

National Council of Women of New Zealand

Te Kaunihera Wahine o Aotearoa

He Takatini: Strength in Diversity

Minutes of the NCWNZ Conference 2018

Held at the Waipuna Hotel and Conference Centre, Mt Wellington, Auckland on Friday 31 August 2018

The Conference opened at 10.00am with a Powhiri by Ruapotaka Marae, following waiata and hongi, the NCWNZ business proceedings commenced.

Welcome from the National President Vanisa Dhiru

Vanisa welcomed all delegates to this year's AGM.

Health and safety

- Vanisa provided the health and safety notices for the venue, and where the delegates should meet should there be an evacuation. All valuables needed to be taken with you when you leave your table. The public areas are smoke free including the conference rooms. If you needed assistance with anything, please find a Waipuna team member.
- The Wifi code was provided for those that required it.
- The theme of the conference was Strength and Diversity, we were present as one. Vanisa thanked everyone.

Remembrance

- A minute silence was offered for members and friends who have passed during the past year.

Welcome

- Vanisa welcomed New Members, Life Members, International Members, Nationally Organised Members (NOMs).
- Honoured were Zonta, Plunket and ALFRANZ – affiliated with NCWNZ in 1988 (30 years), NZ Playcentre – affiliated 1958 (60 years) and Graduate Women NZ – affiliated 1948 (70 years). They were each provided with a gift. Vanisa thanked all for being members.

- Branch delegates and presidents were thanked for their hard work. A particular mention was made to branches of Hutt Valley (60 years), Dunedin and Auckland (100 years).

Recognition was made of the following who worked with NCWNZ to help achieve its goals.

Elizabeth Bang – given a tree for recent honours (Companion of the NZ Order of Merit for Services to Health, Women and the Community).

- Convenors were thanked for their work and those present were provided with gifts:
 - Beryl Anderson – Parliamentary Watch
 - Christine Caughey – Environment & Climate Change
 - Pip Jamieson – Economics/Consumer Affairs
 - Suzanne Manning – Education
 - Rosemary du Plessis – Public Issues
 - Judith Sutherland – Public Issues.

There were a lot of new conference attendees at the conference.

Vanisa introduced the current Board members:

President:	Vanisa Dhuru
Vice President:	Lisa Lawrence
Board Member:	Rachel Harris
Board Member:	Frances Manwaring
Board Member:	Arna Metcalfe
Board Member:	Ali Jones

Vanisa introduced the current employees:

Chief Executive:	Dr Gill Greer
Programme Manager:	Sandra Dickson
Office Administrator:	Ruth Harper
Marketing & Communications:	Greta Parker
Conversation Curator:	Val Little

Apologies were given for the day from the Chief Story Teller, Nina Herriman.

Acknowledgements

- NCW Auckland Branch Conference Organisers - led by Carol Beaumont, Judith Thompson and Catherine McNally.
- All attendees presented at our Conference for the first time.

Gender Equal NZ – member session presented

- Sandra Dixon – Programme Lead
- Greta Parker – Communications and Marketing Manager

- Val Little – Conversation Creator (first conference)

Enabling Women's Potential

The NCWNZ prepared a White Paper in 2015. The results were released that same year and this has guided our work since then. The White Paper described our deep-shared frustration with the slowness and inadequate process towards gender equality during the last century or so. It was recommended that we take a different approach and build a much wider understanding of gender inequality in order to make real changes. We needed to address the causes of gender inequality and not only deal with the symptoms in order to find new ways to talk about these ongoing issues.

Inequalities occur in these enduring areas:

- **Economic Independence:** We have enduring pay gaps and a large number of Maori and Pacific Island women working in poorly paid work. Nearly 75% of disabled women earn less than \$30k a year.
- **Safety and Health:** New Zealand has the highest reported rates of partner and sexual violence towards women in the OECD and Maori women are nearly twice as likely to be targeted for violence. Access to healthcare for women still lags behind and is very poor for trans and gender diverse people.
- **Education:** There is still a large difference in achievement between girls across ethnicity. School can be a unsafe place for many students.
- **Influence & Decision Making:** We still have far from equal rates of representation across genders in leadership roles, especially for women of colour. We have only our third female PM.

The White Paper made suggestions for change, and these included continuing with many of the traditional activities that we already perform via submissions and CEDAW reporting. A further three new and ambitious work projects were also recommended and each of these was discussed:

- Gender Attitudes Survey
- Enabling Women's Potential
- Gender Culture Taskforce

Gender Attitudes Survey

We needed a new tool to capture relevant information. The results from the survey provided us with the tools to be able move forward and address the issues. We learned from the survey that most chores, jobs and roles are suited to certain genders. Most of us believe gender equality has been achieved. However, some of us still believe that men are superior to women and hold old-fashioned views. The team showed a video about men and their roles in society. The full report on the findings was released in April this year and is available to read online.

There are still some worrying beliefs in our society, for example, that boys make better leaders than girls or that it's more important for men to be in positions of power. On a positive note, the survey results showed us that New Zealanders generally agreed that girls can do anything, but our attitudes to boys and men are more rigid.

We made a short film called 'the Good Guys' which highlighted results and quoted from men who answered the Gender Attitudes Survey. It included men with experience in mental health, violence

prevention, sport, young men or queer and trans men. Our film has reached more than 21,000 people on Facebook to date. We want this film to be talked about and be used.

The survey results are being used in our submissions and media releases and we are seeing it picked up in media reporting. The data points are also used in government strategy and policy documents.

Sandra introduced Val. Val is our social media advisor and her role is to roll out the survey paper.

Val talked through her current work program which included:

- Managing the roll out of Gender Attitude Survey collateral
- She has begun work on Good Guys next steps
- Ongoing Social Media Management
- Ongoing Networking to strengthen our projects
- Four key areas Infographics

Our focus is now on the next wave of story-telling from the survey and it will show more of what New Zealanders think of gender inequality. The next step of the Good Guys material has included social media (Facebook), key messages and activities, and networking to strengthen relationships. A slide was shown on whom we are working with to achieve this and Val showed an Infographic slide with the key messages.

Influence and decision making, there is still a lot of work to be done in New Zealand's boardrooms. We do not have equality yet. The next steps are a short animated film and social media slices with a wider and more public reach.

With Research NZ we won the Community Advancement Platinum Award from Research Association NZ two weeks prior. This was a great achievement, and it means we are in a strong position to continue to drive this work forward.

The Gender Equal NZ campaign is run by a small team of dedicated people led by Dr. Gill Greer with the support of our branches and members.

Val handed back to Sandra.

Sandra confirmed that the Survey will be run again and we want to see change. Our survey is award winning.

The tools we have created:

- **Survey Report** – this has been downloaded more than 5,500 times from our website. We cannot keep up with the demand for hard copies of the report and the Good Guys infographic.
- **Good guys Infographic** – our film reached more than 21,000 on Facebook alone. Greta will discuss this in more detail. New infographics and short film are coming.

How do we now take this further? The Team distributed sheets with questions for delegates to answer and these were collected after 10 minutes.

The second major work project is Enabling Women's Potential.

There is no centralized data and monitoring system that collects, collates and analyses data on the status of women on all the areas discussed in the CEDAW report that is tracked over time. The year

CEDAW recommended to the government that a centralized system be established and Minister Jan Logie explained that NCWNZ's development of a Gender Dashboard would help meet this need.

We need an online tool to collect, collate and analyse data to build a shared understanding of the status of all women in NZ. It is important that the dashboard tells the right stories. Each data story will be shared, with a statement of the issue, a deeper data and human connection and a call to action with changes required.

There is an unbalance between paid and unpaid work even though men and women work about the same number of hours each day. More men's work is paid for. Unpaid work includes housework, childcare and purchasing goods and services. NZ women are far more likely to be out of the workforce because they are looking after children.

There were group discussions on each table on how members could use the data stories; Facebook, social media, factsheets and news releases.

Sandra introduced our Gender Culture Taskforce project: What is wrong with our gender culture? There are lots of issues here.

Sandra introduced Greta, her role is to get all the information out with regards to the above workstreams. Greta runs the Gender NZ Facebook page.

We have a dedicated team of Facebook moderators who work in a roster 24/7. Greta showed us some examples of real-life conversations on the Gender Equal NZ Facebook page. Our Facebook page's purpose is to change people's minds and break down every day sexism and gender bias. It is designed to question the status quo. Our dedicated team of volunteer and social media moderators who have difficult conversations with New Zealanders throughout each day, all year round. Unfortunately, we do receive hate speech and because it's all the time it needs constant monitoring. We have support in place for our moderators and we use a live chat group allowing us to communicate in real time providing assistance and support.

All media request come to Greta, and we have some media superstars in Dr. Gill Greer and Vanisa Dhiru who both have great flair and can get the perfect soundbite.

Greta encouraged members to download two template presentations that can be used within members' own organisations. These can be downloaded in the members section of the NCWNZ website under resources.

There are always opportunities for members to assist the team. Sandra thanked the sponsors who enabled them to do these projects.

Vanisa thanked the NCWNZ team for their presentation.

BUSINESS SESSION 1

MOTION / DISCUSSION	ACTION
Meeting Procedures Vanisa explained the following: <ul style="list-style-type: none">• Establish framework and voting strength	

MOTION / DISCUSSION	ACTION
<ul style="list-style-type: none"> • Speak to the relevant microphone giving your name, branch, and role • Reminder of speaking times and timekeeper bell • Please hand any hard copy notes onto the minute taker. 	
<p>Apologies</p> <p>Vanisa Dhiru, President moved: THAT the apologies be accepted. Dame Miriam Dell, NCWNZ Life Member Dame Alison Roxburgh, NCWNZ Life Member Dame Jocelyn Fish, NCWNZ Life Member Gabriel Brett Kelly, Convenor - Employment Meagan Ranby, NZ Playcentre Federation Jan Logie, Green Party of Aotearoa New Zealand Anne Gover</p> <p>There was no further discussion.</p> <p>Vanisa put the motion. A vote was taken and showed a majority for the motion.</p> <p>The motion was carried.</p>	<p>CARRIED</p>
<p>MOTION 1: Motions of Appointment of Roles</p> <p>Vanisa Dhiru, President moved: THAT the 2018 Conference appoints the following people to these roles:</p> <ul style="list-style-type: none"> • Timekeeper: Cleone Campbell • Tally Clerks: Loren Rutherford, Jennifer Abbott, Rosalind Atkinson • Chief Tally Clerk: Marie Taylor • Resolutions Committee: Elizabeth Bang, Suzanne Manning, Arna Metcalfe, Dianne Glenn • Procedural Advisor: Julie Fairley • Scrutineers: Lindsay Rae, Steven Arnold, Charon Lessing • Minutes taker: Annelies Landstra. <p>There was no discussion.</p> <p>Vanisa put the motion. A vote was taken and showed a majority for the motion.</p> <p>The motion was carried.</p>	<p>CARRIED</p>
<p>Voting Strength</p> <p><i>Voting Strength for this session made up of:</i></p> <ul style="list-style-type: none"> • <i>Branches: 40</i> • <i>NOMs: 32</i> 	

MOTION / DISCUSSION	ACTION
<ul style="list-style-type: none"> • <i>Board & Convenors:13</i> • <i>NIMs: 2 and 3/15</i> <p><i>Overall votes: 87 and 3/15.</i></p>	
<p>MOTION 2: Conference 2017 Minutes</p> <p>Vanisa Dhiru, President moved: THAT the 2017 Conference Minutes for the National Council of Women New Zealand Incorporated be received and be confirmed as a true and accurate record.</p> <p>There was no discussion.</p> <p>Vanisa put the motion. A vote was taken and showed a majority for the motion.</p> <p>The motion was carried.</p>	<p>CARRIED President to sign minutes and file in the minute book.</p>
<p>Matters Arising: There were no matters arising from the minutes.</p>	
<p>MOTION 3: Annual Report 2017/18</p> <p>Gill Greer was invited to join the board table.</p> <p>Vanisa Dhiru, President moved: THAT The 2017/18 Annual Report and attachments for the National Council of Women New Zealand Incorporated be accepted.</p> <p>Discussion: The full report is available with the papers (see Motions paper).</p> <p>Vanisa reiterated some points noted in the report. This year was the first full year that our organisation has worked within the new Constitution. The Board has been working under a Board of Governance model. The governance and operation work has taken some time to split up.</p> <p>It was noted that we reached and met significant milestones, especially our gender attitude survey. Sandra Dickson was thanked by Vanisa for her work and the recent award the Gender Attitudes Survey has won.</p> <p>There was no further discussion.</p> <p>Vanisa put the motion. A vote was taken and showed a majority for the motion.</p> <p>The motion was declared carried.</p>	<p>CARRIED</p>

MOTION / DISCUSSION	ACTION
<p>MOTION 4: Finance Reports 2017/18</p> <p>Lisa Lawrence, Vice President moved: THAT the 2017/18 Annual Performance Report (including statement of Financial Performance and Statement of Financial Position) for the National Council of Women New Zealand Incorporated be accepted.</p> <p>Seconder: Tauranga Branch</p> <p>Discussion: Elizabeth Bang, Life Member: Congratulated the team on the funding achieved. Centennial fund – we raised a lot of money which has now decreased to \$330,000. This cannot be paid back by grants, and there is a concern that we will not be able to do that. Do we have a programme in place to do this?</p> <p>Vanisa Dhiru, President: Thanked Elizabeth for the question. Displayed a slide to explain the funding achieved. Very successful. Congratulations to the full team on this achievement. We have not seen this level of new operational funding for a very long time.</p> <p>Regarding the Centennial fund, the Board were expecting questions. We still need to finalise our draft paper on the Fund and its direction to the members and this is nearly ready to be shared. The report outlines the history, the reason and the thinking around what we want to do with the money in the fund. Funding received for the Gender Equal NZ programme cannot be used, but this programme will get us the amazing media profile and exposure we require. The Board is committed to paying back the Centennial Fund. Right now, there is no plan on how to repay that fund, as we need to concentrate on the immediate needs. We may need to use any untagged funds to keep the organisation going. The latest fundraising campaign flyers for Suffrage 125 will be distributed to members’ tables shortly. We have previously lost our charity status, and that set us back - so we rely heavily on funding now. We’re looking at strategies for securing funding. Many charities are looking for funding including ourselves. We need to make sure we do the right things the right way.</p> <p>Gill Greer, Chief Executive: Discussed fundraising options. She also discussed project funding for specific projects. Gill talked through the funding success slide, her team members and highlighted that it’s a very lean team. Gill thanked Michaela who is a volunteer and assisted with Conference.</p> <p>The campaign ask is still small. It would be a great help to us if you can all persuade friends to join for just \$10 a month. The business case she put to the board is to approach government to look at what the key connections are between us and other organisations, and for us all to work together to focus on addressing our projects.</p>	

MOTION / DISCUSSION	ACTION
<p>Gill asked if the first \$2,000 raised should go to the Centennial fund – is that the right thing to do?</p> <p>Gill gave thanks to the members of the Investment Committee and to members including those from the Board and the Convenors, who have contributed their own funds to ensure NCWNZ is represented at local, national and international events.</p> <p>Pauline Bennett, Tauranga Branch: Thanked the Board for the first proper financial report. It was easy to understand.</p> <p>Susan Apathy, Catholic Women’s League: Congratulated the team on the slogan “One Thousand Strong”.</p> <p>Francis Manwaring, Board member: Fundraising is as simple as inviting friends to morning tea, setting up a GiveaLittle page. We do all we can. We’ve spammed our friends, setting up group activities. Asked members to help publicise us on your social media channels. We’re looking for another 1,000 members. We have exciting events planned for the remainder of the year. Please get behind us, we can do this. Thank you to everyone.</p> <p>Vanisa Dhuru, President: Said this was a hard report to put together and present. Next year should be better.</p> <p>Vanisa put the motion. A vote was taken and showed a majority for the motion.</p> <p>The motion was carried.</p>	<p>CARRIED</p>
<p>MOTION 5: Appointment of Auditor</p> <p>Lisa Lawrence moved: THAT Moore Stephens Markhams are appointed as auditors for the National Council of Women New Zealand Incorporated for the 2018/19 year.</p> <p>Seconder: Hibiscus Coast Branch</p> <p>Discussion:</p> <p>Lisa Lawrence, Vice President: The visible change is in the reporting documents. There has been a huge amount of work put into this and the continuing needs of this type of reporting going forward. Thank you to the team. We’ve had a change in accounting systems (moved to Xero) and a change in finance staff.</p> <p>Gill Greer, Chief Executive: Commented that this is the first consolidated report we have prepared, and we were allowed to have another year to achieve this. The auditors were pleased. We need to try and have consistent processes. She said we now need to document small</p>	

MOTION / DISCUSSION	ACTION
<p>amounts of money and record these. We've used our charm and have had free banks' certificates, and some bank have charged us less. The challenge is clear, we need to address issues raised this afternoon. We will be easier to work with next year that will please the auditors.</p> <p>There was no further discussion.</p> <p>Vanisa put the motion. A vote was taken and showed a majority for the motion.</p> <p>The motion was carried.</p>	<p>CARRIED</p>
<p>MOTION 6: Appointment of Honorary Solicitor for 2018/19</p> <p>Vanisa Dhiru, President moved: THAT the Honorary National Life Member Sue Barker LLB (Hons) (First Class), BCA, CA is approved as the NCWNZ Honorary Solicitor for the 2018/19 year.</p> <p>Seconded by: Elizabeth Bang, Life Member</p> <p>Discussion: Rae Duff, Wellington Branch: Noted Sue has just been nominated as a member of the Charities Services Review. Accolade from the room.</p> <p>Motion put by Vanisa. A vote was taken and showed a majority for the motion.</p> <p>The motion was carried.</p>	<p>CARRIED</p>
<p>MOTION 7: Remits to be voted on by ballot</p> <p>Vanisa Dhiru, President moved: THAT voting on remits at the 2018 NCWNZ Conference by paper ballot.</p> <p>There was no discussion.</p> <p>Vanisa Dhiru put the motion. A vote was taken and showed a majority for the motion.</p> <p>The motion was carried.</p>	<p>CARRIED</p>
<p>URGENT REMIT: Sustainable Development Goals</p> <p>Vanisa Dhiru moved: THAT the remit titled 'Sustainable Development Goals' is accepted as urgent, and will be discussed at Conference 2018.</p> <p>Vanisa explained that a paper was distributed before the meeting, and was accepted as an urgent motion by the Board for voting .</p>	

MOTION / DISCUSSION	ACTION
<p>The remit was: THAT NCWNZ encourages the New Zealand Government:</p> <ol style="list-style-type: none"> 1. <i>To work in collaboration with non-government organisations (NGOs) and businesses towards the implementation of the Sustainable Development Goals (SDGs) as adopted by the 193 countries of the UN at the General Assembly on 25 September 2015, following commitment at the Commission of the Status of Women (CSW), United Nations, New York March 2015.</i> 2. <i>To undertake regular Voluntary Reviews to the High Level Political Forum (HLPF) meeting under ECOSOC, involving NGOs and businesses in the review.</i> <p>Proposer: The New Zealand Federation of Business and Professional Women (BPWNZ) Seconder: Vanisa Dhiru, President</p> <p>Discussion: Against: Christine Caughey, Environment Convenor: Speaking to process and procedure rather than content. Attended a conference in Wellington recently, there has been attendance at this by members of your standing committee on climate change. Findings have been incorporated into submissions. We don't think it's necessarily a matter of urgency. We are submitting to government regularly. She questioned the matter of urgency.</p> <p>For: Hellen Swales, BPWNZ: Supports that it should be an urgent remit. We are trying to put this into our policy when we speak at a local or international level. And it gives us the relevant mandate to do so. The CEDAW recommendations came out in July, Hellen believes it is an urgent remit.</p> <p>Motion put by Vanisa. A vote was taken and this did not show a majority for the motion. Tally Clerks were asked to count voting cards. Votes were counted.</p> <p>Required to pass: 58 and 12/15 For: 48 and 3/15 Against: 12</p> <p>The motion was lost.</p>	<p>LOST</p>
<p>MOTION 8: New Nationally Organised Members (NOM's)</p> <p>Vanisa Dhiru moved: THAT the following organisations become ratified as a Nationally Organised Member (NOMs) of NCWNZ.</p> <ul style="list-style-type: none"> - Women's March Aotearoa New Zealand - Public Services Association (PSA) 	

MOTION / DISCUSSION	ACTION
<p>- International Women’s Association of NZ.</p> <p>There was no discussion.</p> <p>Motion put by Vanisa.</p> <p>The motion was carried by accolade.</p>	<p>CARRIED</p>
<p>MOTION 11: Branch Capitation fees from 1 April 2019</p> <p>Lisa Lawrence moved: THAT the 2018 Conference authorizes branches to pay capitation fees pro rata for new branch members from 1 April 2019 as follows:</p> <p>Between 1 April – 31 September:</p> <ul style="list-style-type: none"> ▪ Branch Representatives from LOMs and NOMs, \$60 ▪ Waged Branch Individual and Corresponding members, \$60 ▪ Unwaged Branch Individual and Corresponding members, \$30 (e.g. unemployed, students, seniors) ▪ Branch Life members, \$30 <p>Members joining between 1 October – 31 March may be charged half of the above fee.</p> <p>Seconder: Tauranga Branch</p> <p>Discussion: Lisa Lawrence, Vice President: Change to half fees. We have looked at our current structure around subscriptions from an accounting viewpoint and we wanted to reduce some of the complexities.</p> <p>Margaret Campion, Whanganui: Asked if there was always a capitation fee included, it used to be on a separate line.</p> <p>Vanisa Dhiru, President: There was no separate capitation fee on the annual return form.</p> <p>There were no further questions.</p> <p>Vanisa put the motion. A vote was taken and showed a majority for the motion.</p> <p>The motion was carried.</p>	<p>CARRIED</p>
<p>MOTION 12: National Individual Member (NIM) fees from 1 April 2019</p> <p>Lisa Lawrence moved: THAT the 2018 Conference authorises Individual Members (NIMs) to pay fees pro rata for new members from 1 April 2019 as follows:</p> <p>Between 1 April – 31 September:</p>	

MOTION / DISCUSSION	ACTION
<ul style="list-style-type: none"> ▪ Waged national individual members, \$60 ▪ Unwaged national individual members, \$30. (e.g. unemployed, students and seniors) <p>Members joining between 1 October – 31 March may be charged half the above fee.</p> <p>Seconder: Manawatu Branch</p> <p>Vanisa put the motion. A vote was taken and showed a majority for the motion.</p> <p>The motion was carried.</p>	<p>CARRIED</p>
<p>MOTION 13: Nationally Organised Member (NOM) fees from 1 April 2019</p> <p>Lisa Lawrence moved:</p> <p>THAT the 2018 Conference authorizes National Organised Members (NOMs) to pay fees from 1 April 2019 as follows:</p> <ul style="list-style-type: none"> ▪ With declared income up to \$100,000 per annum, \$90 ▪ With declared income up to \$250,000 per annum, \$125 ▪ With declared income up to \$500,000 per annum, \$225 ▪ With declared income up to \$750,000 per annum, \$325 ▪ With declared income up to \$1 Million per annum, \$425 ▪ With declared income over \$1 Million per annum, \$525 <p>NOMS joining between 1 October – 31 March may be charged half of the above fee</p> <p>Seconded by: Hamilton Branch</p> <p>Discussion:</p> <p>Lisa Lawrence, Vice President: Noted we investigated if we could get more support from NOMs to give equity to the membership. Lisa had a look at our NOMs and none declared their income. Those who can give more should, and for those who cannot, their fees should be held. Organisations who have more income should contribute more.</p> <p>Rachel Harris, Board member: Commented that we have considered this carefully and we're seeing fee prices that provide value based on the number of women they represent. This is a common way to base a pay scale for non-profit organisations.</p> <p>Suzanne Manning, Education Convenor: Queried No increase for small NOMs, under \$100k fees stay the same.</p> <p>Suzanne McNabb, TEU: There is an unintended consequence for the trade unions. The biggest NOMs would be the trade unions, i.e. the tertiary educators. Unsure of incomes for individual unions. But more</p>	

MOTION / DISCUSSION	ACTION
<p>for members who pay union fees to sustain the union, this may impact some on whether to remain or not.</p> <p>Janey Sawyer, Salvation Army: If declared income was for total organisation income, how is that going to be looked at? NOMs also pay our fees to the branch, which have increased also. Is this taken into consideration? The Branch capitation fee has been held. Branches themselves set their fees which is not under our control and we have no ruling around. For member organisations affiliated with NCWNZ, what part of the organisation is a member? Subsidiary or parent? This would need to be looked at.</p> <p>Debbie Taylor, NZCTU: Debbie concurs with Suzanne that some of the unions will be affected by this. Some of our members are on very low incomes. This is a concern for us.</p> <p>Sheena Ross, NZ College of Midwives: Sheena likes the principle, however, the last NOM price seems high. Is the amount of \$525 too much for us? It seems high and said she did not think her board would approve.</p> <p>Ali Jones, Board Member: Untagged funds need to be kept at the back of our minds. Income of over \$1M needs to be kept in context. We need the income.</p> <p>Rae Duff, Wellington Branch: This was discussed with the last board when we looked at raising fees. We also suggested these various amounts and that delegates would be included. If our NOM would pay a large fee they may not support the delegates and pay their fees. Each branch sets their own fees.</p> <p>Arna Metcalfe, Board Member: Raised a point on unions, one of the things we feel that being part of a union is that you get a stronger voice. NZWNZ is an umbrella organisation but it functions the same. Arna doesn't use her union on a day to day basis but they provide research and support and a whole range of other helpful services. We provide a lot of service, international representation, and government engagement. There is strength in the collective. We are a collective.</p> <p>Sue Westwood, Wanganui Branch: Asked the board if they did a risk analysis? Is this about commitment or money? Is this an equity issue?</p> <p>Vanisa Dhiru, President: The Board was hoping to hear feedback from membership rather than getting it at the meeting. We had received no feedback prior to conference and therefore we assumed it was ok to put motion forward.</p> <p>Janet Quigley, PSA: 66,000 members, also member of CTU and affiliations with them. Noted they too pay the CTU fees and the fees here for NCWNZ.</p>	

MOTION / DISCUSSION	ACTION
<p>Carol Beaumont, Auckland branch: Unclear what active engagement there was with the larger NOMs. What extra money would this bring in? Will it make a difference? Will we lose members by their fairly large increase? If we take out some of our big NOMs we lose our ability to use our numbers of support.</p> <p>Lisa Lawrence, Vice President: We relied on the consultation period prior to conference. We received no feedback and therefore assumed there was no issue. We recognise that we need to test our largest NOMs before we take this again.</p> <p>Suzanne McNabb, TEU: Questioned if we can take amendments from the floor. Procedural advisor confirmed no.</p> <p>Vanisa put the motion. A vote was taken and showed a majority against the motion.</p> <p>The motion was lost.</p>	<p>LOST</p>

Vanisa reminded delegates of voting on the following which will close at 1.15pm:

- Convenor election
- Life member election
- Board elections.

The Conference broke for lunch at 12.40pm.

The Conference re-convened at 1.30pm.

BUSINESS SESSION 2

REMITTS

Vanisa went through the process of the remit session, pointed to 'For' and 'Against' mics on either side of the stage.

Voting Strength for this session made up of:

- *Branches: 43*
- *NOMs: 33*
- *Board & Convenors: 13*
- *NIMs: 2 and 3/15*

Overall votes: 91 and 3/15.

REMIT 1: Acknowledging and honouring Te Tiriti o Waitangi

THAT NCWNZ is committed to the rights and obligations articulated in Te Tiriti o Waitangi and the Treaty of Waitangi as the founding documents of Aotearoa. NCWNZ demonstrates a visible and tangible commitment to honouring the tikanga of tangata whenua and

MOTION / DISCUSSION	ACTION
<p>ensuring the fulfillment of rights and responsibilities of both Tiriti partners.</p> <p>Mover: Bernice Williams, Wellington Branch Seconded: Lisa Lawrence, Vice President</p> <p>Discussions (For/Against):</p> <p>For: Proposer - Bernice Williams, Wellington Branch: Time for NCWNZ to have an uncomfortable conversation. Racism and white privilege. We have work to do here and we need to have this conversation. I am a non-Maori woman and will expect to live 7 years longer. There is racism against Maori. We need to take part in a cultural re-set. Bernice thanked everyone for their support.</p> <p>Seconded - Lisa Lawrence, Vice President: Supporting our mainstream membership. Supporting is an important stage. We need to recognise that Te Reo and English go hand in hand. The next steps are crucial to building relationships with Iwi. Our branches need to open their doors and be inclusive, help when they can use assistance.</p> <p>Suzanne Manning, Education Convenor: Wants to offer Play Centre's support to this remit. This is a commitment requiring action and commitment for the long term. Support this remit with your eyes open.</p> <p>Robyn Barnett, Manawatu Branch: Wanted to add to Suzanne's comments. She is also involved with Play Centre and was part of the treaty partner. Play Centre was the group who embraced her as woman and as a Maori woman, Robyn is a very white looking Maori woman.</p> <p>Suzanne McNabb, TEU: Please support this. TEU has embarked on this journey and the positives outweigh the challenges. It made us look at our history.</p> <p>There were no speakers against.</p> <p>Vanisa put the motion.</p> <p>Vote result: For: 83 and 3/15 Against: 6</p> <p>The motion was carried.</p>	<p>CARRIED</p>
<p>REMIT 2: Pay and Employment equity</p> <p>THAT NCWNZ supports legislation that provides for the implementation, monitoring and effective enforcement of pay and employment equity. This includes:</p>	

MOTION / DISCUSSION	ACTION
<p>a) Equal pay; equal pay for the same or similar work b) Pay Equity; equal pay for work of equal value, and c) Employment Equity; to ensure that pay, conditions, access to the full range of jobs at all levels of the workplace, and experiences in the workplace, are not affected by gender.</p> <p>Proposer: NZCTU, NZ Council of Trade Unions Seconder: Wellington Branch</p> <p>Discussions (For/Against):</p> <p>For: Proposer - Debbie Taylor, NZCTU: Debbie welcomed everyone. This achievement we all support. The 1972 Equal Pay Act ensured women were entitled to equal pay. It means a lot to women to have equal pay. The CTU has worked with many women and supported them. This remit updates our policy and we support it. There is a lot of work to do and now is the right time.</p> <p>Seconder - Bernice Williams, Wellington: The Wellington Branch supports this remit. It supports the government in their goals of achieving this remit. There remains occupational segregation. We need to look at gender bias and discrimination in the workplace.</p> <p>Janet Quigley, PSA: please do support this remit. It happens because of discrimination, and not being paid for skills. Some are also being paid lower rates and have not moved up the pay scale compared to men. 55,000 equal pay claims compared to a year ago. For some it was the first time they were able to take their children to the movies. We are all worth 100%.</p> <p>Carol Beaumont, Auckland Branch: The Auckland branch supports this remit. It's important to support this and we know we will get the mandate now to get involved. We have always led the way in this space dating back to the 1950's. We remain forward looking. We need to strongly advocate that not all women are equal in gender pay.</p> <p>Sheena Ross, College of Midwives: Thanked the Council on behalf of Midwives. Important remit for us for lack of pay equity. For the recent budget to the Ministry of Health, poor information was provided to government. Equity case is still ongoing. The College of Midwives is about all of us.</p> <p>Against: There were no speakers speaking against.</p> <p>Right of Reply: No right of reply.</p> <p>Motion put by Vanisa.</p>	

MOTION / DISCUSSION	ACTION
<p>Vote result: For: 89 and 3/15 Against: 0</p> <p>The motion was carried.</p>	<p>CARRIED</p>
<p>REMIT 3: Education on family violence prevention</p> <p>THAT NCWNZ proposes that there should be further education around family violence prevention specifically tailored for local ethnic and former refugee communities.</p> <p>Proposer: The New Zealand Federation of Business and Professional Women (BPWNZ) Secunder: Southland Branch</p> <p>For: Proposer - Hellen Swales, BPWNZ: Violence is a huge problem in NZ. Violence against women of all races. Men and women when entering the country are segregated. Crosses over ethnicity and cultural divides. It highlights that we understand where you stand and we support you. Empower women to find their voice. We ask that we are sensitive to their needs and become more inclusive. Please support this remit</p> <p>Secunder - Anne McCracken, Southland Branch: We are pleased to second this remit. We encourage migrants and we have an obligation to prevent violence. Souella Cumming, Zonta District 16: In support of this remit. It's a critical issue for NZ, our record is not something to be proud of. It provides us with an action oriented approach for next steps.</p> <p>Rizwaana Latiff, Hawkes Bay Branch: Works in Hawkes Bay. Deals with numerous domestic violence instances regularly. There is a lack of understanding and support. NZ doesn't have enough information available for migrants.</p> <p>Against: Fiona McGiven, Christchurch Branch: Disagrees with the wording as presented in May. It implies that there is a higher level of violence.</p> <p>Sheena Ross, College of Midwives: There was discussion in Christchurch around migrants and domestic violence. They worry that people look at this, and recommend we change the wording. Supports the remit but would like to change the wording.</p> <p>Right of reply: Hellen Swales, BPWNZ: When you go out and talk to the migrant community they will tell you heart-wrenching stories. Maybe the wording isn't 100% correct but the intent is clear and that is what we</p>	

MOTION / DISCUSSION	ACTION
<p>should support. We're telling them there is a place for them and they are supported.</p> <p>Motion put by Vanisa.</p> <p>Vote result: For: 77 and 2/15 Against: 12 and 1/15</p> <p>The motion was carried.</p>	<p>CARRIED</p>
<p>REMIT 4: Abortion and healthcare</p> <p>THAT abortion should be a standard part of healthcare – safe, legal and accessible.</p> <p>Proposer: ALRANZ, Abortion Law Reform Association of NZ Secunder: Family Planning New Zealand</p> <p>Discussions (For/Against):</p> <p>For: Proposer - Terry Bellamak, ALRANZ: Our previous remit was overtaken by events that forced the Government to review policy. Law commission to put forward a change in policy. NCWNZ needs to clarify its goals to be accessible and safe. Abortions are routine. Time for NZ to make this a legal reality. Special time in NZ, after 40 years of neglect and ignoring these laws we finally have a government to take this on and bring NZ into line. NCWNZ needs to make the most of its mana to call for education and make submissions on this. Explain what we need. To help counter the misinformation that will be coming. NCWNZ is well placed to take this on. Abortion is a troubled topic; hopefully we can agree that the best person to decide is the pregnant person. Please support this remit.</p> <p>Secunder – Kirsty Walsh, Family Planning NZ: Supports this remit. Current legislation no longer applicable. When laws changed there has not been an increase in abortions. Our policy needs to be brought up to date. It is a health issue for women. We need to recognise abortions as a healthy reproductive choice without stigma attached.</p> <p>Arna Metcalfe, Board Member: Talked about accessibility, lots of different factors affect accessibility around the country. Not all women have access to this.</p> <p>Against: Yvonne Westrupp, Salvation Army NZ: Agrees abortions should be safe, legal etc. Welcomes the Law Commission views. Women need to be given time to make decisions. Abortions have long-term effects for</p>	

MOTION / DISCUSSION	ACTION
<p>women. Legal and health sectors would be a better way to go. Not happy to support remit at this time.</p> <p>Susan Apathy, Catholic Women’s League: Agrees with what Yvonne has said. Doesn’t believe it’s the right time for this remit. What would abortion services look like if this moved to the health section? Would it increase accessibility and the care that women seek? We can find no evidence to support this. Our health system is under pressure. We should wait until we hear what’s proposed before making a decision. These are legal and health issues. We want the best care for women. Not convinced this remit at this time will give us this.</p> <p>Right of reply: Terry Bellamak, ALRANZ: Is this the right time? There can be no other time. We decide at this conference. We need to vote. Statutory grounds for aborting are not fit for purpose and rape is not included nor is contraceptive failure. Mental health has been the grounds and women have had to lie to have an abortion.</p> <p>Motion put by Vanisa.</p> <p>Vote result: For: 71 and 3/15 Against: 18</p> <p>The motion was carried.</p>	<p>CARRIED</p>
<p>REMIT 5: Gender Equality in all Sporting Codes</p> <p>THAT NCWNZ supports gender equality in all sporting codes, and encourages more equitable reporting by sporting codes and media entities.</p> <p>Proposer: The New Zealand Federation of Business and Professional Women (BPWNZ) Seconder: Christchurch Branch</p> <p>For: Proposer – Hellen Swalles, BPWNZ: Women in sport focus. Issue on many levels and could reap wide-ranging results. Involved in sports management equal to what men do. Asks for support of the remit.</p> <p>Seconder - Penny Divine, Christchurch Branch: Sandra when she did her talk discussed gender equality. The most common picture is we get up, go to an office or restaurant. We expect this to be the norm. In sporting codes, it is not equitable, and they are judged differently. Gender inequality is across the board. AB’s pre-cursor to the Silver Ferns for example. Would this ever happen? We work the factories, we can kick the ball the same as the guys.</p>	

MOTION / DISCUSSION	ACTION
<p>Rachel Burnett, PPTA: Sport is a big thing. The girls don't get what the boys get (gear). There are not enough coaches for girls. Women need to be more heroes and be shown that at a young age that it's worthwhile.</p> <p>Dianne Glenn, National Individual Member: NZ Herald features 16 pages on men's sports, 3 pages on women's sports. Women are not reported on enough in the media.</p> <p>Rachel Harris, Aspiring Board Member: White Ferns earn \$22,000, domestic men minimum of \$30,000 – \$70,000 annually. Women have to work to support themselves.</p> <p>Right of reply: Hellen Swales, BPWNZ: Heard the stories and the gaps in the genders. We may have a strong hero in soccer to say that they will pay women the same. This is not the case for all sports. All codes need to step up and we need to demand this. Women won more medals than men in the Commonwealth Games.</p> <p>Vanisa put the motion.</p> <p>Vote result: For: 86 and 3/15 Against: 3</p> <p>The motion was carried.</p>	<p>CARRIED</p>
<p>REMIT 6: Climate change mitigation and adaptation</p> <p>THAT NCWNZ commits to a net zero greenhouse gas emissions future for Aotearoa New Zealand and recognizes that it is crucial to build resilience against the effects of climate change and disaster risk:</p> <p>Proposer: Climate Change & Environment Standing Committee Secunder: Auckland Branch</p> <p>For: Proposer - Christine Caughey, Climate Change & Environment Standing Convenor: Global levels of omissions continue to rise. Several metres of seawater rise, greenhouse gas emissions will peak in a year or so. We support this to a 2 degree increase. This remit is important. Women play an important role in this. Building resilient communities. Cyclones have been on the increase. Climate change is a social justice issue not gender equality. It is not gender neutral and it makes inequalities worse. It affects the poor most, including women. We need to build more resilience and provide education and bring our men with us. Resilient women can build a resilient NZ and we all have a role to play.</p> <p>Secunder - Catherine McNally, Auckland Branch: Climate change is a most pressing issue of the 21st century. Not even disasters are shaking</p>	

MOTION / DISCUSSION	ACTION
<p>us awake. This is our only chance to make changes. We have choices. Shape policy. Effective policies achieve gender equality. We can teach and empower people about carbon footprints. Embrace the health of our planet. What we buy, what we eat. Make healthier choices. There are many issues to discuss. Link with others to share our views and as women as can take action.</p> <p>Barbara Arnold, Manawatu Branch: Montreal climate change around ozone layer. We have supported many issues around the world. Barbara has written papers on climate change. Why would we go backwards?</p> <p>Lisa Lawrence, Vice President: Motueka are still calling on families to help as a result of the cyclone. Family violence in the region has increased due to this cyclone. Disaster relief is gender unequal. Women and children suffer.</p> <p>Right of reply: Christine Caughey, Climate Change & Environment Standing Convenor: Please support this remit.</p> <p>Vanisa put the motion.</p> <p>Vote result: For: 86 and 2/15 Against: 3 and 1/15</p> <p>The motion was carried.</p>	<p>CARRIED</p>

This completed the Remit session and all supported remits will become NCWNZ policy and the will be added to the NCWNZ Book of Resolutions.

A reminder that Ballots close at 3.45pm.

At 3.30pm, Vanisa closed Business Session 2, and Conference broke for afternoon tea.

The Conference reconvened at 4.00pm.

BUSINESS SESSION 3

<p>Distinguished Service Awards, Board election announcements, Remit voting announcements</p> <p>Distinguished Services Awards: Josephine Bartley, Auckland City Councillor assisted Lisa Lawrence and Vanisa Dhuru to present these awards. Ali Jones read out the citations:</p> <p>Distinguished services awards were presented to:</p> <ul style="list-style-type: none"> ▪ Margaret Wilson, Auckland Branch: Margaret gave her thanks and a photo was taken. 	
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MOTION / DISCUSSION	ACTION
<p> <ul style="list-style-type: none"> ▪ Alison Heslop, Nelson Branch: Pip Jamieson accepted on her behalf and a photo was taken. ▪ Frances Austin, Tauranga Branch: Francis gave her thanks and a photo was taken. ▪ Jennifer Harris, Hawkes Bay Branch: Jennifer gave her thanks and a photo was taken. ▪ Beryl Anderson, Hutt Valley Branch: Beryl gave her thanks and a photo was taken. ▪ Shayne Parkes, Hutt Valley Branch: Shayne gave her thanks and a photo was taken. </p> <p>Raffle draw: Councilor Bartley drew the raffle. Vanisa announced that raffle proceeds will be used to purchase items for the International Council of Women giftshop. We will buy items to take with us and will sell them with the proceeds going to Indonesia this year.</p> <p>The winners were:</p> <ul style="list-style-type: none"> • Anna Maria • Pat Haddock • Susan Apathy • Dr. Gill Greer • Lauren Rutherford • Catherine McNally. <p>Photo of prizewinners was taken. Accolades were made from the floor.</p> <p>Convenor elections: Three convenors were accepted:</p> <ul style="list-style-type: none"> • Beryl Anderson, Parliamentary Watch • Christine Caughey, Climate Change & Environment • Gabrielle Bretkelly, Employment. <p>Vanisa thanked them for their upcoming year of services. Accolades were made from the floor.</p> <p>Board member elections: The following members were confirmed to the board:</p> <ul style="list-style-type: none"> • Jignasha Patel • Pip Jamieson • Robyn Wong. <p>Lisa presented each new board member with a tree. Vanisa presented the new Board Members who were present with their Board Member folders. Accolades were made from the floor.</p> <p>Life member elections: Vanisa shared with the delegates that Christine Knock has been confirmed as Honorary National Life Member of NCWNZ.</p>	

MOTION / DISCUSSION	ACTION
<p>Christine Knock was presented Honorary National Life Membership by Vanisa Dhiru and Lisa Lawrence.</p> <p>Christine was presented with a gift. Accolades were made from the floor.</p> <p>Vanisa and Lisa will honor their support of Christine's work at the International Council of Women (ICW) General Assembly next month in Yogyakarta, Indonesia. NCWNZ's support will include a nomination for her to be the next Secretary of the Asia Pacific Regional Council (APRC).</p> <p>Christine acknowledged a number of people, Alison Roxburgh in particular. Christine also thanked Jenny Saywood. She acknowledged a long history working with both women.</p> <p>Remit voting results: Voting results were announced for the remits.</p>	
<p>VOTING PAPERS</p> <p>Vanisa Dhiru moved: THAT the Conference 2018 voting papers are destroyed.</p> <p>Vanisa put the motion. A vote was taken and showed a majority for the motion.</p> <p>The motion was carried.</p> <p>Vanisa congratulated members for running the conference on time.</p>	<p>CARRIED Voting papers to be destroyed.</p>
<p>CLOSING SESSION:</p> <p>President's closing Vanisa thanked the proposers and seconders of the remits, the scrutineers, and the three Justice of the Peace volunteers for the counting all ballot votes. Thank you for your time and services today.</p> <p>Vanisa thanked those that helped in conference specific roles today.</p> <p>Vanisa thanked the outgoing board members for their service:</p> <p>Ali Jones, elected Board Member - Ali thanked everyone and is disappointed that she could not stand again. Lots of work going on in Christchurch and she is not able to commit the amount of time required. Ali was presented with a gift.</p> <p>Francis Manwaring, co-opted Board Member - She has given a lot of time to the board. Vanisa thanked her for her service. Francis thanked</p>	

MOTION / DISCUSSION	ACTION
<p>the board. Francis will stay involved with the Wellington branch. Francis was presented with a gift.</p> <p>Vanisa was proud for the Board to appoint a new patron.</p> <p>The Board was able to secure a wonderful patron for the organisation, announced as the Right Hon Helen Clark. Helen will be with us tomorrow and we will honor her appointment then. This announcement was embargoed until 12.01am, 1 September 2018.</p> <p>Vanisa thanked the Auckland Branch for their work putting this conference together and for curating the amazing day planned for tomorrow. In particular, Catherine McNally and Judith Thompson were acknowledged for all their work coming tomorrow.</p> <p>Affirmation from the room (clapping).</p> <p>Vanisa announced the Member's Day of the Conference closed by banging the NCWNZ gavel at 5.02pm.</p>	
<p>The Conference was followed by a Cocktail function at the hotel, and then followed by the Suffrage 125 dinner at 6.30pm.</p>	