



## BPW New Zealand Federation Circular November 2006 Theme for the year "New Dimensions of Leadership-in the workplace"

### CAN WOMEN TODAY BE COMPLACENT ABOUT THEIR RIGHTS

In her keynote speech to the NCW 2006 Conference, Lianne Dalziel, the Minister of Women's Affairs spoke about the struggle women still have to-day for equality. Here is an abridged version of her speech.

When the leaders of New Zealand's women's movement, the NCW, gathered in my home town of Christchurch on the 13 April 1896, they understood that gaining the vote was only a first step towards equality. Resolutions passed at those early meetings of the NCW demanded that the law be made equal for men and women in areas such as marriage and employment. They urged that women be able to be elected to Parliament and to be appointed to public offices, such as the police, and to be able to serve on juries. They argued for free and longer education for children, and they advocated universal old age pensions, prison reform, and the abolition of capital punishment.

113 years later all these demands have been met, although some, such as equal pay, took more than 80 years to get on the statute books and are taking much longer to achieve in practice. We owe a huge debt of gratitude to these women. Their vision anticipated the ongoing struggle, but they were also women of an era that believed that women had an innate morality and that our 'maternal instincts' could overhaul politics and bring about a better world.

The Equal Pay Act was passed in 1972 and implemented in annual steps to 1977. At that stage - nearly 30 years ago - most of the legal barriers to pay equity were removed; yet last year, women's average hourly earnings were still 18 percent lower than those of men. The fact that a gap remains - and that it is narrowing at such a slow rate - highlights how hard it is to address an issue with such complex causal and influencing factors. The same is true of occupational segregation, whether it is at the board level - where little more than 7 percent of directors on our top 100 listed companies are women - or at grass-roots level, where only 8.5 percent of people in the Modern Apprenticeship Scheme are women. And it is certainly true of family violence, where between 2000 and 2004, 54 women were killed by men with whom they had had an intimate relationship.

There are still significant barriers to women fully accessing economic independence, work-life balance, health and well-being, but increasingly the barriers are ones that government cannot address on its own. The barriers that remain are more about attitudes and behaviour. The progress we make over the coming decades will increasingly be the result of much closer co-operation within government - the whole-of-government approach we have been promoting - and between government, non-government organisations such as NCW, and the wider community.

It is certainly no time to rest, or to assume that gains so recently made, and with so much effort, cannot be readily reversed. In international forums on the rights of women, New Zealand increasingly finds itself fighting to retain advances won in the 1980s and 1990s rather than having the opportunity to promote further progress. There is a type of conservatism influencing the international agenda that hides behind the banner of family values. These are values we are all committed to, but those of us who wish to advance the place of women, not see us regress, uphold family values in a form that is respectful of everyone's human rights, not just those of a privileged few.

The suffragists who fought for the vote in the 19th Century knew that the struggle was ultimately to change hearts and minds, and not just change the law. That struggle is still with us today.

Nellie Perryman said in 1918 and it could just have easily been said today.

***'The mothers of the present need to impress upon our children's minds how much the women of the past wrested and fought, suffered and wept, prayed and believed, and organised and won for them the freedom they enjoy today.'***

This is our greatest collective responsibility, because if our rights are undermined or indeed lost, then access to them becomes redundant. We must remind ourselves just how many of our rights have been gained in our lifetime and ensure that today's young women, who are growing up in a generation that has not had to struggle for those rights, learn the lessons of the past and take nothing for granted.

Also in this issue - World Health Report, Why go to conference? National Drug Unit, President's Message, Marketing Report, Club Awards. Items in Brief.

### **President's Message October 2006 - Faye Gardiner, President, BPW NZ**

Kia ora tatou, greetings to all BPW members and friends.

October has been a very busy month for your President.

I went to Invercargill to attend the NCW Conference on the 28 September – 1 October. It was held in the Ascot Hotel and Conference Centre, which is where the BPW NZ conference will be held next year. It is a great venue, plenty of room, lovely accommodation, and very well set up for running a conference, so come and enjoy in 2006.

It was also my privilege to attend the World Health Organisation 57<sup>th</sup> Session of the Regional Committee for the Western Pacific held in Auckland on 18-22 September. President Nok asked me to represent BPW International in my role as International Health Committee chairperson. This was a tremendous experience and really brought home to me how important it is that women's voices be heard in global forums, as there was minimal acknowledgement of the impact of gender discrimination and disadvantage on the effectiveness of health programmes. A full report is printed in this Circular.

Most importantly, it has been my pleasure to visit Tauranga, Katikati, Christchurch, Invercargill, Dunedin and Milton Clubs, meet their members and share issues and ideas with them. We talked about the Aims of BPW and how important it is to read them at each meeting to remind ourselves why we come out to meetings when we are tired, and when it is wet and cold. We also talked about the need to think about meeting formats. Women who have been to meetings at work all day, don't want to go to another one in the evening, so clubs might consider having "events" that hinge on enticing topics and speakers, and leave the business to the committee meeting, open to all club members of course. I came away feeling inspired by their enthusiasm and commitment to working for women, and look forward to seeing them again at Conference in Invercargill.

### **President's Calendar**

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|-----------------|--|
| <b>October</b>  | <b>20-22<sup>nd</sup></b> NSW State Conference, Coffs Harbour, Australia<br><b>23<sup>rd</sup></b> Meeting with BPWI President Nok Viravan at Coffs Harbour.<br><b>23-27<sup>th</sup></b> In Sydney, Australia on holiday. |
| <b>November</b> | <b>16<sup>th</sup></b> Business Round Table function.<br><b>20<sup>th</sup></b> BPW Te Puke meeting<br><b>21<sup>st</sup></b> BPW Tokoroa meeting  |
| <b>December</b> | <b>13<sup>th</sup></b> Tamaki Club meeting   |

### **WHY BOTHER TO GO TO CONFERENCE? - Faye Gardiner, President BPW NZ**

From time to time I am asked why we need to have a national Conference. It is a lot of work and expense, and what are the benefits that should come out of it?

As I see it, there are five main reasons for meeting annually as a Federation, some are obvious, others more subtle but just as powerful in their effect.

1. The Annual Conference is the Federation AGM. As an incorporated society we are required by the legislation to have an AGM every year, receive the audited financial accounts and elect our Federation officers. This is also your opportunity to hold your executive to account for how they have fulfilled the responsibilities with which you entrusted them at the previous AGM.
2. Conference is the forum in which we can all discuss issues, set policies, and form action plans to achieve our BPW Mission and Aims, and the current BPWI theme for the triennium.

3. At Conference we also get new ideas and learn new strategies and skills from each other, from local and international speakers and workshops about running our clubs and supporting the personal and professional development of our members.

4. Conference is the place where we celebrate all that has been achieved over the past year, recognize and acclaim the winners of BPW awards, recharge our BPW batteries, re-affirm our commitment to the BPW Mission and Aims, and refresh our vision of social justice and empowerment for all women.

5. With clubs spread from Kaitaia to Southland, this is the one time of the year when we can network, socialize and generally have fun together, vital because to paraphrase a well known quote, "the group that plays together, stays together."

I know some of you would like to have less business and more speakers and workshops. We do our best but unfortunately, the time constraints of two days do not allow for as much as we would like – and we do have to sleep for some of those hours! Regional training days held in Autumn and Spring are the opportunity for more learning and discussion about issues and opportunities for women. Do take advantage of these and make the effort to go to them. They are great refreshers and motivators for BPW women.

So make plans now to attend Conference 2007 in Invercargill. See you there.

#### **Thought for the Month.**

All big men are dreamers. They see things in the soft haze of a spring day or in the red fire of a long winter's evening.

Some of us let dreams die, but others nourish and protect them, nurse them through bad days till they bring them to sunshine and light which comes always to those who sincerely hope that their dreams will come true.

*Woodrow Wilson*

#### **National Drug Unit – Trish Gray**

BPW Upper Hutt recently invited Richard Orr and John Fagan, from the National Drug Unit to address our meeting. The address was based on the effect drugs have on the community. Subjects included how to become aware of telltale signs of users, the different classes of drugs used, the money made, levels of addiction, and the increasing effect on the community. It was interesting to hear the lengths people went to hide drugs when importing them. Drugs covered in the presentation were cannabis, ecstasy, heroine, cocaine, methamphetamines (P), and the preparation of the drugs through the purchase of readily available, unsuspecting products prior to on selling. When you consider the price of the raw import, say one kilogram, and the huge market price for grams, it was easily understood how large incomes are made for dealers. Just as shocking, and surprising, was how quickly the use of drugs is growing, the preparation laboratories, levels of addiction, range of occupations, ages, some as young as eight years old. The meeting was informed of the physical effects, for example, within five years many users could be institutionalised in a vegetative state with ruined faces of loose skin and eyelids and their brains literally blown apart with that many holes, looking like Swiss cheese.

As a club we are concerned with the growing dependence, addiction and involvement of the use of drugs in society and will be submitting a resolution to the next BPWNZ conference and consequently lobbying government. Here it is hoped more funding will be made available for education, support mechanisms introduced for those wanting to 'dry out', and further awareness be made in the community so that if nothing else, more non-users will report users.

#### **STATEMENT to agenda item 15.0 Prevention and Control of HIV/AIDS**

**From the International Federation of Business and Professional Women**

**Fifty-seventh Session of the World Health Organisation of the Western Pacific. September 21<sup>st</sup> 2006**

The International Federation of Business and Professional Women (BPW International) is a world wide organisation of business and professional women who advocate to protect and promote the interests of women in their business and professional life, and work to develop the professional and leadership potential for women at all levels. To this end, we maintain a consultative status to the United Nations Economic and Social Council (UN ECOSOC) since 1947 and have representatives for various United Nations' agencies, including the WHO in Geneva.

BPW International commends the commitment of the WHO, UNAIDS and other international bodies in the battle against the scourge of HIV/AIDS and strongly support the concept of universal access to prevention, treatment and care by 2010.

We also appreciate the progress achieved through the 3 by 5 Initiative, and acknowledge your determination to make universal access a reality in the Western Pacific Region.

However, we fear that global efforts to curb the spread of HIV/AIDS are failing because the world has not recognized that it is a female epidemic. Women are biologically twice as likely to become infected with HIV during sex as they are exposed to a larger dose of virus, and are more prone to be cajoled or forced into sex because of their lack of social power.

The 2004 United Nations Global Report on the AIDS pandemic said 39.4 million people were living with HIV, up from 36.6 million 2 years ago. Over 50% of AIDS sufferers are women, and 50% of all new infections are among young people aged 15-24 years. Of these, almost two thirds are girls. So figures of 600 new cases per day quoted by the Acting Regional Director, Dr Richard Nesbitt, mean that over 300 women are diagnosed with HIV/AIDS daily in the Western Pacific region alone.

Women and girls face a range of HIV-related risk factors and vulnerabilities that men and boys do not—many of which are embedded in the social relations and economic realities of their societies. The UNICEF task force's July 2004 report, *Facing the Future Together*, found a clear link between gender discrimination and the disproportionate impact of HIV/AIDS on women and girls in six areas, including prevention programmes, education, violence, women's property and inheritance rights, home and community-based care giving and access to care and treatment.

Women and girls are guaranteed the right to health, education and protection from violence, exploitation and discrimination by the UN Convention on the Rights of the Child and the UN Convention on the Elimination of Discrimination against Women. When poverty, unequal power relations and lack of services and information increase their risk of HIV/AIDS, these rights are severely undermined and strategies to prevent and treat HIV/AIDS are rendered ineffective.

BPW International believes that combating gender inequality is crucial in the fight against HIV/AIDS. We fervently encourage Member States of the World Health Organisation Western Pacific Region to take account of the limiting effect of gender disadvantage and discrimination on HIV/AIDS programmes and seek to develop ways to embed gender equality and women's empowerment within the proposed strategies and health interventions for universal access.

The issue of the feminization of the HIV/AIDS pandemic must be addressed if the goal of universal access by 2010 is to be achieved.

*Submitted by Faye Gardiner RGON, Health Committee Chairperson  
International Federation of Business & Professional Women (BPW International)*

## **CLUB AWARDS**

As the end of the year approaches it is time for Clubs to be considering which Awards they will enter their year's activities in. A particular Activity or Project should only be entered in one Award. To help you decide here is an outline of all the Awards presented at Conference each year.

### **DAPHNE CHAPMAN AWARD**

Clubs nominate an individual member for this trophy. This award is for the promotion of BPW NZ. This includes actions which may have been undertaken within the Clubs, local or national communities which promotes the vision of BPW. The person will have used skills in Communication, leadership, training and originality. There is a special form for Clubs to complete for this award.

### **BROOKER MARKETING AWARD**

This is a trophy that is presented each year to the Club that has been most effective in marketing BPW through an activity they have completed in the current year. Clubs can make their application by sending a report of the Activity to the Secretary of BPW NZ by the 1<sup>st</sup> March each year. Please note that all applications have to be photocopied for members of the Projects Committee and therefore need to be concise. Also note a slight change in wording from previous years. The emphasis is on marketing not on the size or complexity of the Activity.

### **COMMUNITY ACHIEVEMENT AWARD**

This Award is made to the Club that has made the most positive contribution to their local communities in the past year, recognising the efforts that the members put into being an active part of their community. Entries are made by forwarding a presentation of the Club activities in a concise, attractive and readable format but must be limited to **TWO** pages

### **ANNE TODD ISSUES AWARD**

The Award is presented to the BPW Club that has most actively pursued an issue which improves the status of women. This award will be judged by the Vice President Issues Chair.

Criteria: Educating Club membership and the wider community by letter writing campaigns holding meetings and seminars. Lobbying local MP's and at ministerial level through the Federation and the appropriate Chairs. Clubs are reminded that activities must be in line with the aims and policies of BPW NZ and that all activities must be with the approval of the Federation. Entries are to be received by the Secretary by the 1st March each year.

### **ALIX HAYWOOD GAVEL AWARD**

This awarded to the club which has produced the best Club Bulletin over the year. Clubs are asked to submit three bulletins to the Secretary by the 1st March each year.

### **HARRISON-LEE CANDLESTICK AWARD**

Presented to the Club with the greatest percentage increase in membership over the year. All clubs are automatically considered for this award and do not have to make any submission.

I hope this reminder will spur Clubs on to consider their activities in the light of the various awards. For any further information or queries contact the Project Convenor Diana O'Brien at [dbobrien@ihug.co.nz](mailto:dbobrien@ihug.co.nz)

### **ROLL OUT THE WELCOME MAT - Pat Sivertsen Marketing Convenor**

In every business, once you have the customers in your door, the biggest challenge is to keep them coming back. Here are some ideas that work for BPW Cubs in New Zealand. If your club already does all this – top marks. If not, do try them. They are simple and they work.

- **The greeting committee:** Have someone whose job it is to welcome and introduce new members and guests to other members. Don't leave it to chance.
- **Mix it up:** Have a seating plan – either numbered tables or numbered places round a large table depending on your venue set up. Members draw a number as they arrive. This is good for both new and long-time members.
- **Follow up and keep in touch:** Phone new members and those who have expressed an interest in joining prior to each meeting. Offer them transport or to meet them at the entrance to your venue. Often the person who invited the new member is the most appropriate. Otherwise designate executive members for the task.
- **Mentor new and prospective members:** At meetings, be alert to explain jargon and procedure as they arise in the procedure. How do remits work? What is CEDAW? It's all a foreign language to newcomers. It is only courteous to interpret. Particularly remind all your executive to be alert to this.
- **An Inclusive ethic:** Make it part of the "way we do things here" to welcome and include newcomers in a genuinely friendly manner.

### **Don't Poison our Children**

The NZ National Poisons Centre Poisons Prevention and Education website was officially launched in Dunedin on Friday 13<sup>th</sup> October. The launch coincided with the launch of the Safekids Campaign – Focus on Poisoning Prevention. The web site address is [www.poisons.co.nz](http://www.poisons.co.nz). It's chock full of great information and fun stuff for kids (and grownups). Have a look and share it around.

The launch featured Joshua Ward and his mother Lara. Joshua ate a small amount of dishwashing powder at age 18 months. Within seconds, his life and that of his family were forever changed by a substance that many of us keep in the cupboard under the sink. It has been confirmed by ERMA that within 12 months child resistant packaging will be mandatory for all dishwasher powders, and those with the highest PH will be withdrawn from the market.

### **ITEMS IN BRIEF**

#### **INDIVIDUAL DEVELOPMENT PROGRAM**

BPW/USA is once again offering another Individual Development Program "Train the Facilitator" Certification Session in New York. The dates will be 23-24 February 2007, just prior to the UN Conference on the Status of Women. The cost is \$US250.00 and registrations close on 31st December 2006.

Any member who is interested should contact Anita Devcich email: [ipp@bpwnz.org.nz](mailto:ipp@bpwnz.org.nz) for full details and a registration form.

## **VISITING SPEAKER**

Waris Dirie, a former supermodel who grew up in Somalia, is now an Ambassador for the United Nations and has written three bestselling books, including Desert Flower and Desert Dawn. She will be the key note speaker at the Unicef New Zealand 60th Anniversary Diamond Dinner and Dance which will be hosted by Unicef NZ Ambassador Alison Mau in both Wellington and Auckland. For more information email [liz@unicef.org.nz](mailto:liz@unicef.org.nz)

### For the Auckland Event:

Date: Wed 8 November

Time: 6.30 pm for a Champagne Reception, followed by a three course dinner, after dinner entertainment and dancing till late.

Venue: New Zealand Rooms, Level 5, Sky City Convention Centre

Dress: Black Tie and Diamonds

Tickets: \$195 per person. To purchase call Liz Phillips at Unicef on 04 496 9610 or email

### For the Wellington Event:

Date: Thursday 9 November

Time: 6.30 pm for a Champagne Reception, followed by a three course dinner, after dinner entertainment and dancing till late.

Venue: Intercontinental, Wellington

Dress: Black Tie and Diamonds

Tickets: \$175 per person. To purchase call Liz Phillips at Unicef on 04 496 9610 or email [liz@unicef.org.nz](mailto:liz@unicef.org.nz)

## **NEON**

The National Equal Employment Opportunities Network (NEON) puts out a regular email update containing the latest EEO news, research, links and profiles. You can register to receive these updates from the website:

[www.neon.org.nz](http://www.neon.org.nz)

## **COMPANIES OFFICE NEW WEB-SITE - <http://www.companies.govt.nz/>**

The Companies Office has been online for 10 years and to celebrate, their new website has gone live.

The redesigned site has tips on doing business in New Zealand and overseas, including business planning and coaching, market research and improving e-Business capabilities as well as information on tax and compliance obligations. There are also many helpful links taking you directly to sites with relevant and specialised information about starting and maintaining a business.

Changes to the website include:

- More information on conducting business in New Zealand and overseas, planning tax and director's obligations
- Information on resources available to small businesses
- Improved navigation options
- Better searching functionality
- Wider range of customer support services
- Helpful links to other sites containing relevant and specialised information.
- And the new look website will continue to be the place to go for company incorporations and searches. All the online features clients expect from the Companies Office will remain the same – they have enhanced the overall website to make it more user-friendly

**Index to Mail Out.** Conference Flyers and Registration Form. White Ribbon Day, Conference Deadline Form, NCW Resolutions, Club Contact Details, Alternative Shadow Report CEDAW

Articles for the circular from clubs need to be with Elizabeth by 15<sup>th</sup> of the month. Send to [bhorrell@woosh.co.nz](mailto:bhorrell@woosh.co.nz)

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