



AUSTRALIAN LOCAL GOVERNMENT WOMEN'S ASSOCIATION INC.

National Board founded Canberra 1951.

ABN 58853 856 904 Inc. A0020253H

AGENDA

HELD VIA ZOOM MEETING ON 9 JUNE 2020

- 1. Welcome by President**
- 2. Confirmation of Branch Delegates**
- 3. Apologies and acceptance of proxies**
- 4. Confirmation of previous AGM Minutes of 16 May 2019**
- 5. Business Arising from the Minutes**
- 6. President's Report**
- 7. Financial Reports**
- 8. Auditor's Report**
- 9. Appointment of Auditor**
- 10. Setting of Annual Affiliation Fees**
- 11. Setting of Honorariums**
- 12. State Branch Reports**
- 13. General Business for which previous notice has been given**
- 14. Next meeting**
- 15. Close of meeting**



AUSTRALIAN LOCAL GOVERNMENT WOMEN'S ASSOCIATION

MINUTES OF ANNUAL GENERAL MEETING HELD AT THE NOVOTEL HOTEL, BLACKTOWN NSW ON 16th MAY 2019.

In attendance: Allyson Bradford, Cassandra Coleman, Colleen Fuller, Christine Kay, Jennifer Lecky (NSW); Judy Peters, Jan Clifford (Qld); Julie Woolman (SA), Debra Thurley, Lynn Laycock (Tas), Megan Bridger-Darling, Misha Coleman, Helen Harris OAM, Coral Ross, Kylie Spears (Vic) Alys McKeough (WA).

1. President Coral Ross welcomed all delegates and members as observers and opened the meeting at 5pm.
2. **Apologies and acceptance of proxies.**
Apologies were received from NSW Delegate Marianne Saliba, SA Delegate Betty Gill, and Tas Delegate Alwyn Friedersdorff. The following proxies were submitted: Cassandra Coleman to be NSW Delegate, Julie Woodman to be SA Delegate, Debra Thurley to be Tas Delegate, and Alys McKeough to be WA Delegate.
It was moved Coral Ross, seconded Helen Harris, that the apologies and proxies be accepted. Carried.
3. **Confirmation of Branch Delegates.** The following delegates were thus confirmed:
New South Wales: Cassandra Coleman
Qld: Jan Clifford
South Australia: Julie Woodman
Tasmania: Debra Thurley
Victoria: Coral Ross:
Western Australia: Alys McKeough
In attendance: Helen Harris OAM
4. **Confirmation of previous AGM Minutes of 9th April 2018.** The previous minutes were circulated in advance and it was moved Coral Ross, seconded Julie Woolman, that they be accepted. Carried.
5. **Business Arising from the Minutes:** Nil

6. President's Report. The President spoke to her report, which had been previously circulated. It was moved Coral Ross, seconded Cassandra Coleman, that the Report be accepted. Carried. Coral presented a small gift to all Board members in appreciation of their services.

7. Financial Reports. The audited financial reports having been circulated in advance, it was moved Coral Ross, seconded Cassandra Coleman, that they be accepted. Carried.

8. Appointment of Auditor. It was moved Debra Thurley, seconded Julie Woolman, that the Auditors Crowe Horwath be reappointed, with the option of an alternative being chosen if the cost could be reduced. Carried.

9. Election of Office Bearers: The President Coral Ross stood aside and the Secretary Helen Harris announced the result of nominations received.

There was one nomination for President, that of Marianne Saliba, who was declared elected. There was one nomination for Vice President, that of Coral Ross, who was declared elected. There was one nomination for Treasurer, that of Debra Thurley, who was declared elected.

There were no nominations for Secretary, and in line with the Constitution, a financial member can be seconded. As it is preferable that the President and Secretary are from the same State, the matter of the appointment of secretary was deferred until the return from overseas of the incoming President.

10. Change of bank signatories: It was moved Coral Ross, seconded Julie Woolman, that Marianne Saliba and Debra Thurley become signatories to the bank accounts, in place of Alwyn Friedersdorff and Helen Harris. Carried.

11. Setting of Annual Affiliation Fees. It was moved Coral Ross, seconded Jan Clifford, that the Branch Affiliation Fees remain the same, ie 25% of Branch memberships. Carried

12. Setting of Honorariums. It was moved Jan Clifford, seconded Julie Woolman, that the Honorariums remain the same, ie \$2,500 for President; \$1,000 for Secretary and Treasurer. Carried

13. State Branch Reports. Written reports in advance were received from SA, Tas and Vic, while Qld's was provided at the meeting; there was no report from NT or WA. Julie Woolman spoke to the SA Report, highlighting the planned celebrations for the Grace Benny centenary. Cassandra Coleman spoke to the NSW Report; she is the newly elected President. They are focusing on building their membership and will be running candidate forums. She will forward a written Report. Alys will forward a Report from WA.

It was moved Jan Clifford, seconded Cassandra Coleman, that they Reports be received. Carried.

14. General Business for which previous notice has been given:

Coral Ross moved, seconded Jan Clifford, that Cr Misha Coleman be allowed to put a motion. Carried.

The motion was:

(1) Thank the current Executive of ALGWA and the Blacktown City Council for organising and hosting this year's ALGWA National Conference; and

(2) request that the Board - for all future ALGWA events - avoid booking and using venues that are associated with owners and operators of poker machines, noting the enormous social and economic harm caused by poker machines and the associated gambling addiction that poker machines cause to our residents and ratepayers.

The motion was seconded by Cr Megan Bridger-Darling. Several people spoke for and against the motion, which was carried on a show of hands, 8 votes for and 6 votes against.

15. The next Annual General Meeting will be held before the end of May 2020, possibly in conjunction with one of the Branch events. The next Board meeting will be at Canberra in June 2019.

ALGWA NATIONAL PRESIDENT'S REPORT

It is hard to believe that a year has passed since I was elected as National President of the Australian Local Government Women's Association. In that time, two states held local government elections, Western Australia and Queensland, with an increase in female representation in both states. The Shire of Dundas, in regional WA, now has the highest percentage of female Councillors (83%). WA has the second highest percentage of female representation after Tasmania. Queensland went to the polls just as COVID-19 was ramping up. That state also had an increase, up to 37%, with the City of Ipswich electing its first female mayor, Teresa Harding, since coming out of administration in August 2018. Next year we celebrate 60 years since the creation of the association in 1951 to support women in local government. Right now, the national average for female representation is now sitting at 35.95%. One thing we know for sure is that we will not reach 50% without more work being done.

I had the opportunity to visit Victoria and WA Branches for their annual events. I attended the WA Branch AGM and Annual Breakfast at the WALGA Conference in August last year and met the new executive of the Western Australian Women's Association, or WAWA, as they call it. These women have been working hard to get their association on track and providing high quality support for each other. I also attended the ALGWA Victoria conference in the Macedon Ranges in October, which was very well run and featured many great speakers. The weekend was finished off with a picnic overlooking Hanging Rock. It was a great opportunity to meet with ALGWA members and gain a better understanding of the issues each state is facing. I look forward to visiting the other states once the borders reopen and opportunities arise.

Like all of you, we have been dealing with the issues created by COVID-19, with councils bearing the brunt of many of the restrictions. It has been a challenging situation to manage, with councils being open for business and supporting the community, while at the same time having to close many facilities. I have been pleasantly surprised by the initiatives that councils have implemented to deal with the pandemic. By now, I'm sure we are all experts at teleconferencing using Zoom, Teams, Life Size Cloud, and other software that allows us to meet online. My council will continue to meet this way until Stage 3 of the easing of restrictions. This pandemic has been a tough time, with many in our communities suffering financial hardship and social isolation. I am impressed at how councils have stepped up and taken the lead when it was required. No one knows community like councils. Congratulations to each of you and your councils for the leadership shown when it was needed most.

Many events have been cancelled due to COVID-19 including the National General Assembly and our ALGWA National Breakfast. This is disappointing as it is an opportunity for the National Executive to meet face to face in Canberra, participate in the Susan Grace Beny Award presentation and meet with Ministers and Shadow Ministers for Local Government and

Women. This gives us the opportunity to lobby for the issues important to our organisation and to women in local government in general.

NSW local government elections were scheduled for September this year, however, the Minister for Local Government, Shelley Hancock, has postponed them until 2021, most likely in September. NSW Councils are now waiting to find out whether there will be internal elections for Mayors and Deputy Mayors in September this year. ALGWA NSW has been working closely with councils, particularly in regional and rural areas, to encourage more women to stand for election. I have attended several information sessions and where I spoke to encourage women to consider running in the coming elections. NSW ALGWA will continue to offer these sessions to our member councils.

Stay safe, remain vigilant about personal hygiene, and maintain social distancing. I wish you and your families good health.

Marianne Saliba

National President

30 May 2020

FINANCIAL REPORT

**Australian Local Government Women's
Association**

Financial Statements
31 December
2019

Income Statement

For the year ended 31 December 2019

	2019	2018
INCOME		
Affiliation Fees	8,442.45	12,126
Conference Income	-	-
Interest Received	1,341.40	1,540
Networking Breakfast	4,752.46	5,015
ATO	1,945.00	
TOTAL INCOME	16,481.13	18,681
EXPENSES		
Accountancy/Bookkeeping	286.00	250
Auditor's Remuneration	2,200.00	2,100
Bank Charges	18.00	168
Filing Fees	-	52
Honorarium (Ross, Friedersdorff, Harris)	4,500.00	4,500
Insurance	3,016.74	2,658
Meeting Expenses	-	5,242
Networking Breakfast	4,340.61	7,700
Postage	46.40	
Reimbursements		435
Sundry		549
Travelling Expenses		514
Website		3,127
Merchandise (Micro Cloths 3030.50 & Lip Gloss 1886.50)	4,917.00	
Reimbursement President (Ross)	2,645.55	
Reimbursement (Harris)	2,101.59	
Reimbursement (Saliba)	3,113.05	
NCC Conference Stand	5,343.89	
Domain Site	15.00	
Advertising	1,750.00	
TOTAL EXPENSES	34,293.83	27,297
NET PROFIT	(17,812.70)	(8,617)

DEB THURLEY, TREASURER

NSW BRANCH REPORT

ALGWA NSW Report to ALGWA National AGM - 9 June 2020

Sunday 31 May 2020

President: Cr. Cassandra Coleman

I was elected ALGWA NSW President at the ALGWA NSW annual conference, which was hosted by Liverpool City Council March 2019.

ALGWA NSW Vice Presidents are: Polly Makim, City, and Cr Colleen Fuller, Country.

As President my first focus was to ensure that ALGWA NSW has a strong presence within the wider media and that we were communicating regularly with our membership.

I began to work with a number of the Board members on a media strategy to ensure we started reaching our target audience.

The Board also began to focus on the NSW Local Government Elections which were to be held in September 2020. We were actively encouraging more women to participate in Local Government elections.

We were invited to a number of Council across the state to host a “Women on Council Forum,” starting in Orange and Kiama.

They were so successful that Councils started encouraging other Councils to reach out to ALGWA NSW. Prior to COVID19, we were booked solidly every weekend for a number of months.

ALGWA NSW had already conducted forums in Orange, Cootamundra-Gundagai, Gunnedah and had planned more for Kiama, Wagga Wagga, Griffith and Muswellbrook, which are now postponed.

We will resume our Forums when lockdown is over and life returns to normal.

In September 2019, ALGWA NSW partnered with Liquid Learning who hosted their 11th Women in Local Government Summit. We assisted with the promotion via our social media channels. I was given an opportunity to speak about the important work that ALGWA NSW continues to do across the state. Two of our Executive members, Cr Sera Yilmaz and Soraya Mohamed, participated in the Next Gen Women Panel.

In November 2019, I attended the Women in Local Government workshop hosted by the Minister for Local Government, the Hon Shelly Hancock and Minister for Women, the Hon Bronnie Taylor (MLC).

As President, I made it clear that our agenda is to encourage as many women as possible to consider running for Local Government in 2020. We will support them to best of our ability.

Two proposals discussed and endorsed by ALGWA NSW were:

- 1) Fund an evidence-based community education campaign, based on the success of other states, to encourage women to nominate for election before the end of 2019.
- 2) Introduce law reform to introduce access to superannuation for Local Government councillors.

NSW Minister for Local Government Shelley Hancock announced that due to COVID19 the Local Government elections, which were to be held in September 2020, be postponed to a date to be determined, probably September 2021.

Sadly, the ALGWA NSW Conference to be hosted by Shellharbour Council in March was also postponed to 2021 due to the COVID19 crisis.

ALGWA NSW made a decision that more than ever we must stay connected and embrace digital connection.

ALGWA NSW has been using Zoom to conduct ALGWA Executive meetings, supporting Local Government in the critical role we have during this pandemic, by providing leadership to the wider community.

ALGWA NSW took the initiative of reaching out to women involved in Local Government across the State, asking them to share their stories, personal and professional, about how they are dealing with this lockdown in their councils, communities and homes.

It has been so successful that we have issued two "Sharing Stories in the time of COVID-19 2020". A third edition is underway. All available algwaorg@gmail.com

The stories have resonance with our membership in the metropolitan and rural areas across the state.

We also keep our membership and the wider community informed of our campaigns and activities. A recent far reaching success was our proactive involvement in the campaign to have Local Government implement paid domestic violence leave for employees. This is now included in the NSW Government State Award since 24 February 2020.

As of 1 June 2020 the NSW Government has started to lift restrictions. ALGWA NSW will now start to discuss a way forward in regards to meeting face to face again across the State.

QUEENSLAND STATE BRANCH REPORT



**AUSTRALIAN LOCAL
GOVERNMENT WOMEN'S
ASSOCIATION**
QUEENSLAND BRANCH

supporting and encouraging those involved or interested in Local Government

ALGWA QUEENSLAND DELEGATE REPORT NATIONAL ANNUAL GENERAL MEETING JUNE 2020

It has been a challenging time since we last met for our Strategic Workshop in January 2020 to set a new path for ALGWA Qld. The draft vision 'the independent voice of women in Queensland local government' could not be more descriptive in these times as technology, COVID-19 and an election have taken our focus away for the moment.

Queensland Local Government went to the polls amid COVID-19 on 28 March 2020 seeing a number of long term elected members (and ALGWA friends) leave local government for other opportunities. At the same time we also were pleased to see many hard-working and long term elected members returned strongly to continue the work they do on behalf of their communities. We are pleased to see so many new faces as well who will bring fresh ideas and new experiences to the table collectively.

The Local Government Association of Queensland updates after the election shows a strong female representation which we hope to build support around throughout the year ahead. The percentage of overall female councillors and mayors combined in 2016 was 31%. This has increased to be 37% in 2020.

ALGWA Qld is currently proposing a number of methods to grow awareness of our Association and to continue our partnership arrangements with both the Queensland Government, Local Government Managers Association and other like-minded organisations.

Consideration for professional training opportunities as well as the Annual State Conference, our Annual General Meeting and future meeting procedures will form part of our first Executive meeting held in May.

Councillor Jan Clifford
ALGWA Queensland Branch Delegate

Please send correspondence to:

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Private & Confidential
29 Lorikeet Road
REGENCY DOWNS QLD 4341

Telephone: 07 3810 7193

Email: admin@algwagld.qm.au
Website: www.algwagld.qm.au

ABN: 16 445 001 911

NRWA Board

Well what a year its been so far.... Australia has copped a bashing; droughts, floods, bushfires and finally Covid 19. Economies and lives devastated and lost, thank goodness we are a resilient mob.

The NRWA board has been busy engaging with its member groups as well as our ongoing engagement with the Government advocating for issues that affect our rural and remote communities. We continue to lobby for improved services to the bush including D.V. Services, Bushfire Recovery, Medical and Education.

Unfortunately the planned Face to Face meeting of the board planned for May had to be cancelled and instead we had the meeting(s) via ZOOM; where issues were discussed at length. This board meeting was followed by a Strategic Planning Session and an updated Constitutional Review. The constitution is being fine-tuned at the lawyers and the changes will ensure that the mission statement of NRWA cannot be hijacked by other interests.

Our Chair continues to lobby Minister Payne and others for ongoing funding.

Cr Jan Clifford

SOUTH AUSTRALIA BRANCH REPORT



REPORT TO ALGWA AGM 2020

The 2019/20 financial year for ALGWA SA commenced with celebrations of the 100th anniversary of the election of Susan Grace Benny, the first woman elected to a government position in Australia and the 125th anniversary of women's suffrage in South Australia.

Our State Secretary, Cr Kristina Barnett, nominated Susan Grace Benny for inclusion on the 2019 South Australian Honour Roll and she represented ALGWA SA at the State Dinner in Adelaide Town Hall on 6 August to commemorate both significant milestones.

On 22 September 2019 our Branch held a High Tea at historic Glanville Hall with Frances Bedford MP as our guest. Frances is the convenor of the Muriel Matters Society and she spoke about the early suffragettes and the 125th anniversary of women's suffrage in South Australia. Cr Kristina Barnett gave an informative talk about the life and times of Susan Grace Benny.

Another significant event for ALGWA SA was *Join us in June – Conversations over Cocktails at the Caledonian*. Guest speakers were from Adelaide United Football Club and the Education Department.

The ALGWA SA AGM was held at the office of Wallmans Lawyers in the City on 31 October. We had a larger than normal turnout and it was encouraging to see a good number of councillors who had been elected for the first time at the October 2018 Local Government election.

Betty Gill had decided to retire as President and was warmly thanked for her contribution to ALGWA SA over many years.

Julie Woodman was elected as President and was joined by four other members of the previous committee and eight new members.

We thank Wallmans for their continuing support.

On 23rd November 2019 members gathered for our free Christmas Brunch at Hotel Grand Chancellor. A really special and relaxing celebration of a good year and plans generated for what we hoped would be an exciting 2020.

The new year started well. President Julie Woodman had meetings with LGA SA and was promised a closer liaison and assistance from their Marketing and Communications Team.

Davin Lambert, CEO of the Local Government Finance Authority, offered assistance with our country visits.

We made plans for a Budget Information evening to be held at the LGA training rooms and booths at the LGA OGM in April and at the LGA AGM in October. In April we would hold a Planning Session at the Australian Space Agency facility in Adelaide City. We had decided to have a membership drive and Mingle in May would be the launch pad for that.

With help from some members and the LGA Marketing Team we produced a PowerPoint display to be used on our booths at the conferences.

Julie Woodman represented ALGWA SA at a lunch and lecture held by The Australian Society of Association Executives on 4 March at the Adelaide Convention Centre and took part in the National ALGWA phone conference on 16 March.

Then came COVID-19.

Budget session cancelled. Conferences postponed. No Mingle in May. No Space Centre.

However, like so many other organisations, we resumed meetings via Zoom. The Planning discussions have been productive and our Media sub-committee members have been working on updating our website and media options.

We have increased our presence on our Facebook page with good results and are in the process of preparing a survey to be sent out to all women councillors in the State.

We are looking forward to returning to a new normality within the next few months – but I suspect Zoom meetings will remain.

Cr Julie Woodman JP

President

ALGWA SA

May 2020

TASMANIA BRANCH REPORT ALGWA 2019-2020

29 May 2020

1. An interactive workshop was held by ALGWA Tas 24th August 2019 to address harassment and bullying titled “Power to Change”. The facilitator Melinda Maddock of Madfinch Consulting provided insight and strategies to empower participants to recognise and address and counteract aggressive behaviour, bullying and harassment. In addition, we exchanged stories of our own experiences and came away the wiser and well-armed. Refer **Attachment 1**.
2. A submission was made to the Reform Directions Paper released by the Department of Premier and Cabinet for consideration in the Tasmanian Local Government Act Review as part of 76 submissions received overall, plus 800 survey responses. The Review Steering Committee and the Project Team will draft a bill by July 2020 – although COVID-19 conditions may have delayed this somewhat as the New Legislation was anticipated no later than November 2020. Please see www.dpac.tas.gov.au/divisions/local_government_legislation_review
Refer **Attachment 2**.
3. A survey was supported by ALGWA Tas to gauge the extent to which sexual harassment had been experienced within the Local Government Sector. Responses indicated that there was a high degree of harassment, but the relatively low response numbers provided only selective insight and were not an accurate indication of the prevalence of sexual harassment within the sector. The Association, however, remains continually vigilant and further attention to the matter will follow.
4. An article was submitted to Talking Point by the President ALGWA Tas to the 3 leading papers in the State - The Advocate, The Examiner and The Mercury called “Councillors Behaving Badly” – addressing the issue of poor behaviour – refer **Attachment 3**.
5. Mentoring was provided by the President to a Council employee and 2 Councillors centring on harassment that had occurred
6. The ALGWA Tas Strategic Plan 2016-2019 is being reviewed
7. ALGWA Tas partnered with the Australian Womens Leadership Forum and I was invited to attend as ALGWA Tas President the Forum held in November 2019 in Launceston. Women & Leadership Australia brought Tracey Spicer AM to Launceston for a one- day leadership development experience. The full day, immersive event featured local female leaders, including- Tracy Puklowski, Naomi Walsh, Lou Clark, Penny Terry, Sarah Foden and Hon. Rosemary Armitage MLC. Delegates were taken through three leadership development sessions, guided by Women & Leadership Australia’s expert Senior Facilitators. Tracey Spicer

AM gave the closing keynote address, sharing lessons learned from her 30+ years in Australia's media industry focussing on sexual harassment.

8. ALGWA Tas member Mayor Mary Knowles a strong advocate of the issue of Violence Against Women and our committee representative on the issue circulated a letter to all ALGWA Members and Tasmanian Female Councillors on behalf of Our Watch for information and support during the COVID-19 restriction times. Refer **Attachment 4**.

9. A membership drive is underway to recruit greater member numbers. Refer **Attachment 5**.

10. The next ALGWA quarterly meeting will seek views on what matters ALGWA Tas should focus on within the scope of its Strategic Direction

Debra Thurley

National Delegate & President (Tas.)

Australian Local Government Women's Association



**AUSTRALIAN LOCAL
GOVERNMENT WOMEN'S
ASSOCIATION**

“POWER TO CHANGE”

LUNCH & WORKSHOP

WHEN

August 24 2019
12 noon—2 pm

WHERE

Rydges Hotel
393 Argyle Street
North Hobart
www.algwatas.net.au

**ALGWA TAS
INVITES YOU TO
ATTEND**

**• A 1.5 hr Interactive
Workshop plus
LUNCH**

**PROCEEDING AGM
11AM**

**TICKETS
AVAILABLE AT**

**[https://
www.eventbrite.com/e/
power-to-change-luncheon
-with-interactive-workshop
-agm-tickets-65768496343](https://www.eventbrite.com/e/power-to-change-luncheon-with-interactive-workshop-agm-tickets-65768496343)**

**\$25 General
\$15 MEMBER**

SPONSORS

**Australian Local
Government Women's
Association (ALGWA)**

BENEFITING

**Local Government
Elected Members or
Employees**

Attachment 2

By email jgreview@dpac.tas.gov.au

Review of Tasmania's Local Government Legislation Framework

A submission by the President of the Australian Local Government Women's Association (Tasmania)

- Responsible and Effective Councils
 - Code of Conduct outcomes are inadequate and do not afford protection for the person on the receiving end of e.g. harassment and bullying. A recent example in the North of the State involved a Council employee being stalked by an elected Member. She was afforded no protection waiting on the CoC to be processed, she had to mitigate her role, she had the support of the GM but the elected member was dismissive of any instruction from the GM. The process around this CoC charge (which was not dismissed as frivolous or vexatious) did not protect this employee or the GM during the waiting period – there needs to be the capacity to stand down an offender while the CoC process is taking place. The CoC process takes many weeks, weeks to assess, weeks to provide outcomes. The outcome (complaint upheld – resulted in a sanction 3 Intelligence Training sessions) which again did not provide any protection to the employee or support the GM. This is enabled by the fact that the elected member had no regard for the reputation of the Council, took no authority from the Mayor or accept any guidelines established by the GM which all reflected a disregard for the LG Act itself. Elected Members are of varying personalities and intelligences, some can benefit from professional development, many of a bygone culture cannot). In this modern age and following the #Metoo Movement many men including this particular elected member together with others who have remained in Local Government for many years must be brought forward in their thinking and introduced to this newer culture. Our Councils must be reflective of current expectations of behaviour.
 - When professional development has no influence on Councillor behaviour and knowledge there is an overall inability of Local Government to control/ enforce high standards of behaviour
 - While an investigation is underway for bullying and/or harassment including sexual harassment the perpetrator if the matter is not dismissed as frivolous or vexatious should be stood down until a verdict has been reached - why should the victim be afforded no protection and why are they the one who makes the concessions and not the perpetrator.
 - It is quite widely agreed that the Code of Conduct is a "toothless tiger", lodgement fees need to be increased, then if the Councillor is found to have breached the Code, the lodgee could receive some compensatory funds for the stress and mental harm caused.
 - Conversely if a complaint has been made against a Councillor but it is found that no breach has occurred the Council still has to pay the associated fees. There must be greater fees involved to ensure that these matters do not cause undue use of limited resources and incur costs onto ratepayers unnecessarily. With greater fees can come the ability to compensate.
 - Elected Members do not have adequate protection from the public in relation to physical and verbal abuse. There is the constant fear that Councillors will be hit with a Code of Conduct at any time from vindictive and aggressive ratepayers and have limited means

of defending themselves without being hit with a CoC charge which even if dismissed still causes embarrassment and a hit to their reputation.

- The CoC process is flawed. A complainant lodges a CoC with GM who assesses if it meets the requirements of the LG Act and then sends it to the LG Division Code of Conduct, the EO of the Panel sends it to the Chairperson who determines whether the charge will be dismissed as frivolous and vexatious, the elected member is then advised what that outcome is and asked to respond. The response (defence) is done under Statutory Declaration and sent to the complainant who then effectively has full knowledge and can mount their claim directly against your defence. The elected members is effectively guilty unless innocence can be proved
 - When a Council employee lodges a CoC and it is felt not to be adequately dealt with then it is the GM's responsibility to pursue the issue through another avenue to achieve a result that is not discriminatory, is discrimination the highest level to address this and if there is a case how does that apply to a Councillor if only the Minister for LG has the power to dismiss
 - There should be greater intervention mechanisms afforded to the Director of Local Government and the Minister in relation to serious breaches of the CoC in relation to behaviour including harassment (including sexual) and bullying.
 - The CoC process takes time, weeks to assess, weeks to provide outcomes
- Consideration of Other Issues Raised

Mandatory Council Training

- There should be mandatory Planning Authority training
- There should be mandatory training for newly elected Members in regard to standards and expectations of Behaviour, "How to deal with Difficult People?" and the responsibilities of being what effectively being in a Director like role
- There should be mandatory training in line with AICD.
- There should be renewal training along the same lines for Councillors each term they are re-elected.
- Councillors should abide by core competencies for professional development training

Clarity between the roles of the General Manager and the Council especially the Mayor

- Elected Members must receive training in understanding the separation of roles between Councillors and the General Manager – understanding their role as decision makers (Directors) rather than becoming involved in the operational duties of Council which are the concern of the General Manager is paramount. A means by which this can be enforced, or in other words what can support a General Manager in getting immediate support when a Mayor or Councillors breach the Act in this area. Where there are differing strength of personalities problems exist.
- Councillors need to understand their role and their governance responsibilities and be able to distinguish their role from that of management
- The line between the responsibilities of management and the Councillors is often challenging and will vary depending on the circumstances of the organisation.

- Councillors operate in complex environments and consider a range of stakeholders. Councillors need to know who those stakeholders are and have a plan to consider and balance their interests whilst still upholding the integrity of Council as a whole
- Governance should include balancing the interests of stakeholders and ensuring the delivery of Council objectives.
- In Australia, we have a range of guidelines for best practice governance. Some are mandatory, others are recommended. Councils like Boards need to consider which are relevant to their organisation, and which they want to benchmark themselves against.

Debra Thurley
Treasurer & President (Tas.)
Australian Local Government Women's Association
0400 662 382



**AUSTRALIAN LOCAL
GOVERNMENT WOMEN'S
ASSOCIATION**

Attachment 3

Talking Point - Article by President ALGWA Tas Debra Thurley

COUNCILLORS BEHAVING BADLY

Bad behaviour of elected members unfairly tarnishes the public image of Local Government.

Councillors each bring new opinions, approaches and solutions for decision making often determined by their own personal and professional experiences. However, very importantly, a Councillor should understand their duties, responsibilities, and obligations. Councillors should know what is expected of them as part of the Council as a whole and what is expected of them as an individual member. Voters must give due consideration in the first instance as to whether a person has sufficient capabilities of acting as a councillor, nothing is worse than the individual with intellectual arrogance – the Councillor who lacks the consciousness of the limits of their knowledge and with no insight into self-deception and the limitations of their point of view.

All persons elected must take the oath of office, read the council's councillor code of conduct and make a declaration that they will abide by the councillor code of conduct, but the problem is arising – do Councillors truly understand what it is to abide!

Are there adequate policies, procedures and in fact legislation to control the Councillor who breaches the Code of Conduct in a serious way? Three strikes and your out is not satisfactory for an Elected Member if the breach is serious. You cannot wait for three occasions to occur if it is serious because you are putting at risk the safety and right to a safe workplace of the fellow elected member or the Council employee. Are the measures and outcomes strong enough when a serious breach of the Code of Conduct is upheld? It appears not so. I am currently looking at the outcome on a serious breach of the Code of Conduct by a Councillor in the north east of the State identified in the Examiner as Councillor Synfield and the outcomes from the Code of Conduct Panel have not allowed the right of a Council officer to operate without hinder in their role and feel safe in their workplace.

If internal attempts to reign in their behaviour fail then are there strong enough measures to enforce banning them from office before further harm can be done to the person on the receiving end of that breach, the reputation of the respective Council and Local Government overall.

Being an elected Member does not give entitlement for bad behaviour or behaviour that extends beyond the realms of acceptable. Where varying degrees of authority exist, there should be no usage of that so-called power to harass or impose on the personal space of either colleagues or employees of Council. A closeness that is not welcome is a form of harassment and intimidation.

I am looking to ensure as ALGWA's President and National Board Member that those who my Association represents can experience a workplace where personal safety and integrity is not compromised.

Debra Thurley President (Tas.) Australian Local Government Women's Association



**AUSTRALIAN LOCAL
GOVERNMENT WOMEN'S
ASSOCIATION**
TASMANIAN BRANCH

Attachment 4

Good afternoon

I wanted to make you aware that Our Watch is launching its existing campaign *No Excuse for Abuse* today in response to the COVID-19 crisis to help raise awareness of non-physical abuse towards women.

The Australian Government recently launched *Help is Here*, a new national campaign to promote services available to Australians affected by family violence during the COVID-19 outbreak. The Government campaign targets people impacted by violence directly, signposting them to support services.

The Our Watch *No Excuse for Abuse* campaign complements this approach, by also educating the broader community about what different types of abuse look like and that there is never an excuse for abuse. This message is important at this time as there is a risk that the impact of Covid-19 might result in 'excuses' seeming more acceptable ('he'd just lost his job', 'it's been such a stressful time' etc). The updated No Excuse for Abuse website is now live: www.noexcuseforabuse.org.au where you can find more information of the different types of abuse.

You can watch the 30 second videos and the 15 second versions of the ads on our YouTube channel [here](#). The campaign will also run on channel 7, 9 and 10, catch up TV and social media advertising including Our Watch social media channels.

The [Unpacking Violence page](#) on the Our Watch website complements the campaign, prevention practitioners can use this resource to help build awareness of the different forms of non-physical abuse, their dynamics and impacts, and how they illustrate the gendered drivers of violence against women. I would appreciate you forwarding this email to your networks as appropriate.

Please do not hesitate to contact me should you have any questions or require further information.

Many thanks

Trish Males Senior Advisor Tasmania

Mobile 0417 165 760

Our Watch Main Office (03) 8692 9500

Level 5 Marine Board Building Hobart TAS 7008

tricia.males@ourwatch.org.au

ourwatch.org.au



MESSAGE

As the President of Australian Local Government Women's Association Tasmania, I hope that you are all managing in these COVID 19 times and have been able to make some positive achievements both professionally and personally despite the restrictive nature under which you have been operating.

For Association existing members it is that time of year when ALGWA Membership of ALGWA needs to be renewed and if not a member yet, it is time to join and help make our Organisation a stronger voice for Women in Local Government.

During these times of change, there is no better time to rally together and help take this Association to a higher level where with more dominance we can influence policy and/or seek funding from the other two tiers of Government – State & Federal for a special project or cause.

Aims of the Association

To assist in furthering knowledge and understanding of the function of Local Government

To encourage women to make a career of Local Government whether as elected members or officers

To encourage, support, educate and mentor a diversity of women with the aim of increasing participation by providing knowledge to intending women candidates for election to Local Government through our "WomenCan" Campaign

To watch over and protect the interests and rights of women in Local Government.

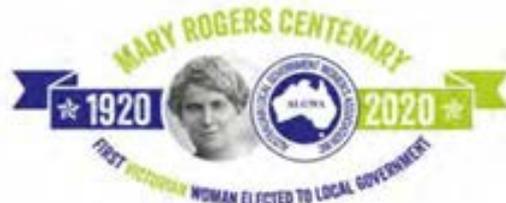
To ensure that the value and importance of women in local government is recognized.

Please consider joining ALGWA Tasmania today and help place this Association at the forefront of Women's Agenda in Tasmania and throughout the Nation. Other States have extensive membership so your contribution will assist in making this Tasmanian Association more viable and more readily able to achieve great outcomes for Women in Local Government.

www.algwatas.net.au

<https://www.facebook.com/AlgwaTas/>

VICTORIA STATE REPORT



REPORT TO ALGWA NATIONAL AGM JUNE 2020

The Victorian branch of ALGWA has been extremely busy since our last AGM.

Like many organisations our normal events and meetings have been cancelled due to COVID-19 and the ensuing lock-down. We have come to terms with meeting virtually and have increased our reach through virtual meetings.

It now seems strange to remember that we all did meet together and hold events! But to re-cap the past year.

Bursary

The annual ALGWA Bursary award was held at the Melbourne Town Hall in April 2019 and the guest speaker was the Melbourne Lord Mayor Sally Capp. She was very well received and spoke about the importance of women's voices and how she was a local government convert.

Adelle Mansour, an officer from Darebin was awarded the \$1750 Bursary. She is studying for a Master of Public Health at Melbourne University and is the program liaison officer at the East Preston Community Centre. A special commendation and \$250 was awarded to, Eva Wu an officer at Melbourne City Council. She is studying for a Masters in project management.

Submissions

The Victorian branch regularly makes submissions on matter of importance for women in local government. Victoria has made a submission to Kate Jenkins Inquiry on Sexual Harassment in the workplace. We thank Cr Sandra Wilson for leading this submission.

We also made a submission on the six reforms proposed in the Local Government Bill, which the new Minister for Local Government added to the Bill which lapsed before the September 2018 State election.

The draft exposure to the Bill had not been published but there were six reforms which formed a discussion paper. Councils were given one month to make comment, and this was extended by two weeks. We were told the gender components of the 2018 Bill remain i.e. Sexual harassment gross misconduct, the CEO to have a gender strategy, maternity and carers leave, reimbursement of childcare. Of the six reforms, two are controversial. They are all councils to have single member wards (during submissions the Minister exempted the 38 rural councils) and a voter's petition leading to a commission of inquiry if 25% of the municipality sign the petition. There has been a lot of discussion about whether the single member ward or multi-member ward structure favour women. ALGWA Vic's submission said that there needed to be more research about the gender implications and we thought one size does not fit all. We were opposed to the Citizen's petition. We requested a delay in the implantation until further research had taken place as to possible negative effects on women. We had previously expressed our support for banning of developer donations.

We also wrote to every Upper House MP regarding our concern over the proposed mandatory implementation in the new LG Act of single member wards in most metropolitan Councils.

Grant

The Victorian State Government has extended the Mentoring grant awarded to ALGWA Vic in 2016. In June the Local Government Minister the Hon. Adem Somyurek a \$17,000 mentoring grant for ALGWA Vic. The Victorian branch had previously matched 21 councillors with a mentor, providing mentoring training and support for both the mentor and mentee. We are working towards getting our new mentoring program organized with our consultant.

Meetings with Minister for Local Government

We meet with the Minister and his advisors every six months. At our July meeting we discussed Local Government Bill – 6 reforms submission. Vice President Helen Coleman, National VP Cr Coral Ross and Cr Sandra Wilson met with the Minister and his advisors in our regular six monthly catch up. We also discussed the centenary of the first woman elected to local government in Victoria – Mary Rogers in in November 1920.

Mayors Forum

Every year we hold a forum for women Mayors. This year we expanded it to include deputy Mayors. We thank the City of Yarra for hosting this year's forum.

Deakin University

We participated in Deakin University's Australia Awards in Indonesia – Leadership development for multifaith women from Indonesia – a program funded by the department of Prime Minister and Cabinet. Cr Coral Ross spoke and took part in a panel with two other women councillors. This is the third year we have participated. The program takes place over two weeks and involves about 30 women from Indonesia.

My Vote My Voice

We participated in My Vote My Voice. Organised by the League of Women Voters Victoria and the National Council for Women (Vic) it involves a large number of secondary school students speaking at Parliament House. They have organized this for a number of years and ask ALGWA provide some judges. This year we organized three judges.

Intern

Last year the second time we have recruited an intern to help with social media. She is a third year law student with an interest in women and politics. Again, working with other peak bodies, she was based at the VLGA. She finished in October. In May 2020 we recruited two new interns to take on the role.

Conference

our annual State conference was held in Macedon Ranges October 17-19. We were delighted that the National President Cr Marianne Saliba was able to attend and address the conference. The conference was also the last event of our amazing Intern for 2019, Nicola Voss, who performed a considerable amount of work in an exemplary fashion. We acknowledge the support that VLGA continues to give our appointed interns with a hot desk at their office.

We are strengthening our Deakin partnership. The University provided a speaker at our conference and the 2020 Bursary was scheduled to be hosted by Deakin university at its City campus. Unfortunately, the March 25 event was cancelled due to Covid-19. The guest speakers were scheduled to be Dr Amy Nethery from Deakin, on the courses they offer to people in Local Government, and Liana Thompson, the current President of LGPro, and a former Mayor and Councillor – again working with other peak bodies.

AGM

Whilst we could not physically hold the Bursary we held our AGM via zoom. At the AGM Cr Michelle Kleinert stood down as President. Michelle was thanked for steering the branch over the two years of her presidency. Cr Kylie Spears was elected President. Executive Officer, Helen Harris OAM, retired after 10 years handling the administrative work. Helen was thanked for her tireless work for ALGWA and support of women in local government. Cr Kleinert was elected Executive Officer. Cr Marg Atley and Felicity Frederico also stood down. Life Membership was also awarded to Cr Raylene Carr in grateful appreciation for her dedication and support of the Australian Local Government Women's Association, Victorian Branch

Local Government Act

The Act has now been passed, with the single member ward structure in place, but with no mention of donation reform. The nation-first inclusions of having sexual harassment classified as 'gross misconduct'; granting maternity and paternity leave without request and re-imburement for child-care are especially worthy of praise. We are pleased that, in line with our strong advocacy, the Commission of Inquiry reform did not proceed.

Centenary proposal

We have heard, unofficially, that our centenary proposal to have a website commemorating all female Councillors and their contribution over the past 100 years would not be funded by the Minister for Women, having likewise been rejected by the LG Minister. Helen H is continuing her research into the women, with a view to placing the material in the archives for future use. She has spoken to a number of groups, and is scheduled to give more talks on the centenary.

Council elections

Council elections are scheduled in October 2020. Following the restrictions necessitated by Covid-19 there were numerous calls for the election to be postponed. ALGWA surveyed its members who said the election should be postponed. We wrote to the Minister asking for the elections to be postponed and the President spoke to the Minister's Chief of Staff, pointing out that Covid-19 had disproportionately affected women and we were hearing that numerous women would no longer stand. The Minister decided the elections should proceed as planned but announced \$50,000 to encourage women to stand. We have applied to the Minister for some of the money.

Zoom meetings

We have initiated zoom meetings for both our executive meetings but also for our membership. Our AGM was a virtual meeting and we have held a meeting for our members with the Victorian Auditor General to hear about sexual harassment in local government. We are planning other virtual meetings, with the next one on Social media and campaigning in Covid.

We have also initiated “Member Monday” videos on our Facebook page.

Conference

Our annual conference was to be hosted by the City of Yarra on 20-21 August at the Abbotsford Convent. The City of Yarra encompasses the former City of Richmond, where Mary Rogers became the first women elected to any council in Victoria in November 1920. Unfortunately, due to Covid-19 the conference has been postponed.

Executive

President: Cr Kylie Spears,
Metro Vice President: Cr Sandra Wilson,
Rural Vice President: Cr Janet Pearce,
Executive Officer: Cr Michelle Kleinert,
Rural Council area representative: Barbara Abley AM CGSJ
Metro Council area representative: Cr Virginia Tacos,
Committee members, Helen Coleman OAM; Cr Denise Massoud, Cr Coral Ross

Cr Coral Ross

**Victorian delegate to the National Board
May 29 2020**

AUSTRALIAN GENDER EQUALITY COUNCIL REPORT



Australian Gender Equality Council

working for balance

Report to the ALGWA NATIONAL AGM June 2020

The ALGWA is a founding member of the Australian Gender Equality Council.

The members of the Australian Gender Equality Council (AGEC) represent over 500,000 women in the workplace. There are 21 National Women's organisations and members are dedicated to AGEC's vision of achieving gender equality in Australia.

The purpose of AGEC is:

- Authoritative and independent voice for gender equality in Australia
- Advocate for and raise awareness of gender equality in Australia
- Research driven policy in the area of gender equality in Australia
- Raise awareness of the impact upon gender equality of policy and legislation.

AGEC was launched in September 2018 with *Its Time Campaign*, followed by *Hands Up for Gender Equality*.

Activities in the past year include:

The **ABC News production** team seeking women spokespeople for their news coverage, whether on the drought in rural Australia, economics or community matters. The ABC were committed to presenting more women in their coverage but were struggling to amass the names needed, and were not sure of the best way to go about it. AGEC, along with other like-minded organisations, provided the insight needed and the networks to get the job done and establish a very credible list of names on which to build. With input from the ALGWA 4,000 names were collated of which they are actively using around 1,000. Without the insights and networks that we collectively bring, this would have been so much harder and slower.

Another campaign of a very different nature was the **NSW Reproductive Reform Bill**. Whilst AGEC did not lead the initiative, it did mobilise and leverage the work of others, like Fair Agenda and used its networks to very effectively support the campaign.

In October AGECE launched its **Manifesto**. The Manifesto was developed at the annual members Forum and forms the charter of AGECE's work and purpose. More than 40 representatives of member Organisations, including ALGWA, attended the Forum, taking inspiration from the amazing achievements of the suffragette movement of the early 1900s and the feminist movement of the 1970s.

The Manifesto for Gender Equality is attached. It is a comprehensive statement of what true gender equality looks like and what is required to achieve it. While covering 12 dimensions of work and life, it importantly identifies the causes of inequality, not just the symptoms. It will ensure we won't stop this important work until we achieve equality for women across all dimensions of work, life and community.

Some of the supporting information:

Despite making some gains, there's still a large body of newly released research that indicates progress has stalled:

June 2019: the first global index measuring efforts to end gender inequality found that globally, countries are not doing enough to improve women's lives. In fact, not one single country is set to achieve gender equality by 2030. **July 2019:** FINSIA reports a continued and persistent division between men and women's perceptions about the extent of the gender pay gap.

August 2019: KPMG found that gender discrimination accounted for almost 40% of the gender pay gap, up by almost a third from 29% between 2014-2017, suggesting that increasing gender discrimination is the main cause of the gender pay gap surpassing time out to nurture children, part-time work and occupational segregation.

The CEO of AGECE Dr. Terry Fitsimmons presents at a number of events including the Institute for Public Administration Summit in Perth; Women in Super Roundtable; UQ Business Association Breakfast; RMIT Gender Economics Conference; eS4W summit and submission were made to WA government for National Study HUGE Study.

In November a new learning resource on unconscious bias was added to the AGECE website resources page. The Unconscious Bias Learning Resource was developed by Women in Gaming and Hospitality and provides real-life insights and practical tip to help individuals and businesses understand how unconscious bias impacts gender equality.

A large AGECE project was a data analysis of the WGEA study and a subsequent **WGEA Employer of Choice Report**, which was officially launched in Melbourne on 25th February and Sydney on 27th February. This study has been one of AGECE's top priorities. The Report sets out 12 key elements of leading workplace practice in gender equality. The study confirmed some expected factors in what drives high performance and also that some former Employer of Choice recipients were not "walking the talk". The final report was a "one-stop" guide to gender equality interventions with academic underpinnings. It covered 122 firms as part of the Employer of Choice citation.

Another project involves women on boards, a collaboration between Prof Ruth Sealy & Prof Susan Vinnicombe from the UK, and the AICD and AGECE.

Unfortunately, the 2020 AGECE Annual Forum (1st & 2nd April 2020 in Sydney) was postponed due to COVID-19.

Cr Coral Ross
AGECE Member Director and Deputy Chair
May 30 2020

AGEC Member organisations:

National Association of Women in Construction (NAWIC)
Australian Federation of Business & Professional Women (AFBPW)
Australian Local Government Women's Association (ALGWA)
Australian Women Lawyers (AWL)
Financial Services Institute of Australasia (FINSIA)
Women in Super (WIS)
Australian Women in Resources Alliance (AWRA)
Women in Digital (WID)
Women and Leadership Australia (WLA)
Transport Women Australia (TWA)
Australian Centre for Leadership for Women (ACLW)
Women in Aviation Australian Chapter (WAI)
Women in Banking and Finance (WIBF)
National Rural Women's Coalition (NRWC)
National Association of Women in Operations (NAWO)
Women in Technology (WIT)
Women in Gaming & Hospitality (WGA)
Economic Security for Women (eS4W)
2019 Older Women's Network (OWN)
Women for Election Australia
Engineers Australia 20 February 2020

MANIFESTO OF THE AUSTRALIAN GENDER EQUALITY COUNCIL



ECONOMIC SECURITY

Gender should no longer be a factor in unequal levels of economic security during working life or in retirement.



WORKFORCE REPRESENTATION

Participation and representation in the Australian economy, at all levels, should be representative of the gender composition of society.



WORKPLACE FLEXIBILITY

All workplaces should operate under flexible work arrangements, which are accessed equally, regardless of gender.



FAMILY & CARING RESPONSIBILITIES

Parents should share equally in the caring of children and must have access to free, universal, quality, accessible, all-hours early childhood education and care.



SAFETY & RESPECT

All people must be respected and be safe from the threat of violence and sexual harassment.



GOVERNMENT & DEMOCRACY

Parliaments and local governments must reflect the gender mix of the communities they represent.



HEALTH & WELLBEING

Reproductive rights are inalienable and there must be unimpeded access to healthcare to ensure control over these rights.



EDUCATION

Access, participation and outcomes, at all levels of education, should not be affected by a student's gender. There must be equal recognition of all genders in educational curricula.



MEDIA

The gender composition of society must be reflected in the proportional air-time of presenters as well as the reporting and representation of all media content including sport, news media, the arts, entertainment and community.



INFRASTRUCTURE

Infrastructure for work and community facilities must reflect the needs of all genders for equal participation and safe access.



SOCIETAL NORMS

No institution, secular or religious, is permitted to differentially value or deny opportunities on the basis of gender and should use inclusive language in all communications and interactions with society.



SPORT

There should be equal access to and participation in professional and recreational sport, regardless of gender.



Australian Gender Equality Council
www.agec.org.au

WESTERN AUSTRALIA BRANCH REPORT

To be circulated separately via email prior to meeting.