



# ALGWA NSW NEWSLETTER

SEPTEMBER/OCTOBER 2011

ISSUE 27

## ALGWA NSW President's Report



**Cr. Julie Griffiths**  
**ALGWA NSW**  
**President**

ALGWA NSW continues to provide advocacy for women in Local Government and encourages councils to support gender equity principles by participating in the 50-50 Vision Councils for Gender Equity Program.

Participating Councils are acknowledged for their leadership and vision. The programme, which has 3 levels of achievement, will be co-ordinated over a 10 year plan.

Details can be located on:

[www.50-50vision.com.au](http://www.50-50vision.com.au)



ALGWA NSW received an invitation to attend this potential life changing event which was held in Dubbo 17<sup>th</sup> & 18<sup>th</sup> July 2011. Mayors & General Managers converged on this beautiful city to discuss the future direction of Local Government in NSW. Full notes on the outcomes of the discussions and workshops can be found on:

[www.dlg.gov.au](http://www.dlg.gov.au)

2011 is the 60th year of ALGWA—the Diamond Jubilee Year—in which women involved in any way with Local Government celebrate the achievements and advocacy of ALGWA on their behalf.

Begun in 1951 by Lane Cove “Alderman” Marjorie Propsting and other women who were concerned about the lack of female representation in Local Government, ALGWA today has a National Branch and associate branches in every Australian State and Territory.

Read about ALGWA and join on line:

[www.algwa.org.au](http://www.algwa.org.au)

### UNITED NATIONS

**Global Statistics on Men and Women: as legislators senior officials and managers.**

[www.laborsta.ilo.org](http://www.laborsta.ilo.org)



## 50-50 Vision Councils for Gender Equity Programme

This important programme is the first national accreditation programme, which encourages councils across Australia to address gender equity issues within the organisation and among their elected representatives.

It is an ALGWA initiative, to be accessed by all councils regardless of size, location or progress on gender equity.

Federal funding has been granted for two years, after which ALGWA will be responsible.

Councils can apply for accreditation at three levels, Bronze, Silver and working up to the prestig-

ious peer reviewed Gold Award.

The accreditation of your council as a 50-50 Vision employer will make it easier to attract and retain good women candidates and officers.

This is a ten year programme and ALGWA is aiming at all councils signing up and completing accreditation in this time.

Current Position: NSW:

Bronze :

34 NSW Councils registered, 14 of those have achieved Bronze.

Silver:

2 councils approaching: Broken Hill City Council City of Kogarah

NSW Bronze Councils:

- Bankstown City Council
- Broken Hill City Council
- City of Canada Bay Council
- Holroyd City Council
- City of Kogarah
- Leichhardt Municipal Council
- Mid-Western Regional Council
- Newcastle City Council
- Penrith City Council
- Queanbeyan City Council
- Ryde City Council
- Sutherland Shire Council
- Wollongong City Council
- Wyong Shire Council.

ALGWA encourages you to promote this programme, perhaps through a Notice of Motion to your council.

[www.50-50vision.com.au](http://www.50-50vision.com.au)

*Getting Women Elected 2012 - ALGWA has a toolkit to help you run a Women's Forum in your electorate.*

*A specific presentation has been developed by ALGWA to inform and inspire women in your communities to stand for council in the next Local Government elections. ALGWA executive members will also come to your council and assist with presentations.*

*Check it out on our website : [www.algwa.org.au](http://www.algwa.org.au)*



**Cr. Darricia Turley**  
**ALGWA National President**

ALGWA National President, Cr. Darricia Turley, urges women living in remote, regional and rural areas of Australia to complete a survey which has been developed by the six National Women's Alliances.

The National Women's Alliances are working together over the next few months to

## *National Women's Alliances-Surveys Rural Women*

identify what are the key issues for women living in these areas.

They will then develop a proposal to present to the Federal Government as they prepare their presentation to the United National Commission on the Status of Women [CSW.]

Cr. Turley says, "While there is no guarantee, it is hoped that the Government will include issues that we identify in this survey."

"The information gathered will ensure that the Australian Government is fully aware of your views to be able to accurately represent you at the CSW."

She urges, "We need you to do this survey today and pass it on to all your friends, family and networks."

*Please see [www.nrwc.com.au](http://www.nrwc.com.au) for the survey.*

**The National Rural Women's Coalition (NRWC)** is a collaborative national voice for women living in rural, regional and remote Australia. Established in 2002 NRWC seeks to ensure better social and economic outcomes for women in rural townships and on farms.

There are seven member bodies— Australian Local Government Women's Association, Australian Women in Agriculture, Women's Industry Network-Seafood Community, National Rural Health Alliance, Foundation of Australian Agriculture Women, National Rural Health Alliance, Australian Country Women's Association and Indigenous Rural Women Representation.



**RURAL WOMEN'S AWARD**  
**Applications for 2012 close on**  
**World Rural Women's Day-**  
**October 1st 2011**

**National Winner 2011—Caroline Robinson**

**NSW Winner 2011- Karen Hutchinson**

**Read their stories and get entry information:**  
[ruralwomensaward.gov.au](http://ruralwomensaward.gov.au)



**Cr. Julie Griffiths**, ALGWA NSW President and **Cr. Jenny Dowell**, Mayor of Lismore, attended Destination 2036 in Dubbo.

Julie Griffiths attended in her capacity as ALGWA NSW President in order to represent the concerns of women involved in Local Government.

She expressed concern that gender equity was not on the agenda, despite 2010 being the Year of Women in Local Government, which was a result of recognition of the need for more women in the Local Government sector, both as elected representatives and on staff, particularly in managerial positions.

Julie Griffiths urges all women involved or interested in Local Government to build on the successes of 2010 and get gender equity back on the agenda.

## *Destination 2036— Dubbo 2011*

About 350 Mayors, General Managers and other representatives spent two days in Dubbo days at a ground-breaking and historic workshop to map the future for Local Government in NSW in the short (1-4 yrs), medium (5-10 yrs) and longer term (10-25yrs.)

It would be true to say that there was a significant level of scepticism up until the end of Day 1 with many attendees expecting that that it would be a talkfest but, by the end of Day 2, attendees were generally satisfied with the outcome. Indicative of the degree of satisfaction was that 92% of those present agreed with the draft 'vision' See p2 of the Communiqué at:

<http://www.dlg.nsw.gov.au>

It was pleasing to note that Minister for LG, Don Page stayed for the entire workshop. This was helpful to one of the goals for a new respectful relationship between the two spheres.

All things were on the table but amalgamations was not a significant

issue- rather, that a choice of models was needed for the variety of Councils. There was strong rejection of a 'one size fits all' approach for governance and service delivery but consensus that LG requires a better funding model including a share of taxation income.

Presentations were made by Melissa Gibbs (ACELG), Corin Moffatt (Asst CE LGA England), Prof Brian Dollery UNE, Centre for LG and Sohail Inayatullah, Futurist, but most of the time was spent in groups to develop directions for draft actions plans.

The materials developed will be considered by a Steering Committee on September 2 and we expect a draft Action Plan by the end of the calendar year. This appears to be an ambitious timeline but there does seem to be a genuine and broad-based will for reform.

We await the next steps with great interest!

**Jenny Dowell**

# Mosman Council Registers for Bronze



Mosman Council joins the 34 NSW Councils to date which have registered for the Councils For Gender Equity 50-50 Vision Programme.

A Staff First Aid and Breastfeeding Room is to be provided in the Civic Centre at an approximate cost of \$15,000 which is funded within the budget.

The room will be a positive step for Council's efforts to support the Equal Employment Opportunity (EEO) diversity group of women in the workplace, with this facility removing potential barriers to return to work after the birth of a child.

This facility will also provide a dedicated space for those requiring First Aid,

further improving our commitment to Workplace Health and Safety.

The development will take place over the next 12 months approximately, and will enable Council to apply for Bronze Award accreditation in the 'Council's for Gender Equity 50:50 Vision Program' through the Australian Centre for Excellence in Local Government (ACELG) and Australian Local Government Women's Association (ALGWA).

As part of the Gender Equity Accreditation Program sponsored by the ACELG and ALGWA, Council is required to endorse a statement of commitment to address gender equity issues.

**"We will work towards increasing the representation of women in local government, both as elected members and senior managers and professionals.**

**We will undertake ongoing reviews of policies and practices to remove barriers to women's participation and to engender safe, supportive working and decision-making environments that encourage and value a wide range of views"**

[www.50-50vision.com.au](http://www.50-50vision.com.au)



## Equal Pay Day September 1st 2011– ALGWA President Julie Griffith's Message.

In the 25 years since the Affirmative Action Act was passed, women's working lives and prospects have improved, but discrimination and disadvantage remain a problem. The gender pay gap, currently 27.2% is about the same as it was 25 years ago. This means that, to match what men earn in a year, women would have to work an extra 63 days. Sadly, women are two and a half times more likely to live in poverty in old age than men.

ABS data shows that based on average weekly full time earnings, Australian women earn 27.2% less than men.

The principle of equal remuneration for work of equal value was established about 40 years ago. Every survey shows that Australians want action on achieving pay equity.

However, progress on closing the gender pay gap has been slow because working men and women are still concentrated in different occupations, industries and job levels and

because women still do more of the family and caring work, and because many jobs that women tend to do are still undervalued.

Australia's pay equity legislation has not corrected historic gender-related undervaluation. Until recently, equal pay cases have achieved little. We now have the *Fair Work Act* which has enabled social and community services employees to bring a pay equity case. While this particular case is yet to be finalised, in an interim finding, Fair Work Australia found that these workers were receiving less pay than their public sector counterparts, due in part to gender.

This is a landmark ruling, but there is still much to be achieved if pay equity is to become a reality through legislative intervention. In addition to disappointing legislative interventions, there have been market failures.

Employers need to do more to address pay equity. In 2010, less than 40% of organisations reporting to the Equal Opportunity for Women in the Work-

place Agency [EOWA] conducted an annual pay equity analysis.

ALGWA has partnered organisations and is leading the way to assist and promote the 50-50 Councils for Gender Equity Programme.

This important programme is the first national accreditation and awards programme which encourages Local Government across the nation to address gender equity issues within their organisation and among their elected representatives.

The programme has been designed to be accessed by all councils regardless of size, location or progress on gender equity. Councils can apply for accreditation at three levels– starting with Bronze and working up to the prestigious, peer reviewed Gold Award.

Following this year's **Equal Pay Day**, I encourage all councils to take a step forward, put in place systems to ensure that both men and women are paid equally for the value of their work, sign up for the 50-50 Councils for Gender Equity Programme and achieve status for the work you have done to promote equity in your workplace.

AUSTRALIAN  
CENTRE  
FOR

LEADERSHIP FOR WOMEN

[WWW.LEADERSHIPFORWOMEN.COM.AU](http://WWW.LEADERSHIPFORWOMEN.COM.AU)

2012 leadership Award Applications open  
September 1st 2011

"Sustaining Women's Empowerment in  
Communities and Organisations."



**Cr. Nicole Campbell ALGWA NSW City Vice President, Hon. Helen Westwood MLC, Margi Azni.**

Gosford City Council's Status of Women Committee held a public forum for women interested in Local Government recently.

**Helen Westwood, MLA** and former Bankstown Mayor, plus **Cr Nicole Campbell, ALGWA NSW City Vice President** and **Margi Azni, staff member and engineer** at

Gosford Council, were the guest speakers who enthralled the audience with their stories of how they cope with work/life balance and their commitment to Local Government.

Relevant matters such as 50:50 gender equity were discussed and a Q&A session was held.

Women attended the Forum to be informed and inspired by the speakers and about 12 expressed an interest in standing as councillors in the Local Government elections in 2012.



The two female councillors on Gosford City Council are pictured on the right Cr. Terri Latella [front] and Cr. Vicki Scott [back] with the Status of Women Committee who organised the Forum.

Gosford Council has a Status of Women Committee which was actively involved in supporting and organising this Forum. ALGWA encourages all councils to hold a forum to encourage more women to stand at the next Local Government elections in 2012.



**Natasha Stott Despoja OAM** with children Conrad and Cordelia.

*Photo Tait Schmaal- The Advertiser.*

## Natasha Stott Despoja Awarded OAM for Services to Women

Natasha Stott Despoja was awarded the OAM in June, particularly for her services to education and to women's issues.

She is a former Democrats leader and with a term of thirteen years, the longest serving Senator in that party. She retired from the Senate in 2008. On accepting the award, she said, "It recognizes my advocacy for women in politics."

Ms Stott Despoja was particularly passionate about issues affecting women and children, including her advocacy for public education and introduction of the country's first paid parental leave legislation into Parliament.

As a champion of women's issues during her parliamentary career, she was particularly appalled at the lack of facilities for politicians who are mothers of small children, at Parliament House.

She believes that working mothers should be allowed time-out and private space for breast feeding at work. She said, "I am a great believer that women can and should have it all and the only thing holding them back is a lack of support in society."

In life after politics, Ms. Stott Despoja has become very active in charitable and not for profit work, including as Director of Beyond Blue and in raising awareness of and funding for research into uterine cancer.

## "Make The Time" Report on Women's Work/Life Balance

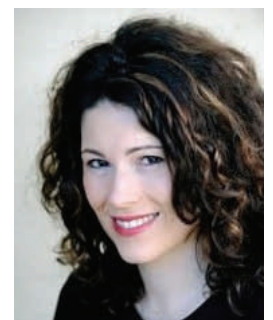
A study was recently commissioned by Baileys [yes, that yummy sticky drink with a kick] and undertaken by Dr. Rebecca Huntley, a social commentator with a PHD in Gender Studies.

It showed that women trying to juggle careers, households and family keeps most Australian women so busy that it is affecting the amount of time they can dedicate to friendships. The average woman only spends 5% of her time each week catching up with friends.

ALGWA NSW recognized that women's perception that added work load of a councillor was a huge barrier to women standing for election. Also surveys of women councilors and staff show that the biggest stressor was getting a work-life balance.

ALGWA's response was to run a very successful series of workshops—Fine Tuning The Balance.

These Workshops are available from ALGWA for any council or organisation interested in holding one.



*Dr. Rebecca Huntley*

## Holroyd Council Welcomed ALGWA NSW Executive

Holroyd Council hosted the ALGWA Executive meeting in September.

The Mayor Cr. Peter Monaghan, the Deputy Mayor Cr. John Perry and Holroyd councillor and ALGWA Executive member Yvette Whitfield, welcomed the committee members.

Holroyd Council has achieved Bronze in the 50-50 Vision Programme and is very proud of its record of support of women in their community and on council, having won a number of awards in recognition of their commitment to gender equity.

Holroyd is one of the most multicultural municipalities, with 47% of residents born overseas.



[Front Row L-R] Cr. Yvette Whitfield, Helen Cooper, Holroyd Deputy Mayor Cr. John Perry, NSW ALGWA President Cr. Julie Griffiths, Holroyd Mayor Cr. Peter Monaghan, Cr. Sharon Cadwallader, National ALGWA President Cr. Darria Turley. [Back Row L-R] Cr. Gabrielle O'Donnell, Cr. Vicki Scott, NSW ALGWA City Vice-President Cr. Nicole Campbell, Cr. Denise Wilton, Cr. Jennifer Leckie.

### The ALGWA Executive voted to write to the NSW Ministers for Local Government and for Women expressing concerns raised by ALGWA President Julie Griffiths about the lack of gender equity issues at the Destination 2036 Local Government Workshop. Issues included:

The President ALGWA should be invited to join the Steering Committee to ensure that women in Local Government have a voice in the proposed reform agenda for Local Government.

The timeframe for the report back to the Government on the proposed implementation of the reform is manifestly inadequate and ALGWA notes with concern that the broader views of elected NSW Councillors have not been canvassed at all.

The on-line survey that was sent out ahead of the Destination 2036 Conference made no reference to gender equity issues nor collected gender equity information;

Gender Equity Programs were not considered in any way and yet is showcased as best practice for Local Government ensuring sustainability. Less than one year after the conclusion of the Year of Women in Local Government, it is very concerning that gender equity has been overlooked completely.

The survey and conference discussion sought no meaningful views on providing a more culturally diverse representation within Local Government; there was no mention of succession planning within elected representatives (i.e.: no focus on encouraging younger people to consider standing for Council.)

ALGWA considers the survey needs to be comprehensively revised and re-issued to all NSW Councillors to inform the work of the Steering Committee

## MARJORY PROPSTING

### ALGWA NSW



### SCHOLARSHIP

THE SCHOLARSHIP PROVIDES FUNDING FOR A FEMALE MEMBER OF LOCAL GOVERNMENT STAFF TO UNDERTAKE LEARNING AND DEVELOPMENT OPPORTUNITIES:

\* COMPLETION OF A TERTIARY LEVEL COURSE

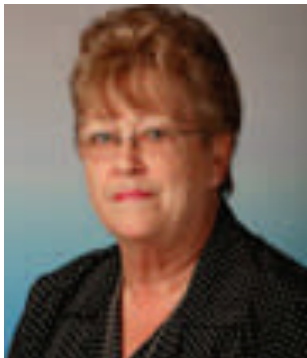
\* ATTENDANCE AT RELEVANT SHORT COURSE OR CONFERENCE.

DETAILS: [algwa.org.au](http://algwa.org.au)

Photo courtesy

Lane Cove Library

## New ALGWA Executive Member Cr. Yvette Whitfield



Cr. Yvette Whitfield describes herself as a Silent Achiever, that is, she gets on

with her job in representing the people in her community of Holroyd and does not seek recognition or accolades for her work.

First elected to Holroyd City Council in 1994, she has endeavoured to give something back to her community, in appreciation for the good life she has had here.

She has been particularly involved in road safety issues, championing roundabouts and traffic calming devices.

Yvette especially values working

with young people in her community through the Youth Advisory Committee, improving sporting clubs and facilities.

Personally, Yvette has had to overcome tragedy and adversity. She lost her beautiful daughter eight years ago and has suffered a number of health problems and major operations in the last ten years.

She keeps her sense of humour and enthusiasm for her role.

Yvette is one of two female councillors on Holroyd City Council.



## ALGWA NSW Conference in Dubbo March 22-24 2012

Speakers with experience and expertise, to inform, motivate and inspire-  
Networking opportunities-  
Workshops and Hotspots-  
Watch this space for further information.

ALGWA NSW is the state's peak representative body for women who are in any way involved or interested in Local Government.



Cr. Julie Griffiths, ALGWA NSW President  
Blacktown City Council 0419 128497  
[julie.griffiths@blacktown.nsw.gov.au](mailto:julie.griffiths@blacktown.nsw.gov.au)



Cr. Karen McKeown, ALGWA NSW Immediate Past President  
Penrith City Council 0401 995945  
[karen.mckeown@penrithcity.nsw.gov.au](mailto:karen.mckeown@penrithcity.nsw.gov.au)



Cr. Darrlea Turley, ALGWA National President  
Broken Hill Council 0429 848486  
[dturley@gwahs.health.nsw.gov.au](mailto:dturley@gwahs.health.nsw.gov.au)



Cr. Colleen Fuller, ALGWA NSW Country Vice President  
Gunnedah Shire Council 0429 420290  
[crfuller@bigpond.com](mailto:crfuller@bigpond.com)



Cr. Nicole Campbell, ALGWA NSW City Vice President  
Ryde City Council 0402 132669  
[nicolebc@tpg.com.au](mailto:nicolebc@tpg.com.au)



Cr. Vicki Scott, ALGWA NSW Secretary  
Gosford City Council 0418 699350  
[vicki.scott@gosford.nsw.gov.au](mailto:vicki.scott@gosford.nsw.gov.au)



Cr. Jennifer Lecky, ALGWA NSW Treasurer  
Muswellbrook Shire Council 0419 268130  
[jlecky@ozemail.com.au](mailto:jlecky@ozemail.com.au)



Cr. Sharon Cadwallader, ALGWA NSW Executive Member  
Ballina Council 0419 973166  
[crsharonc@nor.com.au](mailto:crsharonc@nor.com.au)



Helen Cooper, ALGWA NSW Executive Member  
Penrith City Council [02] 4774 2943  
[hcooper@penrithcity.nsw.gov.au](mailto:hcooper@penrithcity.nsw.gov.au)



Cr. Jackie Greenow, ALGWA NSW Executive Member  
Penrith City Council 0407 464088  
[jackie.greenow@penrithcity.nsw.gov.au](mailto:jackie.greenow@penrithcity.nsw.gov.au)



Cr. Gabrielle O'Donnell, ALGWA NSW Executive Member  
Ryde City Council [02]9817 2019  
[godonnell@ryde.nsw.gov.au](mailto:godonnell@ryde.nsw.gov.au)



Bev Spearpoint, ALGWA NSW Executive Member  
Penrith City Council 0408 067718  
[bspearpoint@penrithcity.nsw.gov.au](mailto:bspearpoint@penrithcity.nsw.gov.au)



Cr. Yvette Whitfield, ALGWA NSW Executive Member  
Holroyd Council 0419 254855  
[clrwhitfield@bigpond.com](mailto:clrwhitfield@bigpond.com)



Cr. Denise Wilton, ALGWA NSW Executive Member  
Editor ALGWA NSW Newsletter  
Mosman Council 0411 526 626  
[deewill@zip.com.au](mailto:deewill@zip.com.au)

**ALGWA—  
Promoting Women in  
Local Government.**

**ALGWA supports and  
promotes women in Local  
Government through:**

- **Advocacy**
- **Advice**
- **Action.**

**JOIN ALGWA— as an individual councillor or staff member— support our important work  
Check our website—  
[www.algwa.org.au](http://www.algwa.org.au)**

**Join ALGWA- as a Council-  
for \$200 p.a.- entitling your  
council to discounts for AL-  
GWA Conferences and Fo-  
rums.**

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[deewill@zip.com.au](mailto:deewill@zip.com.au)**