



NEW ZEALAND

October 2009 Circular

BPW New Zealand

“advancing the interests of working women”

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

Pay equi-tea on the menu this Suffrage Week

The 116th anniversary of women gaining the vote in New Zealand is being marked by women workers still seeking recognition equal pay for women’s work of equal value.

Labour MP Sue Moroney is presenting over 15,000 signatures on her petition to call for government to restore pay equity initiatives, and held an event at parliament this week.

And the Pay Equity Challenge, a coalition of unions (including Finsec), professional and community organisations has held a pay-equitea (pictured) on the steps of parliament, in period costume and with a cake missing a symbolic 12% slice, representing the gap between women’s and men’s pay.

“Pay Equity Challenge members will be watching with interest how the Government plans to ensure women get a full share of the cake in the future,” said spokeswoman and National President of the Federation of Business and Professional Women, Angela McLeod.

Article: Published 18
September, 2009
FINSEC website
(<http://finsec.wordpress.com/2009/09/18/pay-equi-tea-on-the-menu-this-suffrage-week/>)



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President's Message

We can learn so much from the animal kingdom; from equality in caring responsibilities to unconditional love.

Recently, I was privileged to be speaking on the steps of Parliament – again – this time as the spokesperson for the Pay Equity Challenge coalition at 'our' launch. There was quite a bit of press coverage of this event, which is great and one which we hope to repeat in November for our next event. (Keep an eye on your email alerts for an update on day and activity ideas).

Whilst being interviewed for this news item (<http://www.youtube.com/watch?v=P6B1kpe7Yol>) I was being asked about what Kate Sheppard might have thought. I remember saying that equality was more than about the gender pay gap. That pay equity was only a small part of it.

When we can be like the NZ Shelduck – or Paradise duck...where they mate for life, both parents incubate the eggs and then both parents share the parenting. When one parent takes the brood to water, the other stands sentry on a gatepost and where the sentry cares so much they count the littlies as they come out of the pond and squawk if they're not all there. Then we are making progress towards equality.

When we have our male CEO's acting like the Emperor or King penguin and nurturing the egg while mum is off working at sea, then we are making progress towards equality.

When our men behave like the king of the jungle and show us the same respect that a lion shows a lioness, and children have only to fear being sent away from the herd when they've been naughty; being allowed back in to the fold when the head mustang decides the punishment is appropriate - both without a fist in sight. Then we are making progress towards equality.

And our lives are driven by the same loyalty and unconditional love that any canine shows their master!

We have a lot to do to get to the point where we can say we have equality...in the meantime we need the strength of an elephant, the patience of Job, and the spirit of Kate Sheppard! So pick up these things and carry on your great work to close the gender pay gap, reduce family violence and increase women in leadership and governance roles.

All the while enjoying yourself – like a pig in mud!

Kia hiwa ra!

A handwritten signature in blue ink, appearing to be 'A' followed by a long horizontal line that curves upwards at the end, and a small mark at the end of the line.

Angela McLeod
BPW NZ President
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ISSUES..... 2ND Vice President's Report

To all the members of BPW NZ, it has been an extremely busy period since my last report for the circular and there are a number of Issues that you as members are going to be asked to participate, both at your club level and nationally.

Executive Representation:

Every club throughout NZ should by now have either heard from their Executive representative or are due to meet them at one of their meetings. It was highlighted, when preparing the Roadshow profiles, that clubs were feeling a separation between Executive and their members at club levels. An initiative was presented and passed at Federation that each club would have a closer connection and point of contact with an Executive. The Executive will be volunteering their time to attend these club meetings therefore make the most of this time, if you have issues, want some guidelines to work on a project send an email so they could have something prepared for the evening, maybe consider them as your guest speaker for the month and finally consider a petrol voucher as a thank you gift to assist them with their expenses travelling to meet with you.

Regional Meetings:

Firstly, after attending three regional meetings in the last few months it is important to congratulate the work that is being carried out at club levels through their fundraising and supporting organisations and women in their local community. These meetings also left an impression on where strengths and weaknesses are in the different clubs. One of the most challenging issues that BPW clubs face is the succession and success of their own clubs, if they can't have a member stand for president or for a role on the committee how can this club continue..... *suggestions will be presented after the Executive meeting on the 10th October.*

Remits:

Each club should now be considering what they want to have introduced, changed or amended on governmental or constitutional legislation. The only way this can happen is through the submission of remits at Conference. There is a process for preparing remits, firstly each club should have a recent copy of 'The Policy' document which outlines all the resolutions passed to date. If your club does not have a copy please contact your Executive to organise a copy to be sent through. There are members who can provide the assistance to prepare a remit, Anita Devcich, BPW NZ Past President has offered to assist any club with preparing their remits. This is one of the most powerful tools you as clubs possess, use this for Conference 2010, we like the challenges, debate, the issues and the projects that can evolve from your remits.

Domestic Violence, Christina Burton Tour 19 to 30 October and White Ribbon Day 25 November:

At Conference 2009 Penny Stevens of BPW Auckland presented a proposal for BPW NZ to support a tour by Christina Burton (from Mexico Congress workshop 'Saying No to Violence'), to speak at different venues and run workshops on self-esteem to empower women and girls, so they could in turn have the confidence to take control in violent environment. Christina is a sought after motivational speaker and workshop leader on self esteem issues and empowerment for men, women and children through her own organisation AMARA and as an advisor for the Dove Self-Awareness Fund. This has created numerous synergies and collaborations both in the private and government sectors, challenging existing perceptions, for example:

- Mexican Technical Secondary School Board challenged more than 30,000 Mexican youths to examine and question existing beauty stereotypes and how such stereotypes affect their self-perception and overall level of self esteem.
- Unprecedented collaboration with the Mexican Military: 30,000 military personnel and their families will attend conferences and workshops designed to help strengthen their self esteem and combat the pressing issue of family violence.

Venues for the presentations and workshops have been confirmed, the tickets printed and the list of items that clubs could sponsor this event through issued, for example well done to BPW Franklin for sponsoring CB's flight from Auckland to Wellington, value up to \$180. A poster prepared by Penny Stevens (tour coordinator) & the Dove Foundation has been emailed through to all the clubs, if you have not received it please contact Penny Stevens directly. A small BPW presentation brochure has also been prepared to use by the clubs, final checking is taking place to make sure all venues/information is correct and this will be emailed to all clubs this week.

Mark on your calendars the 25th November, White Ribbon Day. There are events being organised around the country on this day, so start putting your thinking caps on to look at the most creative ways of illustrating your support in your community, for example: a large white ribbon with everyone's signature in your community supporting the campaign, stretched across your local hall, get the Mayor to hang the ribbon, have local papers present. This is one of the aims of BPW, to stop domestic violence; this is your opportunity to give your voice to this campaign. More will be presented in next month's circular.

Carolyn Savage,

Second Vice President, BPW NZ

Email svp@bpwnz.org.nz or: carolyn.bpw@xtra.co.nz

WHAT CAN BUSINESS LEADERS DO?

(More from the joint initiative between Business New Zealand, The Institute of Directors in New Zealand, and the Ministry of Women's Affairs.)

Some in business say it is difficult to find suitably experienced women through conventional channels. Finding the right candidates may require a conscious effort to change the manner in which candidates are selected.

Experience is a big part of competence, but women's experiences may not be the same as men's.

Benefiting from the different perspectives and life experiences that women bring to the boardroom could require looking beyond the profile of the usual board candidate.

Where are the potential women directors? They are in New Zealand companies and industries right now, although they may not be part of traditional networks.

Also, women are unlikely to be present at the higher levels of management in the same numbers as men. Looking outside the usual circles is sometimes needed.

Women make up nearly half of the New Zealand workforce and are represented in fields that are highly sought at board level, such as the legal and accounting professions.

Planning is fundamental to success

Getting more women into the boardroom means making it a priority, like any other driver of performance. As the Conference Board of Canada states, 'the simplest way to find women to serve on the board is to go looking for them'.¹³

Planning for change and setting performance indicators are the most important first steps.

Casting a wide net

Looking outside immediate circles can reap rewards: brainstorming many options before shoulder-tapping can greatly increase the possible candidates for board appointments. A conscious effort to generate many possible options for female board members could significantly aid the current board's deliberations.

Getting help

There are networks and professional recruitment services that can assist. The Institute of Directors' Director Recruitment Service offers an inexpensive professional appointment service (www.iod.org.nz) and the Ministry of Women's Affairs runs a nominations service for public sector boards (www.mwa.govt.nz).

13. D A H Brown, D L Brown and V Anastasopoulos, Women on Boards: Not just the right thing... but the bright thing, The Conference Board of Canada, Canada, 2002.

Elizabeth Horrell
Projects convener
projects@bpwnz.org.nz

Christina Berton Update

Thank you to all those members who have made personal donations for the success of “The liberty to being me” and helped make this event affordable for many.

Thank you to the clubs that have come in to get behind it and make a difference.

Every dollar will help us give to Women’s Refuge at this time of high demand.

The momentum is definitely growing now.

- Tickets are selling well in Auckland
- Christina is happy with her promotional DVD and will be sending it by Fedex this week.
- I have been interviewed for the Tour DVD. Angela will be interviewed when she comes up to Auckland.
- The Hour of Power programme that screens Sunday morning on TV3 will be interviewing me on Thursday from the point that the Trust is one of their funders and are planning to screen it before Christina comes so the tour will get the benefit.
- Wellington: Adele has sold her first 2 tickets before they have their tickets. The team is working well together. President Angela did a great promotion of the tour at the NCW Conference in Wellington over the weekend. Mana Club has had a fund raiser and another one coming up next month.
- Dunedin: Marilou has got the support of the City Council. Lyn Dowset will promote the event at the University.
- Christchurch: Robyn is doing a great job pulling it altogether. A member from Zonta is organizing a TV promo on their local station.
- The workshops have applicants waiting to register. The format is being translated and will be ASAP.
- Ann Desmond and Carolyn Savage have the CB TOUR information on the BPWNZ website.

Penny Stevens
CB Tour Coordinator

CENTRAL REGIONAL MEETING

HELD AT THE PETTIT CENTRE UPPER HUTT ON 22nd AUGUST 2009

A small committee of just three people managed to put together an interesting and rewarding day for 31 BPW members, from Wairarapa, Waikanae, Mana, Central Hawkes Bay, Hawera and Upper Hutt Clubs.

Shenagh Gleisner, CEO of Ministry of Women's Affairs, talked about women on boards, giving interesting statistics and encouraging all present to write down their qualifications and fill out the application form on the Ministry of Women's Affairs website. This information is used to make recommendations for public boards.

Anne Todd-Lambie took us through the process of formalising a remit to conference, from concept to ensuring consideration of current law through to wording of rationalisation.

As a result there will be a remit put forward by Upper Hutt for the next conference, based on the learning from the regional meeting.

Daniel Paul, ably assisted by Jessica Williams, from Four Winds Communications educated us on how to get the most from the media. Understanding the expectation made of news reporters, their ages and experience, was a real eye opener. Knowing how best to gain their attention and so have stories published as news could be of huge marketing benefit to BPW.

I have an electronic copy of Paul's presentation, quite large, and available for any who would like to make use of it. Four Winds Communications have approached BPW to talk about improving the website.

It is always a pleasure to hear President Angela McLeod speaking. Angela stressed the importance of the success of the Christina Berton tour to BPW and urged all members to help at the appropriate time.

Noeline Reisch made a short presentation on the importance of KTA to members. Noeline pointed out that all past activity with BPW was eligible to meet the criteria and that members do not have to 'start over'. Some members present suddenly became very enthusiastic as they realised they had gone quite some way towards earning their 'levels'.

The meeting venue was small, resulting in the view at times from some seating not being quite up to scratch. The acoustics were very good, no sound system required. The tables were set in black and yellow to reflect BPW colours. A laptop and projector and white board were available for the use of the speakers.

Trish Gray was an excellent and amusing MC for the day, putting to use her experience running national meetings for Toastmasters. The whole day ran pretty much to time, thanks to Trish.

Morning and afternoon teas and light lunch were provided at a very reasonable cost by Fresh Bun in Upper Hutt. The comments regarding food were all positive.

Feedback from members and speakers who attended the meeting was mainly positive and very encouraging. It was suggested that Upper Hutt put their name in the hat to hold the 2011 National Conference and this will be pursued with the club.

Club reports were given and well received. It is always interesting to hear what other clubs are up to. Written report will be available with the minutes.

Heartfelt thanks to those Upper Hutt members who assisted on the day. Trish Gray, Sally Kean and family, Alison Prince, Trish Leahy, Pauline Whiston, Polly Forrest, Pauline Dawson, Maria Braddock, Shiona Beverstock and Heather Newell, and of course our very own President Angela.

Our Lady of Grace Catholic Church charged only \$50 for the hire of the venue and a \$20 donation was made to the Catholic Women's League for the use of their kitchen facilities, crockery and cutlery, etc. The laptop and projector were made available free of charge by FIS, thanks to Angela.

There were 3 raffles, 2 of which were won by Pauline Whiston and Brenda Bentley.

An overall profit of \$80 was realised.

BPW Upper Hutt

International Day for the Elimination of Violence Against Women

25 November



U.N. International Day for the Elimination of Violence Against Women November 25

is known as

White Ribbon Day

the largest effort by men across the world, working in partnership with women, to end men's violence against women

Wearing a white ribbon is a personal pledge to always speak out against violence towards women and children

White ribbons are worn

- by men to show their opposition to violence against women and their commitment to equality between women and men,
- by women who are supporting men and
- by all who support community actions and initiatives to stop violence by men against women and children.



The day relies on the participation of men and women and their organisations and from business, industry and government

Please keep wearing your white ribbon throughout the

16 Days of Activism Against Gender Violence

November 25 to December 10, 2009

Commit • Act • Demand: We CAN End Violence Against Women!

is the 16 Days theme for 2009. It offers an opportunity to advocate for women's rights and the quest to end gender inequality, to create a world free from violence, discrimination and injustice

To order ribbons, email: jandawall@clear.net.nz See also: www.whiteribbon.org.nz

MIDLAND REGIONAL MEETING

The Midland Regional meeting was held on September 12th in Rotorua. Due to the location of all the clubs in the region, a decision was taken by the representatives of these club's at the 2009 National conference to hold the regional meeting at Rotorua so that the meeting was in a central location for everyone to get to easily but hosted by BPW Cambridge. The venue was the historic Blue Baths, art deco building a wonderful location with fantastic catering and facilities. 19 attended including National President, Angela McLeod and the two National Vice Presidents. 5 clubs were represented with apologies from Katikati and Te Awamutu.

The 5 clubs in attendance provided reports of their club activities which demonstrated great capability and commitment within each club. It was exciting for the clubs to be updated by Angela regarding the 5 focuses chosen by BPW NZ. Barbara Clarke facilitated a workshop on Leadership.

Dr. Patricia Briscoe, a local GP, who trained as a mature student following an earlier career as a Secondary School teacher was the first guest speaker. Patricia has been heavily involved in Leadership in medical politics throughout her career as a GP, proving yet again that women are leaders in so many areas.

Elizabeth Bang, President of National Council of Women explored advocacy with us and the issues that they are currently working with. The meeting then took time to share ideas for remits for Conference 2010. Carolyn Savage provided an update of how our members can get involved in key initiatives including the up coming Red Bag day.

The afternoon had an exciting final presentation from Karen Nelson, Cambridge President around developing club websites. Take a look at Cambridge's own web site www.bpwcambbridge.org.nz to see the proposed template.

A huge thank you to Karen and her helpers for their preparation. The Midland meeting was a well balanced, well organized program of participation, learning, sharing, listening and above all great fellowship.

Editor's Note: This is combination of two reports, Karen Nelson, President, BPW Cambridge and Barbara Clarke, National Vice President

CONFERENCE 2010 COUNTDOWN

April 23rd -25th 2010.

Only 7 months to go. EARLY REGISTRATION:

Given that Gisborne is a large distance for delegates to travel to and a number of people indicated at conference in Masterton that they would probably make a bit of a holiday out of the trip and possibly bring Husbands/Partners, we are wanting to get an early indication of numbers and more particularly if partners are coming we would like to organize a really interesting program for them.

We have set Registration at \$170. However an **Early Registration is going to close on December 15th**. Register by then and pay a **\$50 deposit, your total registration will reduce to \$150.**

The **\$50 deposit will be refundable** if for unforeseen circumstances nearer conference date registration has to be cancelled.

You will also be asked to indicate interest in the partners program. Registration forms will be sent to clubs early in October.

Any queries contact:

Barbara Clarke

First Vice President BPW NZ.

Email: fvp@bpwnz.org.nz or j-clarke@clear.net.nz

Gender Equality Architecture Reform (GEAR) Update



GEAR Campaign Statement on Adoption of SWC Resolution by the UN General Assembly September 14, 2009

The GEAR campaign is pleased that the General Assembly expressed strong and unanimous support in adopting a resolution today that will enable the creation of the new gender equality entity to be headed by a new Under Secretary-General (USG). Women and their allies from around the world have been advocating for three years for a stronger better resourced agency on gender equality and women's empowerment, and look forward to its creation early in 2010 - during the fifteen anniversary year of the historic UN Fourth World Conference on Women in Beijing.

We urge Secretary General Ban Ki Moon to immediately begin the recruitment process for appointing a strong leader grounded in women's rights and gender equality as the USG who will lead this process of consolidating the four existing entities. We expect a broad, open search process to start promptly so that the USG is in place and the entity can be operational by the time of the Beijing + 15 Review at the Commission on the Status of Women in March of 2010.

Member states must also address in a timely fashion all the outstanding issues required for the entity to begin operations, including the mechanisms for governance and oversight. Donor countries need to pledge the substantial funding (\$1 billion) to support the proposed strong field operation that the entity must have to be successful in fulfilling the promises made by governments and the UN to the world's women.

As civil society has always played a vital role in the UN's work on women's rights, we urge member states and the Secretary General to commit to systematic and on-going participation of civil society, particularly women's organizations, in every stage of the process at global, regional, national, and local levels including in the governing board

Women around the world have waited a long time for the United Nations and member states to fulfill the promises made since the first International Women's Year in 1975, the adoption of the Convention on the Elimination of Discrimination Against Women (CEDAW) thirty years ago, as well as the UN World Conferences in Nairobi (1985) and Beijing (1995).

This is an important and crucial step forward – now it must be made operational without further delay.

For more information, please contact the GEAR Campaign Co-facilitators: Center for Women's Global Leadership (CWGL), 1-732-932-8782 and Women's Environment and Development Organization (WEDO), 1-212-973-0325.

MARKETING CONVENOR UPDATE

The Roadshow has travelled around the country but as the year draws to an end there are some gaps and plenty of spaces for 2010. The dates are in a separate attachment.

Consider how you can utilise the display over the next few months in your district. Christmas functions, February meetings and promotions, Agricultural Shows, Community events are all good opportunities to have the Roadshow and have members man a promotional stand in the hopes of encouraging membership which is what all clubs seem to be aiming for.

Several Clubs have purchased the pull up banners and they look fantastic, I will put in another order mid October please contact me if you wish to purchase one.

Please take the time to look at www.bpwcambidge.org.nz Karen Nelson has done a wonderful job and we hope to make this web page template available for all Clubs for a cost. Look at the details and we will be in touch.

Please send details to Womens Refuge, Citizens Advice, Victim Support or similar groups in your community who may benefit from the Christina Berton Tour.

I am out of the country on a deck chair in Rarotonga until the 5th October hopefully with lots of sun and a chance to read a backlog of books.

Cheers

Gail Littin
Marketing Convenor
gail.littin@ps.gen.nz



Attachments: Cover letter, Submission in Code of Employment Practice on Infant Feeding, CoOL Friday, Roadshow Dates

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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