

# ANNUAL REPORT for Conference 2019



National Council of  
Women of New Zealand  
Te Kaunihera Wahine o Aotearoa

*This report covers activity from 1 April 2018 to 31 March 2019*

## Governance

Upon the appointment of the current board, the governance focus has been on the set up of active governance committees; immediate review of the financial position of the organisation; and providing a clear direction to the Chief Executive on priority focus areas as per the strategic plan.

## Membership and development of the Board

In August the board farewelled Frances Manwaring (former co-opted member) and Ali Jones (former elected board member). Our three new elected board members in 2018, Jignasha Patel, Pip Jamieson and Robyn Wong were voted on and inducted into the Board.

Following the elections, the Board agreed to defer the appointment of the Aspiring Board Member. Jignasha Patel indicated a possible resignation in early 2019, and the Board asked for Rachel Harris to continue to keep continuity during a period of change. In May (outside the financial year this report covers), the Board accepted the resignation of Jignasha Patel before the end of her term, and has co-opted Rachel Harris into this role officially.

## Active governance work

The board in the past 12 months has worked on:

- Implementing the changes to the Constitution voted on by members at the Special General Meeting in March 2017.
- Ongoing revisions of the priority focuses for the Chief Executive and Interim Chief Executive.
- Appointment of an Interim Chief Executive and priority setting
- Governance committee meetings for the Finance, Audit and Risk; People, Culture and Remuneration; Nominating; and Investment Committees
- Revision of governance policies for the Media Policy; Board Skills and Diversity Matrix; and work commenced on HR Policies; and review of the Nominating Committee Terms of Reference
- Development of a risk register
- Review of the organisation's insurance cover
- Ongoing board meeting evaluations, induction reviews and external engagement registers completed by each individual board member.

## Strategic planning and progress on key initiatives

In February 2018, the Board revised the strategic plan from 2016, and set new priority focus areas. Reporting on those focus areas was contributed through the Chief Executives reporting to bi-monthly board meetings.

During the 2018/19 year we agreed to focus on five key strategic initiatives:

- Expert taskforce on content & programme (Gender Culture Taskforce)
- Implement a NZ gender attitudes survey (Gender Attitudes Survey)
- Develop "State of the Nation" gender equality dashboard (Gender Dashboard)
- Develop and implement revenue strategy.

## Gender Equal NZ campaign

### **Gender Attitudes Survey**

We ran the first national Gender Attitudes Survey through Research NZ in August 2017 to identify attitudes which underpin gender inequality. The results are nationally representative in terms of gender, age, ethnicity and rural/urban demographics and provide a fascinating snapshot of New Zealanders' knowledge and attitudes towards gender. The intention is to repeat the survey regularly to enable us to measure shifts in attitude over time.

To help bring the survey data to life, the first narrative on masculinity was released at Parliament in April, and this story included an infographic and online video called "the Good Guys".

After winning the Platinum Award in the Community Advancement category at the 2018 Research Association NZ awards in August, the survey was updated and revised with Research NZ, ready for our second survey release in August 2019.

### **Gender Dashboard**

The Gender Dashboard monitors the progress we're making as a country on gender equality outcomes. The online tool aims to collate the latest data in four key areas of inequality: safety and health; economic independence; education; and influence and decision-making. We continue to be committed to working with government to identify and bring together the best data indicators for measuring and monitoring gender inequality.

During this year, the project completed two stages of development, and met the minimum viable product - and launched in January 2019. The project has had external input from key groups - expert panels, testers and an advisory group.

We hope the Dashboard will support New Zealand's reporting on the Convention on the Elimination of all forms of Discrimination against Women (CEDAW) and other international commitments and obligations such as the Sustainable Development Goals (SDGs), especially SDG5 for gender equality.

### **Gender Culture Taskforce**

We continued the scoping and business case development for the Gender Culture Taskforce. The media is the place most New Zealanders go to for information, and it's where our social norms and attitudes are debated, set, maintained, reinforced – or challenged. News reporting on issues such as sexual violence and gender diversity does not currently promote gender equality. Taskforce members will include media industry leaders, researchers and journalists' training and regulatory bodies. While in 2018/19 no funding has been secured to get this project running, our business case rests for review with a potential government funder for review.

### **Revenue strategy**

To make much of our work happen, we need finances. Last financial year, the team was able to secure a number of funds to see the Gender Equal NZ campaign really kick off. This funding, from philanthropic agencies and one government funder keep our project team staff busy.

To support this work, the operational cost of the organisation - management, administration and office costs have been offset by a number of governance-led revenue streams -

- Suffrage 125 Pins - with agreement from the Ministry for Women, NCWNZ took on the national distribution and sales of 7,000 pins commemorating Suffrage. The sales, distribution and marketing components of this work were led and managed by the Board.
- Merchandising - the Board agreed to partner with the Wellington Museum and Auckland War Memorial Museum in a three-way partnership for the design and distribution of a new Kate Sheppard range of merchandise items - limited edition BLUNT umbrella, limited edition silk scarf, tote bags and lens cloths.

- #1000Strong - a donation campaign asking for our connections to donation \$125 to NCWNZ fell short of reaching 1,000 donors, this has been our most successful donor campaign since 2010.
- Speaking engagements - Suffrage 125 presented us with a number of opportunities to charge for speaking engagements. 76 presentations were made in total - 22 were presented by staff, 54 by the President and board members. The majority of the President's engagements were invoiced by NCWNZ, with her time donated to the organisation.

We acknowledge this income has not been enough to cover our operational work in this financial year, as indicated at Conference 2018 to members.

## Member engagement

Membership dropped in 2018/19. We sadly saw the closure of the Taranaki branch and the Virtual branch in 2018. We also saw a decline in National Individual Membership due to internal systems which were to be reviewed and upgraded - this work has been moved to the 2019/20 year with a review of systems and mailing lists currently underway.

As per the Board's delegation in 2017 the Standing Committee's reported to the Chief Executive. Their work continued to be focused on a responsive advocacy agenda, led with insight by the Parliamentary Watch Committee. Standing Committee reports are attached as an appendix.

We concentrated on recruiting a full Convenor team this year, though the roles are work-heavy; these roles are important to NCWNZ, and we thank those that contribute significant amounts of time to help.

## Consultation on changes to government legislation

A total of 46 submissions and input was provided to government and other bodies in 2018/19.

We thank the work of our Convenor team for this, and encourage members to read their reports.

	2018/19	2017/18
<b>Submissions on government and other proposals (National Office)</b>	<b>31</b>	<b>27</b>
<b>Input on government and other proposals</b>	<b>15</b>	<b>19</b>

## United Nations reporting: CEDAW and UPR

A strong contingent of New Zealanders were in Geneva to advocate for gender equality in New Zealand at the 70th session of the United Nations CEDAW Monitoring Committee. There were 14 New Zealand NGO delegates who travelled to Geneva, Switzerland for the first week in July 2018.

NCWNZ gained support for the design and printing of our report, and for three members (Beryl Anderson, Eva Hartshorn-Sanders and Vanisa Dhiru) to attend the Constructive Dialogue session and participate in the International Women's Rights Action Watch Asia Pacific (IWRAP) programme 'From Global to Local' training in Geneva, July 2018.

In addition of NGOs having the opportunity to prepare written reports in response to the Government country report, make oral statements and to meet with the CEDAW Committee, there are informal opportunities to lobby members throughout the week. The NCWNZ delegates had interactions with members which was a useful opportunity to provide additional material that may help the Committee develop specific questions or recommendations when they are writing their country report or questioning the Government.

The informal opportunities taken up by NCWNZ delegates included:

- Informal Public Meeting for NGOs
- Bi-lateral meeting with Ruth Kaddari, CEDAW Country Rapporteur for New Zealand
- Bi-lateral discussions with other individual CEDAW Committee members, on subjects of Violence Against Women, Pay Equity and Trafficking
- NGO Private Lunch Briefing.

NCWNZ negotiated prior to arriving in Geneva an additional five minutes via video conference from New Zealand for NGOs at the Informal Public Meeting for NGOs. Arrangements had been made for a video conference connection to Wellington - however, technology was not on our side, so all NCWNZ delegates had the opportunity to present over half of the NGO country statement, alongside Shakti and Pacific Women's Watch/Māori Women's Welfare League.

Vanisa Dhiru and Hellen Swales (BPW NZ) along with Denise Ewe, President of Pacific Women's Watch, and representing the Maori Women's Welfare League attended a bi-lateral meeting with Ruth Kaddari, CEDAW Country Rapporteur for New Zealand. This was in preparation for the NGO Private Lunch Briefing, which Vanisa chaired for the NGOs with 11 CEDAW committee members. Four fact sheets were developed for this event by NCWNZ and distributed to members at this briefing.

The Concluding Observations (with over 70 recommendations) from CEDAW to the New Zealand government were drafted and released on the 20 July and then finalised on 25 July (CEDAW/C/NZL/CO/8).

Following this work, NCWNZ also presented at the Pre-Session of the Universal Periodic Review in Wellington. The purpose of the Pre-Session is to inform NZ-based diplomats of the changes the NZ Government has made to their recommendations from five years ago at the previous reporting cycle. It was the first time a Pre-Session was held in-country (ie. in New Zealand and not in Geneva).

NCWNZ attended the Wellington training session and were one of four NGOs that presented at the Pre-Session who had specific content based on gender - NCWNZ, Rural Women NZ, Intersex NZ and the Backbone Collective. Our presentation was the broadest in base and was well received. Our content was derived from the CEDAW focus areas that we shared in Geneva, and recommendations directly from the CEDAW Concluding Observations were used.

Subsequent requests for meetings or additional information by diplomats following this Pre-Session came from the Netherlands, Vietnam and the Philippines.

## International Council of Women, ICW-CIF

NCWNZ has a long history to our international affiliate, ICW-CIF. During this period, Vanisa Dhiru and Lisa Lawrence attended the ICW General Assembly, alongside 35 other nations.

Our key contributions at the General Assembly included:

the NCWNZ written and oral report of work in the last triennium, presented by Vanisa  
our draft resolution on mental health and disasters which was re-worked into the ICW-CIF format in both English and French, presented as the proposer by Lisa for NCWNZ, and seconded by NCW Taiwan. Our proposed resolution passed unanimously  
an ICW-CIF workshop on Women in Education, co-facilitated by Barbara Balkie, NCW Australia supporting Christine Knock with tally clerk duties for ICW elections  
a panel discussion on Empowerment of women and girls in Innovation and Technology, for the Asia Pacific Regional Council (APRC)

nominating and supporting Christine Knock for the role of General Secretary of APRC, and her nomination was unanimously accepted by APRC members  
 Accepting on behalf of Jane Prichard an award for her services as President of the APRC from 2006-11 and acknowledgment as founder of the APRC, and previous adviser and director.

It was a pleasure to support Christine Knock at this meeting, who ended her role as Vice President of ICW to take up the General Secretary role of the Asia Pacific Regional Council (APRC).

Lisa Lawrence also was invited to present at the National Council of Women Australia Triennial Conference in late 2019. It is good to be able to connect with our sister organisations in this way.

## Conference 2018: He Takitini, Strength in Diversity

Through leadership of NCW Auckland, we held a successful conference in 2018 at the Waipuna Hotel and Conference Centre. NCW Auckland was able to design a two day programme, with one day for members work and the second open to the general public. This Conference was well-received, and generated a great deal of enthusiasm among members and non-members alike.

## Media and outreach

### Media

As the work of the organisation has grown through the strength of the celebrations of Suffrage 125 as a nation, the CEDAW session in Geneva and the ongoing Gender Equal NZ campaign, we saw an increase in media requests for comments, website hits and social media followers.

	2018/19	2017/18
Enquiries	<b>52</b>	<b>37</b>
Releases	<b>16</b>	<b>16</b>

### Digital outreach

Our online presence has seen growth, with concentrated effort on Facebook with the volunteer effort of the social media moderation team, supported by the Gender Equal NZ project team.

	2018/19	2017/18
NCWNZ website	<b>61,009</b>	<b>49,122</b>
Gender Equal NZ website	<b>7,544</b>	<b>5,841</b>
Facebook NCWNZ followers	<b>5,410</b>	<b>4,871</b>
Facebook Gender Equal NZ followers	<b>3,883</b>	<b>2,968</b>
Twitter followers	<b>1,658</b>	<b>1,089</b>
LinkedIn followers	<b>177</b>	<b>91</b>

## Partnerships

### Massey University

Since 2016, we have worked with the College of Creative Arts year two design students to create a set of posters that we now are able to use in our online work. Working with young talented people, helping us shape and share their messages for gender equality is both a practical way for us to showcase design talent and use this work for



**MASSEY UNIVERSITY**  
**TE KUNENGA KI PŪREHUROA**  
**UNIVERSITY OF NEW ZEALAND**

NCWNZ product merchandising and online content.

### Wellington Phoenix



A working relationship commenced with the Wellington Phoenix, who offered to work with NCWNZ in Wellington on a corporate breakfast event, and half-time activation at their football game. Wellington Phoenix approached NCWNZ to see how they could help celebrate New Zealand's 125 Years of Suffrage. We worked out that a home game was close to 28th November, the date of the first national election where women could vote.

Wellington Phoenix offered female fans 1,000 complimentary tickets at their Female Football Round ticket stand to the game. On the night of the game in the stadium, our Gender Equal NZ messages and activation event was viewed by a possible 5,000+ audience, as well as networking and speeches in the corporate lounge with key decision makers and influencers. NCW organised a panel of speakers and organised the Phoenix Huawei Business Club "Make Equality Reality" lunch event a day before the game. Stacey Morrison, Anika Moa, Hilary Barry, Kerry Prendergast and Kristy Hill were on the lunch event panel - all influential New Zealand women spoke to a full house at Mac's Brewery in Wellington in celebration of Female Football Round as they discussed their experiences and hopes of equality in all walks of life and in sport.

### Wāhine Kakano

NCWNZ supported this event via leadership of Carol Beaumont from NCW Auckland. This young feminist event led by Villianne (Lizzy Marvally), was in partnership NCWNZ, alongside the Māori Women's Welfare League and the Human Rights Commission. The event was successful, and this coming year was expanded to run in both Auckland and Rotorua.



### We have continued to support the following campaigns and initiatives:

26 for Babies, Living Wage, Pay Equity Coalition, International Women's Caucus (Ministry for Women) and the White Ribbon Trust Advisory Group. There no doubt others as well we have supported locally and nationally.

### With thanks

We would like to thank our members who are helping us work towards our vision of a Gender Equal NZ. Without you, we can not be a movement.

We have had a number of friends throughout the year who again have supported us with pro-bono expertise – Buddle Findlay, Flick Electric, Pop Services, Research NZ, Special Ad Service, xEquals - along with other volunteers and past board members.

It was sad to receive the resignation of Dr Gill Greer, and her departure from NCWNZ in November. Staff members also said farewell during the end 2018/19 and start of the next year - they all had such a significant impact on shaping and delivering the Gender Equal NZ campaign and the wider work of NCWNZ. Thank you Sandra Dickson, Nina Herriman, Greta Parker, Val Little and Ruth Harper.

We are thankful to the staff team in the office, who, with the challenges of our work programme and with limited resources, produced outstanding work towards changing attitudes and stereotypes of New Zealanders, towards a gender equal NZ.