed and how to apply
- (d) keep gender-based statistics at the Ministry of Social Welfare on the number of workers needing intermittent income top-ups because of fluctuating hours.

Proposed by BPW Franklin

Seconded by TBC

Rationale:

This resolution widens BPW NZ's policy on casual work to reflect current employment trends. (Section 14.13 Job-sharing and Part-time Opportunities (1981). Action is needed as large numbers of workers are now in precarious/insecure working arrangements (estimated at 635,000 at December 2012 based on Statistics NZ Survey of Working Life).

*Refer CEDAW Article 11 (c): The right to free choice of profession and employment, the right to promotion, **job security** and all benefits and conditions of service and the right to receive vocational training and retraining, including apprenticeships, advanced vocational training and recurrent training;*

Legislation is needed to restrict the employment issues surrounding zero hour contracts which are prevalent in the UK increasing in New Zealand. Contracts, with no guaranteed hours, can have devastating financial and social consequences for employees and low paid women employees, particularly in the caring sector, are at high risk. A zero hours contract is an employment contract where workers are not guaranteed work but are expected to remain available. The amount of work can vary resulting in little or no pay. Zero hour contracts often lead to abuse of worker's rights. Although workers are not obliged to accept all hours requested often workers who reject being called up on one occasion risk being frozen out of all future work. The effect is for workers to stop or restrict other activities (family, educational, social or job search) to ensure they are always available.

A ban on exclusivity rights is part of the Small Business, Enterprise and Employment Bill being put forward in the UK. Refer <http://www.out-law.com/en/articles/2014/july/plan-to-ban-zero-hour-contract-exclusivity-clauses-published-by-uk-government/>.

Social consequences for the 1.4 million people in the UK on zero hour contracts see: <http://www.theguardian.com/housing-network/editors-blog/2014/nov/06/zero-hours-contracts-security-work-home> .

Action Plan:

5. Executive to send letters to the relevant Ministers (Economic Development, Workplace Relations and Safety, Small Business, Social Development & Justice)
6. BPW NZ prepare media releases as opportunity arises
7. Clubs and Individual members to contact their local MPs
8. BPW NZ submit this as a Remit to NCWNZ conference 2015
9. BPW NZ submit this as a Resolution to BPW International Congress 2017
10. Liaise with other organisations with similar Policy

Cost to BPW:

No cost to BPW NZ. The action involves letter-writing, preparation for submissions to select committees, and possible media releases, meetings with local MPs and other organisations.

E4: IMPROVED HEALTH OUTCOMES FOR WOMEN WITH ENDOMETRIOSIS

“THAT the New Zealand Federation of Business and Professional Women (BPW NZ) Inc. urges the Ministry of Health and District Health Boards to recognize the significant impact of endometriosis on women’s health and adopt a pro-active approach to management of the condition by funding programmes to raise awareness and to improve services for women and girls with endometriosis.

Proposed by BPW Huntly & Districts
Seconded by Carolyn Savage BPWNZ IPP

Rationale:

Endometriosis is a chronic condition with uncertain prevalence. Based on a conservative estimate that it occurs in 10% of women of reproductive age, 20,000 Waikato women alone are affected. What is more certain is that it is a condition which is under-diagnosed and with long diagnostic delays. Many women subsequently face poor long-term health outcomes, impaired quality of life, compromised fertility and reduced participation in the workforce.

Endometriosis is estimated to cost more than NZ\$523 million each year in lost workplace productivity through absenteeism.

Initial findings are now available from a significant independent research project into the experiences of local Waikato women with endometriosis. Participants included 150 local women as well as three gynaecologists, four GP’s and a nurse specialising in endometriosis.

The research findings are sobering and compelling, such as:

- *Women experienced an average diagnostic delay of 10 years*
- *Many women normalised their pain symptoms until they became overwhelming*
- *Most women reported multiple visits to GPs with symptoms before referral to a gynaecologist for diagnosis and treatment*
- *Quality of life was often impaired, absenteeism common, fertility affected and relationships impacted*
- *Significant numbers reported feeling helpless and overwhelmed, with no clear treatment pathway*
- *Self-managing patients:- seeking out quality information on endometriosis and self-care, had care plans and a care team - coped better and enjoyed better quality of life. **The Endometriosis** educator appointments facilitated this for a number of women.*

The research demonstrates an urgent need for patient-centred practices and pro-active care management for local endometriosis patients.

Action Plan:

1. BPW NZ puts this resolution through to NCWNZ
2. BPW NZ Clubs raise awareness of the issue in their local communities
3. BPW NZ Clubs write to local DHBs outlining their concerns
4. BPW NZ submit for BPW International resolution.

Cost to BPW: Nil

E5: RECUPERATING IN HOME TOWN CARE FACILITY

“THAT the New Zealand Federation of Business and Professional Women (BPW NZ) Inc. urges the Ministry of Health and District Health Boards to ensure that hospital patients requiring convalescent care after discharge are able to choose where they wish to go and are placed in the facility of their choice whenever possible.”

Proposed by BPW Huntly & District
Seconded by Faye Gardiner

Rationale:

District Health Boards contract convalescent care to external care unit / hospitals in the community. Local care facilities are registered and able to take patients for short term convalescent care when a bed is available. However, often the patient lives in a town with a facility that has beds available but despite requesting a place at their local facility is sent to another facility in a different town for no discernable reason.

When asked for comment Waikato District Health Board quotes 'We contract convalescent care from Matariki in Te Awamutu and Rhoda Read in Morrinsville. There is an eligibility criteria that must be met to pay for an alternative rest home facility for convalescent care.

Admission to a facility in another town causes stress and isolation for the patient and their family. In particular if the patient is elderly. Often their wife/husband no longer has the ability to drive to visit their loved one or cannot afford to do so. Friends and other family who live locally are unable to drop in to visit the patient on a regular basis and overall the patient is out of their familiar surroundings.

Patients have a better chance of quicker recuperation when in familiar surroundings with the support of family and friends.

Health Consumer Code of Rights - Right 4: The Right to Services of an Appropriate Standard

Every consumer has the right to have services provided in a manner that minimises the potential harm to, and optimises the quality of life of, that consumer.

The Health & Disability Standard NZS 8134:2008, Criterion 1.3.10.2, requires that "Service providers identify, document, and minimise risks associated with each consumer's transition, exit, discharge, or transfer, including expressed concerns of the consumer and, if appropriate, family/whānau of choice or other representatives."

When there is a safe, viable and preferable local convalescent bed readily available, why must the patient recuperate 30 to 40 kilometers or more away from their home? This is a national problem as there are examples throughout New Zealand where patients are in this predicament.

Action Plan:

1. BPW NZ Clubs write to the Minister of Health and to local DHBs outlining their concerns citing local examples where possible.
2. BPW NZ Clubs raise awareness of the issue in their local communities
3. BPW NZ puts this resolution through to NCWNZ

Cost to BPW: Nil

E7: DIETARY ADVICE IN PREGNANCY

"That the New Zealand Federation of Business and Professional Women (BPW NZ) urges the New Zealand Government to provide a 12 week incentive based program that educates pregnant women with a Booking Body Mass Index (BMI) 35 or greater at the time of booking with a midwife, on the basics of nutrition, cooking and preparing healthy food, and shopping for healthy food on a budget."

*Proposed by: BPW Kaitiaia
Seconded by: TBC*

RATIONALE:

32% of women over the age of 20 are obese. Obesity rates are continuing to rise, which is having a huge impact on the health of people, increasing the pressure on our health dollar and causing lower quality of life.

Being obese in pregnancy is now more prevalent than ever and puts women and babies at an increased risk for pregnancy complications. These pregnancy complications can be life threatening for both mother and baby, especially if not treated.

Lack of nutritional education, cooking skills, budgeting skills and the high price of fresh fruit and vegetables are all barriers to the reduction of obesity. Lower socioeconomic groups tend to have higher rates of obesity and poorer health outcomes.

Incentive based programs have been very successful in the reduction of smoking which is now less prevalent than obesity. A 12 week program run for obese pregnant women will help women to reduce their risks of obesity related complications through nutritional information, healthy food preparation and exercising budgeting advice. Incentives such as cooking appliances and fresh vegetable vouchers will give women motivation for a healthier lifestyle.

At present there are very few resources available for pregnant women needing practical nutritional input. For example, a nutritionist is only available freely to women who have diabetes during pregnancy.

The follow on effect from educating women is healthier babies, healthier families and a healthier New Zealand for generations to come. A reduction in our national obesity rate would help save the precious health dollar and create a happier and healthier New Zealand.

SOURCES:

<http://www.health.govt.nz/our-work/diseases-and-conditions/obesity>

ACTION PLAN:

1. BPW NZ writes to the Ministry of Health outlining the above concerns and recommending a program to implement change
2. BPW NZ recommends to the Ministry of Health that a nutritionist and midwife be consulted in the development of such a program

COST TO BPW: Nil

E8: TO IMPOSE A TOTAL BAN ON SALE AND SUPPLY OF “LEGAL HIGHS”.

“That the New Zealand Federation of Business and Professional Women (BPW NZ) Inc urges the government to impose a total ban on the sale and supply of legal highs and psychoactive substances in New Zealand”.

Proposed by: BPW Gisborne
Seconded by: TBC

Rationale: (At time of printing, additional information still to come)

The current situation is that Central Government has legislated that legal highs are now able to be sold to the public. Local government bodies only have the ability to restrict the location of licensed outlets from which they can be sold.

References: Extracts for clubs to be able to read with resolution...available from BPW Gisborne.

- Copy of letter dated 15 August 2013 to Mayor Meng Foon from the then Associated Minister of Health, Hon Todd McClay. Quote relevant excerpts.
- Psychoactive Substances Policy (Local Approved Products Policy) dated September 2014 Gisborne District Council. Quote relevant excerpts – do any other Councils have similar bylaws?
- Notes from the outcome of a meeting with Gisborne Mayor on 23 November 2014 by BPW members Diane Taylor and Marilyn Lougher

The websites that members can visit for additional information include:

www.gdc.govt.nz

www.legalhighs.co.nz

www.health.govt.nz

This resolution supports Section 15 by safeguarding the wellbeing and safety of our community by not jeopardising the health and future potential of our youth and citizens and minimising the risk of harm and associated mental health issues in our community.

Action Plan:

That BPW NZ, BPW International and NCWNZ:

1. BPW NZ to lobby the Minister of Internal Affairs to instigate a change in the law to prevent the sale of psychoactive substances known as 'legal highs'.
2. That BPW Clubs lobby their local Councils and Mayors to support a national law change for New Zealand.

Cost to BPW: Nil

E8: INCREASED FUNDING FOR GRANDPARENTS/KIN/WHANAU RAISING GRANDCHILDREN

“THAT the New Zealand Federation of Business and Professional Women (BPW NZ) Inc urges the Minister of Social Development to introduce legislation:

To ensure that children being raised by grandparents/ kin/ whanau have access to the same level of funding as foster children.”

Proposed by BPW Upper Hutt

Seconded by BPW Mana

Rationale

1. Under Section 19 of the Bill of Rights Act 1990 and Article 2 of the United Nations Convention on the Rights Of The Child, it is imperative that BPW NZ has policy to support initiatives that all children are treated equally.
2. The reasons why these children are in grandparent or kin/whanau care varies widely as does the legal pathway through which they have come into their care. However in all cases to which this Resolution would apply, there has been a family breakdown or death of the parents justifying the need for them to be cared for by kin/whanau other than their parents. Their circumstances that could be identical to that of a child in foster/state care yet they are treated differently in terms of the support available to them.

The Ministry of Social Development figures at 31 March 2014 tell us that of the 8,614 carers receiving the Orphan's Benefit or the Unsupported Child's Benefit for 12,069 children:

- 8,270 (96%) of the carers were receiving the Unsupported Child's Benefit
- 6,073 (70.5%) of carers were aged between 40 and 64

- 1033 (12%) were 65 and over
 - Almost half are of Maori descent
 - Approximately 50% of carers are grandparents.
3. *Theoretically there is a means within the law to help these children and their kin carers access the support they need while they are being supported by family. In fact CYPF Act mandates that and section 13 states:*

S13 – where a child or young person is considered to be in need of care or protection, the principle that, wherever practicable, the necessary assistance and support should be provided to enable the child or young person to be cared for and protected within his or her own family, whanau, hapu, iwi, and family group.

Service and support orders are also theoretically available, but notoriously difficult to access because of the way the system operates in practice. The fact is grandparent and kin carers don't get access to the same level of support as foster carers.

4. *A Bill currently before Parliament known as the Social Security (Clothing Allowances for Orphans and Unsupported Children) Amendment Bill, does not go far enough to meet the necessary needs of the vulnerable children being cared for by kin/whanau carers or align their rate of financial support and assistance to equal that available to foster carers. It will however make some difference to the lives of many grandchildren being raised by kin/whanau and is an overdue first step in removing injustice.*

These anomalies further highlight the discriminatory effect of the current law contravening both Section 19 of the Bill of Rights Act 1990 and Article 2 of the United Nations Convention on the Rights of the Child.

Action Plan

1. BPW New Zealand ought to recommend legislation aligning the financial support and allowances available to foster carers and Unsupported Child Benefit/Orphans Benefit carers so that they are equal and fair in all respects.)
2. BPW New Zealand Executive send letters to the Minister of Social Development, Minister of Women's Affairs and the Minister of Justice. Urging them to increase the financial support and allowances available to foster carers so that they are equal to the Unsupported Child Benefit/Orphans Benefit and allowances.
3. That BPW Clubs and Individual Members contact their local Members of Parliament asking them to support this Resolution.
4. That BPW Executive submits this Resolution as a remit to the National Council of Women.
5. That BPW Executive write letters to Aged Concern and Grey Power to support this Resolution.
6. Letter writing, preparation for submissions to Select Committees and possible media releases.

Cost to BPW: Minimal cost to BPW.

E9. LONG TERM STRATEGY FOR ELIMINATION OF VIOLENCE AGAINST WOMEN

“That the New Zealand Federation of Business and Professional Women (BPW NZ) Inc strongly urge the Leaders of all Parties and all Ministries to work together to develop a well-resourced long-term cross-party, cross department strategy to change social norms and eliminate violence against women.”

Proposed by BPW Franklin
Seconded by BPW Warkworth

Rationale:

This resolution extends the following sections of the BPW NZ Policy document:

- Section 18.5.3. Campaign to end Violence Against Women (2008)
- Section 18.8 Family Violence Funding (2011)

Despite having robust domestic violence legislation, violence against women and children in New Zealand continues to be a serious issue and a violation of their human rights. A long term multi-faceted and well-funded approach is needed to change social norms.

At the Pacific Women's Watch Conference on 8.11.2014 the Equal Opportunities Commissioner, Dr Jackie Blue, asked all present to work for a long term multi-pronged solution to violence against women. Dr Blue rejected piece-meal policy that changed with changes in government and asked for strong advocacy for a long term cross party accord on this issue. A whole of government and a whole of society approach is needed to eliminate violence against women.

An example of a multiple strategy approach that has been proved to be effective is the SASA! project (SASA! (Start, Awareness, Support, Action) being conducted in Kampala, Uganda where all forms of violence are endemic.

<http://acelebrationofwomen.org/2011/02/uganda-sasa-start-awareness-support-action/>

is a ground-breaking, internationally-recognized model of community-mobilization to stop violence against women and the spread of HIV. Engaging all actors in the community — women, men, cultural and religious leaders, local officials, police, health-care providers — SASA! fosters critical reflection on gender and power and instigates local-level activism.

<http://www.3ieimpact.org/evidence/impact-evaluations/details/292/> *The SASA Study: A Cluster Randomised Controlled Trial to Assess the Impact of a Violence and HIV Prevention Programme in Kampala, Uganda*

In New Zealand a multi-pronged approach could include:

- *Training for young people on respectful relationships and what consent means*
- *Age appropriate sexuality education in all schools*
- *Encouragement for all to be courageous and call out abuse when we see it*
- *Alternative routes for victims to seek help that are culturally appropriate*
- *Easy access to contraception and sexual health services for women*
- *Focus on perpetrator*
- *Training of judiciary and all who work in this area*
- *Listening to stories of victims and critiquing and reviewing services*

Action Plan:

11. Executive to send letters to the Leaders of all parties and relevant Ministers
12. BPW NZ prepare media releases as opportunities arise.
13. Clubs and Individual members to contact their local MPs
14. BPW NZ to work collaboratively on this issue with the Human Rights Commission and other women's organisations

Cost to BPW:

No cost to BPW NZ. The action involves letter-writing, preparation for submissions to select committees, and possible media releases

E10: DOMESTIC VIOLENCE: REDUCTION OF VIOLENCE IN SOCIETY

That BPW NZ urges Parliament -

- a) **To amend the Domestic Violence Act 1995 to expressly allow protection orders to include the protection of companion animals; and**
- b) **To amend the Veterinarians Act 1995 to require the mandatory reporting of deliberate animal abuse".**

**Proposed by BPW Tamaki
Seconded by BPW Warkworth**

Rationale:

Animal cruelty needs to be viewed within a broader context of criminal offending and its potential negative effect impacts on society cannot be underestimated. Animal cruelty can be a marker of family violence and companion animal abuse often co-occurs in the context of domestic violence. New Zealand research shows that the desire to protect companion animals currently exists as a significant barrier that causes many victims of family violence to avoid leaving their abuser. Namely,

victims are concerned that the perpetrator could demand access to animals, on the basis of ownership, and the Domestic Violence Act lacks clarity as to whether companion animals can be included in protection orders.

Furthermore, a recent New Zealand survey on the recognition of animal abuse by veterinarians in New Zealand and their understanding of the correlation between animal abuse and human violence outlined that the veterinarian, as a health-care professional, may be in a unique position to recognise the signs of not only animal abuse but also human violence and that veterinarians should recognise their social responsibilities as reporters for suspected child abuse and family violence.

Amending the Domestic Violence Act to expressly allow protection orders to include companion animals, and amending the Veterinarians Act 1995 to require the mandatory reporting of deliberate animal abuse by veterinarians, are two measures that may contribute in a meaningful way to the reduction of violence in society.

Useful Publications:

- “The Mistreatment of Animals in Domestic Violence Situations” [2014] New Zealand Law Journal 71.
- “Animal abuse and Family Violence: Survey on the recognition of animal abuse by veterinarians in New Zealand and their understanding of the correlation between animal abuse and human violence”, (New Zealand Veterinary Journal (2008) 56(1), 21-28).
- 2012, *Pets as Pawns: The Co-Existence of Animal Cruelty and Family Violence*, Research commissioned by the New Zealand Women’s Refuge and the Royal New Zealand Society for the Prevention of Cruelty to Animals.

Action Plan:

1. Executive to send letters to the relevant MP’s.
2. Clubs and Individual members to contact their local MPs.
3. BPW NZ submits this as a Remit to the 2014 conference.

Cost to BPW: Nil

E11: NEW HORIZONS FOR WOMEN’S TRUST

“That BPW NZ honours it’s position as a founding member of the New Horizons for Women Trust Inc. and actively works to resurrect and maintain the previously close connection with the Trust by -

1. Maintaining sponsorship of the Trust with an annual donation to the Trust fund , the amount to be determined at conference on the recommendation of the Treasurer.
2. Nominating at least one suitably qualified BPW NZ member to the Board of the New Horizons For Women Trust Inc. whenever there is a vacancy.
3. Encouraging clubs to donate money in the Club’s name to NHWT in support of the Rita King Second Chance Education Award founded by BPW NZ.
4. Actively maintaining communication with the Trust and keeping clubs informed of Trust matters.

Proposed by Past President Faye Gardiner

Seconded by TBC

Rationale:

- The New Horizons for Women Trust supports education, innovation and research which benefits women. The trust achieves this by administering a variety of awards that help New Zealand women to -
 - complete second chance education
 - research issues of significance to New Zealand women and girls
 - promote peace and eliminate family violence
 - advance their careers

- *In 1992 BPW NZ was a founding member and a major initial sponsor of the New Horizons for Women Trust Inc.(NHWT) and has continued to support the trust over the years. In recognition of the special position BPW NZ had as a founding member we had a place on the NHWT Board as of right. In 2012 the Trust undertook a review of their governance processes. In a letter from Mavis Shuker, NHWT Chairperson to Carolyn Savage, BPW NZ President, 17.5.12 it was stated that “In the future no nominating organisations will have a special status – we honour the founding members but as we move into our second twenty year period our focus must be on selecting the best people to manage and govern the Trust.” BPW NZ unsuccessfully protested this change at the time.*
- *The relationship of BPW NZ with the Trust is now that of a sponsor. The purpose of the Trust is closely aligned with our own in relation to supporting women and girls to educate themselves and contribute to their communities. Many New Zealand women have received scholarships and second chance education awards through the Trust. By pooling our resources with other NHWT sponsors we can contribute to the provision of these worthwhile awards.*
- *It is time to confirm that we continue to support the Trust and NZ women by making a commitment to contribute annually to the pool of funds available to the NHWT for these awards.*

Action Plan:

1. BPW NZ Executive to ensure that the clauses of this resolution are actioned.
2. BPW Clubs to donate to the NHWT in support of the Rita King Award.

Cost to BPW: As decided annually by Conference.