



2010 YEAR OF WOMEN IN LOCAL GOVERNMENT

CREATIVE | STRONG | INCLUSIVE | DIVERSE

August 2010

50:50 VISION – COUNCILS FOR GENDER EQUITY



The Honourable Tanya Plibersek MP, the Minister for the Status of Women and the Honourable Maxine McKew, former Parliamentary Secretary for Infrastructure, Transport, Regional Development and Local Government on the 17 June launched ALGWA's **50:50 Vision – Councils for Gender Equity** program at the Australian Council of Local Governments' dinner held at Parliament House.

The program has been designed to be accessed by all councils regardless of their size, location and progress on gender equity. Councils will be able to apply for accreditation across three levels – bronze, silver and gold and must move through these levels sequentially. The accreditation and identification of councils as 50:50 Vision **employers of choice** will make it easier for councils to attract and keep strong female candidates and officers.

Bronze Award

Applications are now open for the first level of accreditation. Bronze Awards will be presented at the ALGWA National Conference in November.

Councils who have signed up as gold, silver or bronze partners are encouraged to apply for a bronze award.

In order to achieve a Bronze Award a council must:

- provide a council endorsed statement of commitment to address gender equality
- conduct a self assessment of staff/elected representative gender ratios
- outline at least one project they will undertake to address gender equity issues
- nominate a 50:50 Vision champion to have carriage of the program within the organisation.

For more information including accreditation criteria and application process, visit the dedicated website – www.5050vision.com.au

WIN A FULL SCHOLARSHIP VALUED AT \$7000 TO COMPLETE YOUR CERTIFICATE IV IN FRONTLINE MANAGEMENT

Applications close: Friday 27 August 2010

There are still a few days to submit your nomination for a full scholarship to complete your Cert IV course in Frontline Management courtesy of [Indigo Training](#). The scholarship is to be awarded to one deserving council employee in Victoria in line with stated objectives of the Year of Women in Local Government:

To enter, tell us in 500 words or less why you deserve to win and why this is consistent with the objectives of The Year of Women in Local Government. Enter online by the **Friday 27 August** using the [online form](#).

View the [course outline](#) for full details or visit the lgwomen2010.org.au for more information.

lgwomen2010.org.au

Keep up to date with latest news and events

(* Conditions apply – please read the [Scholarship Terms and Conditions](#))

For more information please contact Indigo Training on (03) 9820 0277 or email info@indigostraining.com.au

2010 EXCELLENCE IN LOCAL GOVERNMENT LEADERSHIP PROGRAM (ELGLP)

22 November – 10 December, 2010

The Australian Centre of Excellence for Local Government (ACELG) and the Australian and New Zealand School of Government (ANZSOG) are pleased to present the inaugural 2010 Excellence in Local Government Leadership Program (ELGLP) from the 22nd November to the 10th December.

The teaching will take place at the Melbourne Business School. The ELGLP aims to stretch the intellectual boundaries of its participants and build the strategic leadership capability of local governments across Australia and New Zealand.

The ELGLP is:

- a 3 week residential program for around 80 participants from Australia and New Zealand;
- draws on ANZSOG's existing expertise but tailored specifically for the distinctiveness and diversity of the local government context;
- a dynamic mix of the best of academia and the best of practice;
- underpinned by purpose-built case study materials, role plays, peer clinics, small group work and problem-solving exercises;
- committed to celebrating 2010 as the Year of Women in Local Government



An Australian Government Initiative



The ELGLP is designed to build the capacity of local government leaders:

- to think and act strategically in the community interest;
- to forge strong working relationships with CEOs and/or Mayors and elected members;
- to work collaboratively with stakeholders, citizens and other governments;
- to deliver high quality citizens-centred services; and
- to further develop local governments' capability as an equal partner in Australia's and New Zealand's public sector

The course is designed specifically for senior executives, mayors and leading elected members in local government in Australia and New Zealand.

For more information and to download 2010 ELGLP brochure visit lgwomen2010.org.au.

WOMEN IN POLITICS BOOKLET

ALGA at their National General Assembly in June released their **Women in Politics** booklet featuring a number of inspirational female elected members. The booklet aims to encourage greater participation of women in political life in all levels of government and tells the stories of outstanding women in government as a way of inspiring other women to follow in their footsteps. The Governor-General, Her Excellency Quentin Bryce, AC, contributed the foreword to the book, which also includes a historical overview of women in politics, a review of what is happening across Australia at local government level and profiles of women such as Premier Kristina Keneally, the Hon Tanya Plibersek, Senator Sarah Hanson-Young and Cr Rose Jackson. YoWiLG Ambassadors featured in the book include Cr Joyce Crombie from the Diamantina Shire Council, NT and Cr Elizabeth Re of the City of Stirling, WA.

Download the booklet from www.alga.asn.au.

GOLD PARTNERS

Adelaide City Council
Albury City Council
Australian Institute of Project Management
Australian Local Government Women's Association (NSW)
Bankstown City Council
Bayside City Council
Brewarrina Shire Council
Brisbane City Council
Cardinia Shire Council
City of Boroondara
City of Holdfast Bay
City of Kingston
City of Melbourne
City of Stonnington
City of Swan
City of Sydney
City of Tea Tree Gully
City of Unley
Coffs Harbour City Council
Darwin City Council
Department of Local Government (WA)
Diamantina Shire Council
Frankston City Council
Glen Innes Severn Council
Gosford City Council
Holroyd City Council
Local Government & Shires Associations of NSW
Local Government Victoria
Longreach Regional Council
Manningham City Council
Mid-Western Regional Council
Moonee Valley City Council
Moreland City Council
Moyne Shire Council
Shire of Wiluna
The Hills Shire Council
Whitehorse City Council
Willoughby City Council
Wyong Shire Council
Yarra Ranges Shire Council

lgwomen2010.org.au

Keep up to date with latest news and events

Around the States

LGPro hosted a Local Government Women's Professional Development Forum on Thursday 29 July at the stunning Hotel Windsor on Spring Street in Melbourne.

Entitled **Take the Next Step** the forum was developed to focus on the issues, opportunities and challenges facing women in the sector and to support career development, personal growth strategies and shared approaches to address them.

Over 220 employees and representatives of local government who attended the forum were treated to a bulging program of informative and inspiring presentations by a wide range of speakers. Keynote presenters included:

- Maxine Morand, Minister for Women's Affairs and Minister for Child and Early Childhood Development on supporting career development for women in public life; and
- Samah Hadid, 2010 Australian Youth Representative to the United Nations on representation in policy making and how we should always be mindful of those who may not be well represented or who find it difficult to represent themselves in the community.

Congratulations

Fleur Cousins from the City of Knox, winner of the 2010 Sally Isaac Women in Local Government Leadership Award.

Fleur was presented with the award at the LGPro Women's Network Dinner on 29 July in front of over 500 guests and peers.

The forum also included a number concurrent sessions around the individual, the manager and the organization and rounded out with conversation café and women's circus performance and workshop.

Following on from the forum, over 500 guests also attended LGPro's annual Women's Network Dinner, also held on 29 July. Now in its seventh year the dinner is an evening for all women employed in local government across all levels and all areas to interact, learn from and celebrate with each other the valuable contributions women make to the local government sector.

Emma Casaar, General Manager, Women's Prison Region, Corrections Victoria Department of Justice and National Telstra Young Business Women of the Year was the guest speaker.

The LGMA WA Women in Local Government Conference was held at the Rendezvous Hotel in Scarborough on the 3-4 June 2010.

The 2-day program was full of successful local government practitioners and private sector leaders who provided valuable insights into positive leadership practices and tips on how to manage and succeed in your career.

Guest speakers included Monica Barone, CEO of the City of Sydney who discussed the benefits of diversity in the workplace and Lisa Scaffidi, Lord Mayor from the City of Perth.

Other keynote speakers included Rachel Green who is an award-winning communication specialist, author and emotional intelligence coach, and Gerry Gannon, a media skills trainer.

For more information on the conference and conference outcomes contact LGMA WA on (08) 9218 8141.

For more state events, refer to upcoming events on page 5 or visit lgwomen2010.org.au

SILVER PARTNERS

Broken Hill City Council
Cairns Regional Council
Campbelltown City Council
Canterbury City Council
City of Charles Sturt
City of West Torrens
District Council of Mt Barker
Division of Local Government, Department of Premier & Cabinet (NSW)
Hepburn Shire Council
Hobart City Council
Marrickville Council
Office for Women's Policy
Redland City Council
Shire of Augusta-Margaret River
Town of Kwinana
Tweed Shire Council

BRONZE PARTNERS

Armidale Dumaresq Council
Ashfield Council
Auburn City Council
Balonne Shire Council
Banana Shire Council
Barkly Shire Council
Bass Coast Shire Council
Benalla Rural City Council
Berrigan Shire Council
Blayney Shire Council
City of Armadale
City of Ballarat
City of Canada Bay
City of Mitcham
City of Mount Gambier
City of Salisbury
iCity of Whittlesea
City of Yarra
Clare & Gilbert Valleys Council
Clarence Valley Council
City of Subiaco
Darebin City Council
Division of Local Government, Department of Premier & Cabinet (TAS)

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Keep up to date with latest news and events

Council update

Moreland Council, VIC

On Wednesday 14 July Moreland Council held the Inner Northern Metropolitan Forum for the Year of Women in Local Government.

The forum followed on from a successful internal event Moreland Council held with its own female staff on the 2 June, and was open to council women working in Melbourne's northern municipalities. The day was enthusiastically attended with over 65 participants.

Speakers included Peter Brown CEO of Moreland Council and Moreland Mayor Cr Stella Kariofyllidis who spoke about supporting women and raising awareness of gender issues and working towards making local government an employer of choice for women. Keynote presentations were given by Noelene Duff CEO of Whitehorse City Council and ambassador for 2010 Year of Women in Local Government; Andi Diamond CEO of Yarra City Council who spoke about the invisibility of women executives in local government, and how to inspire more women to apply for senior roles, and Moreland Council's Director of City Infrastructure, Nerina Di Lorenzo who gave an inspiring account of navigating a career whilst managing a family.

A lively debate was also held on the topic *'The obstacle to career progression for women in local government is work/life balance, not capability or culture,'* with the 'against' team taking honours. The forum wrapped up with a workshop under the theme of *'What has helped and/hindered' you or others in their careers within Local Government, with mentors for women and organisational change highlighted as critical components of change.*

More than 250 staff from the City of Whittlesea turned out for a special staff lunch, organised by the Women of Whittlesea group (WOW) to celebrate 2010 as the Year of Women in Local Government.

The aim of the lunch was to raise awareness of the significant role women play in the effectiveness of local government, and the need to increase their participation, especially in decision making roles.

Guest speakers included Noelene Duff, YoWILG ambassadors and City of Whitehorse CEO, who spoke about her ten years in that role. Staff also heard from Susan Carew, who recently conducted in-depth research into the issues facing the women of Whittlesea. Her research focused on women in the workplace, leadership, inappropriate behaviour and family friendly work.

WOW has spent a lot of time analysing the research and developing an action plan.

Among WOW's aims are:

- Investigating and making recommendations to Council by the end of September about child care options for staff, either on-site or at local centres;
- Developing leadership opportunities for women, including training and increased awareness, over the next year;
- Improving the work/ life balance by including this topic in EBA discussions, encouraging more informal gatherings among female staff and investigating more flexible maternity leave options; and
- Developing assertiveness/empowerment training for female staff and raising awareness of anti-bullying and harassment options.

The CEO also spoke about the cultural change program underway at the City of Whittlesea.

BRONZE PARTNERS

Economic Development Australia
East Gippsland Shire Council
Flinders Shire Council
Forbes Shire Council
Gannawarra Shire Council
Greater Shepparton City Council
Gunnedah Shire Council
Hawkesbury City Council
Hurstville City Council
Isaac Regional Council
Kiama Municipal Council
Kogarah City Council
LaTrobe City Council
Logan City Council
Maitland City Council
Mansfield Shire Council
Mitchell Shire Council
North Sydney Council
Pittwater Council
Port Stephens Council
Regional Council of Goyder
Scenic Rim Regional Council
Shire of Busselton
Shire of Dardanup
Shire of Goomalling
Shire of Menzies
Shire of Moora
Shire of Wyndham East Kimberley
Sorrell Council
South Burnett Regional Council
Strathbogie Shire Council
Torres Shire Council
Town of Gawler
Whitsunday Regional Council
Wollondilly Shire Council
Wyndham City Council

He said that it involves a collection of programs that are all contributing to the gradual change of organisational culture, including the work of the WOW group.

Details about the action plan, and other WOW activities including the upcoming childcare focus groups, are available to Whittlesea staff via the WOW intranet site.



If you or your council would like to know more about WOW please contact the City of Whittlesea on (03) 9217 2170.

UPCOMING EVENTS

25-26 August

LGMA QLD: Negotiating the Gender Divide – A program empowering women.

Contact: Alison on (07) 3000 2288

27 August

ALGWA SA: The Top Rung – Don't let your high heels stop you climbing the ladder.

Contact: Cr. Betty Gill on 0414 868 283 or president.algwasa@gmail.com

31 August

Swan Hill Rural City Council (VIC): Let's Celebrate Women in Local Government

Contact: Swan Hill Region Information Centre on (03) 5036 2444 or email council@swanhill.vic.gov.au

9-10 September

Isaac Regional Council (QLD): Making it Work

Contact: Nea Hamlin on nea.hamlin@isaac.qld.gov.au

13 September

LGMA QLD: Women in Local Government Breakfast and Forum

Contact: Alison on (07) 3000 2288

17 September

LGASA and LGMA SA: Women in Local Government Conference

Contact: LGASA on (08) 8224 2000 or lgasa@lga.sa.gov.au or LGMA SA on (08) 8100 9970 or executive@lmasa.org.au.

20-23 September

LGSA SA Catalyst Women in Leadership Program

Contact: LGASA on (08) 8225 2035 or president.algwasa@gmail.com

14-15 October

LGSA SA Catalyst Women in Leadership Program

Contact: as above

20-21 October

Regional Development Australia – Orana Inc (NSW): Lifting the lid.

Contact: catriona.maccallum@rdaorana.org.au

25-26 October

LGSA SA Catalyst Women in Leadership Program

Contact: as above

25-27 November 2010

ALGWA: Women Going Place – ALGWA National Conference

Contact: City of Ryde on (02) 9952 8222 or email cityofryde@ryde.nsw.gov.au

For more information on all of the events listed above please visit www.lgwomen2010.org.au.

MAJOR SPONSORS

The Greater City of Dandenong (VIC)

Bang the Table

Contact: Helen Diggerson
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E: marketing@lgma.org.au
W: www.lgwomen2010.org.au

Is your council hosting an event to celebrate the Year of Women in Local Government? If so, then we want to hear about it. To keep us up to date please email Helen at marketing@lgma.org.au