

2015 Issue 2

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BPW Upper Hutt

Meets: 2nd Tuesday every month

Venue: Porterhouse Blues
 King Street, UH
 Upper Hutt

Time: 6.30pm – 9.30ish

Cost: \$25 per person and includes

- Dinner
- Cash Bar
- Raffles
- Invited guest speaker

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Coming Up

Sept.19 Fashion Parade

Check out:

www.bpw.nz.org.nz
www.bpw-international.org
www.nzbpw.wordpress.com
www.twitter.com/NZFedBPW



Upper Hutt Business & Professional February 2015 *Advancing the interests of working women*

We are at the tail end of autumn and I can feel the bite of winter around the corner. Coming up to soup time! The autumn leaves are very reluctant to leave us and are gloriously abundant at the entrance to Upper Hutt. What a picture: red, gold, brown, green, and yellow making a very colourful sight.

Do you remember James Smith's Corner in Courtenay Place? In this newsletter there is a picture, and text, about the original store. It was opened by a woman! Read about it.

I have mentioned Kate Sheppard twice in this newsletter. I challenge you to seek out this piece of information.

Check out the headlines from Ministry of Women's Affairs and the article about 'Outdated Attitudes' I gleaned from a BPWNZ Blog.

Citizen's Advice gets a mention because you never know when you or when you could recommend someone else to seek up-to-date advice.

Boobs and bodies are featured more than once.

We are celebrating a few successes, too. Check out page 3.

Our president has had a few 'aways' this year. Sally has captured the highlights in her message on page two.

What a great club we have.

Have a great read.

All feedback and contributions are most welcome.

Trish



President's Report

ANZAC Weekend 2015 was the 100th Anniversary of the landing in Gallipoli of the ANZAC troops. To me it was a weekend of celebration. On Friday evening we celebrated Byron and Taryn's 21st birthdays and Byron and Laura's engagement. This was a weekend of partying, great food, good friends, meeting people from Laura's family; then there was the cleaning up. Taryn and her partner Rene have gone to the USA for three weeks holiday, which is how Taryn wanted to celebrate her 21st birthday; Byron and Laura have returned to Christchurch.

During the school holidays I flew to Perth to visit my brother Royd who works for Woodside Petroleum. Royd took a week off work and we drove south of Perth through the Margaret River area and Busselton, which is named after my family, then down as far as Albany on the southern coast of Western Australia. This was where the New Zealand and Australian boats met before sailing to Gallipoli, under escort, towards the end of 1914. In Albany the Australian Government and Defence Department have prepared a display, in a purpose-built building, overlooking the bay where the ships had been anchored. Visiting the display was a very special experience. On monuments lining a memorial road were the names and dates of the New Zealand ships and the dates they left for Gallipoli. In a continuously revolving scroll, displayed in a showcase, were the names, in alphabetical order, of every New Zealand and Australian soldier who went to Gallipoli. It took too long to wait for names known to me to come up; a laptop would have been great to be able to type in a surname and have the name immediately shown. The horses sent to war had a special part in the display as only one returned to Australia and four returned to New Zealand. I learnt that New Zealand is the only country in the world to have a memorial to those horses that went and never came back. I would love to see this display sent around Australia and New Zealand – Lest We Forget.

Next weekend half of our Club members are heading for the Annual BPW Conference being held in Christchurch. I look forward to speaking to our Resolution and representing the Club at the Conference.

I was in Christchurch the week before Easter following the unexpected death of my dear Aunt. Christchurch is rebuilding, but, very slowly. To drive through the Red Zone, where thousands of homes have been removed, where people lived and children played, is a very sobering experience. The roads are still appalling. I am told there is not enough road surfacing material in New Zealand to redo them all. The new areas, to the west and north of Christchurch, were an eye-opener too.

I think you will all agree our speakers have been great. Thank you to all who have participated in getting them to our meetings, and for your questions and comments during, or after, their talks. We have two excellent speakers lined up for May and June and I will be visiting principals of a few primary schools in Upper Hutt to gauge how best to implement our stationery for the needy families project. The Fashion Parade planning is proceeding and hopefully after this one we will be in a position to offer a scholarship, of some value, to an Upper Hutt woman for further education.

Sally Kean
President



Coming Up...

Fashion Parade

19 September 2015

It is also women's suffrage day. It has been 121 years since women got the vote. (Thank you Kate Sheppard for your hard work)

Can you see Kate elsewhere in this newsletter?

The committee is asking for a catchy title

Ladies thinking caps on.

Plans are being made

to determine how best to implement our stationery for the needy families project.

Fundraising is ongoing

to enable BPWUH to raise funds for a scholarship of reasonable value.

Congratulations to

Angela who won the Daphne Award - see below

Hellen who was re-elected as Vice President

Christine who has been voted in as Federation Secretary

Polly who has come third for the end of year awards for UH office & a bronze award for the last quarter.

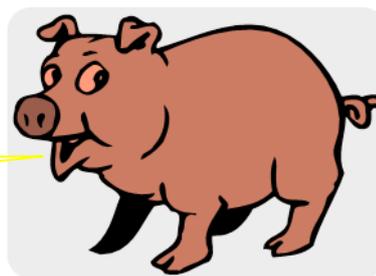


Robyn Davison presenting the award to
Angela McLeod

(Copied from BPWNZ Blog)

Angela said she was "Honoured and humbled to receive the Daphne Chapman Award at BPW NZ Awards ceremony tonight. Great to be acknowledged by my peers for the work I do empowering, mentoring & supporting other women. I stand on the shoulders of giants that have gone before me and I am buoyed by those that stand beside me. I wouldn't have got this award if it weren't for the mentoring & support I get from all of you: civil society colleagues, friends, family, and BPW members. The Daphne Chapman Award is awarded annually by the Federation for the promotion of the image of BPW New Zealand. This includes actions which may have been undertaken within the Club, local or national community, which promotes the vision of BPW New Zealand. The nominee needs to show how the skills of communication, leadership, training, and originality have been used undertaken within the Club, local or national community, which promote the vision of BPW New Zealand. The nominee needs to show how the skills of communication, leadership, training, and originality have been used.

Always appreciate
your donations. You
may want to check
what the balance is!



Report from Conference 2015
1-3 May 2015
Rydges Hotel, Latimer Square, Christchurch
Theme: Building Leadership from a firm Foundation

Attending: Angela McLeod, Elaine White, Hellen Swales, Christine Edney, Alison Prince, Sally Kean, and Pauline Edwards, who unfortunately fell ill on Saturday.

Accolades:

First accolade goes to Angela McLeod who won the Daphne Chapman Award at the Awards Dinner on Friday night.

National President Vicky Mee spoke to Conference about the letter Pauline Edwards wrote last year about the plight of the women in Gaza and the flow-on effect that letter has had in getting some countries in that area to be affiliated to BPW International. Unfortunately Pauline did not hear the ovation Vicky's message got.

Hellen Swales was re-elected as Vice President in a vote that was split 50/50 with Robyn Davidson.

Christine Edney was our Timekeeper and did a wonderful job at keeping everyone in line and on time.

Our Resolution: We were first up of the 17 Resolutions put forward to Conference, including two late Resolutions. I am delighted to report that our Resolution was passed unanimously (no againsts and no abstentions) with the addition of a clause put forward by Ann Todd who is a family lawyer and Life Member of BPW working in Auckland. Our Resolution now reads:

“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 **provided that there is a statutory declaration between the carer and the state specifying the care arrangements**”.

I will prepare a list of the Resolutions, and whether they passed or not, and hand them out at the next dinner meeting. Some of the resolutions we had decided to vote against were changed so that we were able to vote for them.

Friday night's Awards Dinner saw Angela awarded the Daphne Chapman Award with Lianne Dalziel the Mayor of Christchurch addressing us mainly on the topic of Women in Leadership. Christchurch is well represented by females in various roles that was great to learn about.

Saturday morning was spent doing the usual tasks of roll call, obituaries, minutes and then the start on the Resolutions. It was also the official affiliation of BPW Wellington.

Saturday afternoon was the BPW NZ Leadership Forum and open to the Women of Christchurch. We heard from three very young women and three older women about their careers. This was moderated by Dr Rachel Wright from the University of Canterbury. One of the young women, Anna

Worthington, is the creator of 'Cakes by Anna' and on Sunday she made three of her cakes and brought them in for us to taste. Divine! The speakers were very inspiring, but, more importantly they gave us an insight into the thoughts of the younger generation. Breakout workshops followed, which were equally fruitful in their content.

Saturday night was the *Alice in Wonderland* themed dinner where we entered the dining area via a rabbit hole; a darkened room lit by coloured runway lights. Many photos were taken of us in our outfits to amuse yourselves with. (Check the website)

Sunday was full on. The remainder of the Resolutions were heard with their many amendments, discussions and fines to benefit the Nepal fund for those clubs who forgot to state their name and club. A hat was passed around for donations for Nepal and raised over \$800. One of the late resolutions came from the new Wellington Club;

“That BPW proposes the New Zealand Government establish a regulatory authority to govern the Recruitment consulting services and human resources industry.”

This was passed with one abstention.

It was good to see active participation by Jenny Leith throughout Conference.

Final resolutions, various reports and thanks finished Conference after lunch

We were informed of a special conference to be held in Auckland next year which will be a one-day conference followed by the Asia-Pacific Conference. This will be held at the Stamford Hotel in April.

Central Hawke's Bay has put in a bid to host the 2017 Conference.

This was a great venue and enabled some of us to visit the Cardboard Cathedral and see the site of the CCTV Building and to walk to, what was, the CBD on arrival before commencement of conference.

The conference formally closed at 3 pm.

If any of you have any questions, please feel free to ask me direct.

Sally Kean
President
BPW Upper Hutt



Headlines from Panui Ministry of Women's Affairs

Changes to parental leave

- Paid parental leave has been extended from 14 to 16 weeks from **1 April 2015**.
- The extension is one of two steps to extend paid parental leave to 18 weeks by **1 April 2016**.
- From **1 April 2015**, the parental tax credit has increased from \$150 a week to \$220 a week, and the payment period was extended from eight weeks to 10 weeks.

The Government has proposed further changes to parental leave provisions that are intended to come into effect on 1 April 2016. These include:

- Extending parental leave payments to non-standard workers (such as casual, seasonal, and employees with more than one employer) and those who have recently changed jobs
- Extending entitlements to 'primary carers', such as Home for Life parents, whāngai, grandparents and others with permanent care arrangements.
- Enabling employees to take the leave more flexibly, by mutual agreement with the employer.

Benefits of Work-life balance

Benefits for you

Employees in companies already implementing work-life balance practices enjoy significant benefits such as:

- Being able to effectively manage multiple responsibilities at home, work and in the community without guilt or regret.
- Being able to work in flexible ways so that earning an income and managing family/other commitments become easier.
- Being part of a supportive workplace that values and trusts staff.

Some things employees may want:

- a good quality of life
- an enjoyable work life with career progression
- training and development
- good health
- affordable childcare or eldercare
- further education
- more money
- time to travel
- time with friends and family
- time to do sports and hobbies
- time to do voluntary work

Prevention Strategies for Maori

Māori women are twice as likely to experience violence as other New Zealand women. A new report from the Ministry for Women has explored what Māori women believe to be protective factors for being safe from violence. This research will provide the practical basis for service providers and policy makers to develop approaches that will accommodate the specific perspectives and needs of Māori women and their whanau.

These four headlines from *Panui* captured my interest. There are loads more interesting articles. Check out the Ministry for Women website www.women.govt.nz

Adventure Activities

New Zealand's adventure activity sector is world-renowned and is an important contributor to our economy and our national identity.

It is imperative that New Zealanders, visitors and the adventure activities sector can be assured that all operators have sound safety practices.

The Health and Safety in Employment (Adventure and Activities) Regulations (2011) established a safety audit and registration process that is a key part of providing that assurance. The regulations aim to enhance professionalism and ensure consistent good practice across the sector.

Did you know? One in three international holiday tourists do some sort of extreme adventure tourism during their stay in New Zealand.

From the BPWNZ website blog 'Outdated attitudes' – holding back women

As women leave the legal profession at an alarming rate, firms need to rethink their traditional approach to working arrangements, two industry bodies say.

Speaking at the launch of the Victorian Women Lawyers (VWL) Flexible Work Protocols, the Victorian Equal Opportunity and Human Rights Commissioner Kate Jenkins suggested firms needed to shake up old-fashioned views.

"My main encouragement is to say it's the leadership of the law firms that really need to start thinking about how they can embrace flexible work, and that this tool is helpful," Ms Jenkins told *Lawyers Weekly*.

"But the attitudes that assume men will be the breadwinner and the women will stay home to look after the babies are outdated. Law firms need to embrace the current world."

Slowing attrition

Figures provided by VWL show up to 70 per cent of the legal profession is female, but the number of practising female lawyers falls by 75 per cent between the ages of 35 and 55. Just 17 per cent of equity partners are women.

Ms Jenkins said flexible working arrangements could help retain women in the profession and address the shortage of female partners.

"It's systemic discrimination – even if people, in theory, support there being more senior women, in practice the structures aren't supporting women staying in the workplace," she said.

"The leadership hasn't been equipped to encourage women to stay in their careers."

She highlighted the need for firms to recognise the role both men and women play as care-givers.

"For the best employers to adapt to the future, they need to recognise that both men and women are parents and to provide working environments that allow people to meet those family responsibilities, as well as being successful employees or workers in the legal profession," she said. "It's perhaps even more difficult for men to ask for flexible work than women because it's really against the gender stereotype of what a good male breadwinner would do."

New guidelines

To help improve firm's flexible work policies, the VWL launched a series of protocols providing guidance to partners and employees.

VWL convener Kirsten Adams said working flexibly should not preclude a lawyer from advancing to senior levels in their career.

"Legal businesses need more support to establish flexible working arrangements that don't mean the end of all career progression for a woman or a man who may need flexible work options in their career," Ms Adams said. "Working flexibly, if it's properly managed and monitored, should lead to the same career outcomes of those working in a more traditional way."

The protocols address best practice surrounding maternity leave, part-time work and flexible work, as well as encouraging sponsorship of female lawyers.

"It's probably the case that many of the large firms feel they have their policies in place and they do not need too much improvement," Ms Adams said. "But there's always room for improvement and there may be some things in these protocols that even the large firms have not thought of or haven't experienced."

She also suggested smaller firms with limited resources might struggle to develop such policies, so may particularly benefit from the protocols.

Stefanie Garber

**Have you checked out our own website lately?
There is a lot of interesting information on it.**

While searching the internet recently I found this...
National Council of Women in 1896

Can you spot Kate Sheppard?



National Council of Women, Christchurch, 1896. From left, standing: Mrs A Ansell (Dunedin), Mrs Henry Smith (Christchurch), Miss A E Hookham (Christchurch), Mrs G Ross (Christchurch), Miss Jessie Mackay (Christchurch), Mrs Isherwood (Christchurch), Mrs Black (Christchurch), Mrs Widdowson (Christchurch), Miss F Garstin (Christchurch), Mrs Wallis (Christchurch), Mrs Darling (Christchurch), Mrs J M Williamson (Wanganui), Mrs Wilson (Christchurch). Seated: Mrs G J Smith (Christchurch), Mrs A Daldy (Auckland), Mrs Hatton (Dunedin; Vice-president), Lady Anna Stout (Wellington, Vice-president), Mrs Kate Sheppard (Christchurch; president), Mrs A J Schnackenberg (Auckland; Vice-president), Mrs W Sievwight (Gisborne), Mrs M A Tasker (Wellington), Mrs D Izett (Christchurch, secretary). Seated on floor: Mrs C M Alley (Malvern), Mrs A Wells (Christchurch), Miss Bain (Christchurch). Photographer unidentified.

And while I'm surfing history I also found the following that may interest you...



Mary Taylor's Wellington store

'I have set up shop!'

Mary Taylor wrote to her friend, the novelist Charlotte Brontë, from Wellington in April 1850. The shop, on the corner of Dixon and Cuba Streets, was typical of the draperies, often started by women that expanded into department stores. By 1853 it was listed in the *Wellington and southern province almanac* as one of the city's 'principal stores'.

It later became

James Smith's a major Wellington department store until the early 1990s. Taylor reported to Brontë that she was delighted with her business. 'The best of it is that your labour has some return.'



(Quoted in Joan Stevens, ed., *Mary Taylor: friend of Charlotte Brontë*. Auckland: Auckland University Press, 1972, pp. 92–93.)

[Alexander Turnbull Library](#)

Reference: [1/2-003732; F](#)

BPW International

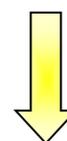
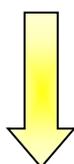
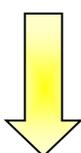
Founding President Dr Lena Madesin Phillips said "Each woman, as a citizen, must bring to the national policy of her own country, the contribution of forward-looking and constructive thought followed by determined action. Each woman must dedicate herself to protect and promote the interests of all other women in business and in the professions."

Our Objectives

Improve the quality of life for all women

Advocate for equal social and economic opportunities for women

Eliminate all forms of discrimination against women



About Citizens Advice Bureau In Upper Hutt

The aim of the Citizen's Advice Bureau is to ensure that individuals do not suffer a detriment because they are unaware of their rights and responsibilities, or, are unable to communicate their needs effectively.

The Upper Hutt Citizen's Advice Bureau (CABUH) is open Monday to Friday from 9am-4:30pm throughout the year. The 35 volunteer interviewers undergo an in-depth learning and development programme that develops skills to assist clients.

Clients are from as diverse a background and experience as the volunteers who interview a client to:

- understand the issue
- research for information
- print off forms
- help complete forms
- talk to businesses on behalf of the client
- issue leaflets relating to their enquiry
- provide contact details and directions.

Since July 2014 CABUH has been contracted to provide a settlement information service to new migrants in Upper Hutt. This is part of a national contract between CABNZ and Immigration NZ. Our role is to provide information that will help people settle in NZ and, more specifically, in Upper Hutt.

The Bureau offers additional services to clients:

- The Budget Advisory Service is available Monday to Friday for finance and debt advice.
- There is a free legal advice clinic on Thursday evenings where clients can talk to a rostered, volunteer, qualified lawyer.
- A JP available on Friday Morning.
- We are authorised by the Upper Hutt Foodbank to issue emergency food parcels when they are closed.
- CABUH has a referral agency for *Dress for Success*.
- An outreach service at *Rimutuka Prison* is available. Two volunteers go to the prison regularly to assist with general issues.

Our clients contact us through a variety media including phone (mobile and landline), email and Facebook.



Written by Cathy Cox
Co-ordinator
Citizen's Advice Bureau
Upper Hutt
PH. 04 528 9040

Looking at Ourselves

We Give Ourselves Away

Everything about us gives away who we are. By everything we mean: clothes, postures, facial expressions, eye contact, voice, words etc. We leak and others can see easily who we are. We all have social presence. But does it convey poise: self confidence and composure? Or does it convey fear and insecurity?

Accept imperfection and drop perfection

Be at peace with imperfection, it's normal. You are more likely to be successful if you are honest with yourself about things you don't do well, and may never do well. You can also take the pressure off by helping others understand that you're not going to be perfect; otherwise why would you need them?

You can't grow without personal stretch

Think about vulnerability as growth rather than weakness. Prompt your own stretch on occasion and grow more resilient in the face of uncertainty and personal risk. Be proactive about your development and career progression.

Manage, rather than solve problems

Many of the problems, or issues, we deal with aren't neat, one-dimensional and straight forward. Instead, they're complex, multi-dimensional and change while you're working on them. So, work on, and manage, problems rather than striving for the one true solution. A mentality of trial and error and adaption help here.

Get feedback

Feedback is a poor word. It puts most people on the defensive. When someone says, 'may I give you some feedback', they mean they want to give you veiled criticism wrapped up in a sterile formula. But, we all need feedback. If nothing else, it can trigger some vulnerability and from this vulnerability you can potentially grow.

Appreciate who you are and what makes you unique

So, what are your unique talents and strengths? What is your personal fingerprint? Learn how to use your strengths to work on problems and confront vulnerabilities.



Learn to unplug

Spend time displaying your personal fingerprint by being who you really are. Then, you'll know what it feels like. To be your confident self you have to know yourself. You will get angry, you will have a bad day but this doesn't make you awful, it makes you human.

Thank you
The Training Practice
www.trainingpractice.co.nz

Look Carefully

This picture is constructed of nude human bodies
Ceceliawebber.com

Cecelia Webber is an American multidisciplinary artist working primarily in acrylic and digital media. The digital photographic images of flowers and plants shown here often require up to 700 layered variations which are then colored to achieve her desired design. The results serve to illustrate how intertwined natural forms can be and culminate in singular images of great beauty.

The artist says: "I began creating my compositions after noticing that a photo I had taken of my back looked like a petal. From there, I became fascinated by the practice of trying to create organic imagery with greater and greater accuracy."

Cecelia has also recently created works depicting butterflies and in the future is planning an exhibition of sea creatures. From the sea we came, and back to the sea our human form will be reflected.



Summer Dandelion

Professional Development Series Offered by Volunteer Wellington

Volunteer wellington is running a series of professional development workshops to develop skills for leaders working in the voluntary sector. Their first course is 'Beyond Busy', facilitated by Loretta Brown. This workshop is aimed at managers, leaders and senior professionals interested in making a difference and enjoying life more. Described as being for the 'normally exhausted' and those who yearn to make more of a difference by focussing on what's important through their leadership contribution. This workshop aims to provide strategies for getting beyond busy and bringing leadership back into every day.

www.volunteerwellington.org.nz

Ode to a Mammogram

For years 'n' years they told me,
'Be careful of your breasts. Don't
ever squeeze or bruise them, and
give them monthly tests.'

So I heeded all their warnings
And protected them by law
Guarded them very carefully, and
always wore a bra.

After 30 years of careful care
The doctor found a lump.
He ordered a mammogram
To look inside that clump.

'Stand very close,' she said
As she got my boob in line,
'And tell me when it hurts,' she said.
"Ah yes! There! That's just fine.'

She stepped upon the pedal...
I could not believe my eyes!
A plastic plate was pressing down...
My boob was in a vice!!!

My skin was stretched 'n' stretched
From way up by my chin
And my poor boob was being
squashed
To Swedish pancake thin!!!

I  My Boobs
(except when I run)

Excruciating pain I felt
Within its vice like grip
A prisoner in this vicious thing
My poor defenceless tit!

'Take a deep breath,' she said to me
Who does she think she's kidding?
My chest is smashed in her machine
I can't breathe and woozy I am getting.

'There, that was good,' I heard her say
As the room was slowly swaying
'Now let's get the other one.'
'Lord have mercy," I was praying.

It squeezed me from the up and down
It squeezed me from both sides.
If there has been a cyst in there,
It would have popped...kerpow.

This machine was made by a man.
Of this I have no doubt.
I'd like to get his testicles in there.
He'd know what it's all about.



Submitted by Sally



Everybody's Talking About

Bottles?

The plastic is many soda, water and sports drink bottles is known as polyethylene terephthalate (PET) and if recycled it can be made into a wide variety of goods including carpeting, playground equipment, automobile parts and shoes. According to Darlene Gray of the Canadian Plastics Industry Association, one of the things that happens at a recycling facility is the separation of the caps from the bottles. But never fear! This is not done by hand. Instead both bottles and caps are ground into small flakes which are placed in a large tank of water. The PET flakes sink in the water and the caps float, separating the two plastics for recycling.



Swans?

If you want to see a lot of swans in one place go to the Abbotsbury Swannery in Dorset, England. It is a managed wildlife habitat for the nesting of mute swans that was established by monks' centuries ago. More than 600 swans come every year to breed and raise their young ones. The public is welcome to visit and people can walk right into the midst of swans. Lots of family-friendly events are held throughout the year including concerts, an Easter egg hunt and other children's activities. The swans are able to come and go as they please as it is not a zoo but a sanctuary.



Kids?

The Outdoor School. For many children in the world's developing countries a good education is simply not available and being able to read and write is just a dream. A shopkeeper in New Delhi, India, is trying to change that for some poor children in the area. For two hours a day Kumar Sharma leaves his shop and goes to his makeshift classroom located under a bridge. There he gives lessons to dozens of kids who range in age from 4 – 12 and he does this without being paid. Providing the kids with basic reading, writing and math skills helps them be admitted to Government schools in the future.

