

Women innovators celebrate suffrage day

Over 200 guests were inspired by current women leaders in innovation, celebrated the 121st anniversary of women's suffrage and had an opportunity to visit the National Library's Leading Edge exhibition.

The circular saw, kevlar, submarine telescope, marine flares, shelves in a refrigerator door, the COBOL computer language and first suction milking machine – all of these are innovative products invented by women.

Hosted by Dr Michelle Dickinson from Auckland University, three women leaders gave their thoughts on how to encourage more women and girls to consider innovation-related careers.

Dr Mary Quin, Chief Executive Callaghan Innovation, said astronomy sparked her interest in science at a young age and this interest was supported by teachers, parents and her family. Mary went on to complete a PhD in materials science and engineering from the Northwestern University in Illinois and an MBA from Harvard Business School.

“My advice to women is ‘you will find a way, keep walking until you get there’.”

She said we all have a role to promote science options to women and girls.

“New Zealand's economy needs more skilled workers in innovation fields. We need to make sure women and girls are utilising their skills and talents in the best way,” she told guests.

Victoria Crone, Managing Director Xero New Zealand, said that the digital world offered many opportunities for women to be entrepreneurial, to design innovative solutions and to work in a collaborative way.

“We have to educate girls on all career options early on and ensure they see science and innovation careers as fun. We have to support women in managing careers and their family, and we need to encourage women to be who they are,” she said.

Maru Nihoniho, Chief Executive Metia Interactive, described her journey from hospitality to breaking the stereotype of game developers. Maru has developed a new ‘e-therapy’ that uses an interactive 3D fantasy game to teach self-help for depression.

“I have always had a curious mind and it took a lot of hard work and whānau support for me to get where I am today. My advice to women is ‘you will find a way, keep walking until you get there.’”

“I develop games that are entertainment but also educational and helpful for people. I don't design games for boys or girls. I design games that everyone can enjoy,” she said.

Michelle summed up the presentations from the speakers with this final advice to guests; “Get innovating, be inviting, have imagination, inspire others and ignore the negatives that stop you progressing.”



Keynote speakers Mary Quin, Victoria Crone and Maru Nihoniho sharing their stories.

FROM THE CHIEF EXECUTIVE

Building on our legacy

Making a difference for New Zealand women requires making progress on long-term and complex issues.

Recently we have had the opportunity to celebrate the legacy of those women and men who have contributed over time to improve lives of women in New Zealand. While we honour these contributions, we must continue to ask what more we can do to create further progress.

For the 121st anniversary of women's suffrage last month we held an event to showcase New Zealand's women leaders in innovation. It was innovation, turning great ideas into action, that enabled New Zealand to be the first in the world for women's suffrage.

We heard inspiring stories from our speakers on their work to grow and develop our country, and their thoughts on what can be done to encourage more young girls into innovation-related

careers. It was great to have so many young girls hear the presentations and be inspired into new career paths.

We have also begun an exciting project to celebrate stories of our wāhine Māori.

In 1995 we captured the stories and photographs of 30 Māori women for a Karanga: Nga Reo o ngā Wāhine Māori – Voices of Māori Women project.

The women discussed issues such as the traditional and modern roles of Māori women in society, Te Reo Māori, education and leadership. Their stories are an oral history for New Zealand and offer valuable insights for researchers and policy-makers.

The stories were collected originally on cassette tapes and we are working to transfer these stories onto our website to enable these wonderful stories to be shared more widely.

These are a couple of examples where we can make linkages between our history and our future to improve lives of New Zealand women.

Many of our issues are enduring and long term. We have outlined in our latest Strategic Intentions document our work on greater economic independence, more women in leadership and increased safety from violence.

I hope you enjoy our new look Pānui newsletter. We are developing an e-newsletter to keep you up-to-date with our news and look forward to sharing this with you soon.

Ngā mihi



Jo Cribb
CHIEF EXECUTIVE,
MINISTRY OF WOMEN'S AFFAIRS

New Minister for Women

Louise Upston has been appointed Minister for Women. She is also Minister for Land Information and Associate Minister for Local Government and Tertiary Education, Skills and Employment.

Louise was elected Member of Parliament for the Taupo electorate in 2008. After the 2011 election Louise was the National Junior Whip and was promoted to Senior Whip in January 2013. She was previously a member of the Maori Affairs Committee.

Louise's former governance roles include the Waikato Community Broadcasters Charitable Trust, and she has been a Director of companies involved in property, tourism, project management, and consulting.

Her professional memberships include Business and Professional Women, Chambers of Commerce, and Her Business Network. Louise has also been a member of the Human Resources Institute of New Zealand, the New Zealand Business Excellence Foundation, the New Zealand Institute of Management, and the Project Management Institute.



Hon Louise Upston, Minister for Women.

Louise's academic and professional qualifications include being an Associate of the New Zealand Institute of Management, a Post Graduate Diploma in Management Studies, Master of Business Administration, and Project Management professional certification.

Louise lives in Karapiro, south of Cambridge, with her three children aged 11, 12 and 16.

Celebration of ngā Wāhine Māori

The Ministry of Women's Affairs recently handed back to whānau the photographs of Wāhine Māori taken as part of the 1995 Karanga: Nga Reo o ngā Wāhine Māori – Voices of Māori Women project.

Whānau representatives of the 30 women featured came to Wellington to celebrate the women's lives and to collect and return the photos to their whānau.

"This was a wonderful opportunity to celebrate the taonga these women have contributed to our country," said Jo Cribb, Ministry of Women's Affairs' Chief Executive.

"We look forward to being able to share the photos and the voices of these women more widely on our website later in the year," she said.



Hineuru Taitoko with Jo Cribb and Dame Lady Tilly Te Koingo Reedy.

Awards recognise diversity initiatives across New Zealand

The ANZ and EEO Trust Diversity Awards NZ 2014 had more businesses than ever before being recognised for their workplace diversity initiatives.

“This shows diversity is becoming an accepted asset for organisations,” said Jo Cribb, Chief Executive Ministry of Women’s Affairs, who attended the 17th awards event run by the Equal Employment Opportunities Trust.

Bev Cassidy-Mackenzie, Chief Executive EEO Trust, said the increase in the number and quality of entries was a positive reflection of how much the diversity landscape has changed in recent years.

“Businesses are clearly learning how to make the most of a diverse workforce and the benefits of building an inclusive culture. With 213 different ethnicities, cultural differences are part of New Zealand society and our work environments need to be open to those differences,” she said.

Inclusivity means many different things to different people; to this year’s Supreme Award winner, Jacobs, it means welcoming and respecting the varied backgrounds, talents, skills and experience of all employees. As well as taking away the Supreme Award, Jacobs was the recipient of the Empowerment Award for its work in fostering greater gender equity across the engineering consulting business.

Traditionally, engineering and science professions have tended to be dominated by men. This trend has shifted slightly in recent years, with more female graduates in the workforce but the number of women in senior technical roles remains low.

As part of an expanding global organisation, Jacobs has responded to this challenge by integrating new approaches from the wider business world with a strong emphasis on networking and inclusion.

The other winners of ANZ and EEO Trust Diversity Awards NZ 2014 were: Aurecon, Elizabeth Knox Home & Hospital, Russell Group, Nirvana Health Group, Odyssey, Andrew Stewart and Ranjna Patel (NZ Asian Leaders) for their leadership on diversity.

The Equal Employment Opportunities (EEO) Trust is a national body mandated by government to provide support to employers around the issue of equal opportunities and diversity in the workplace.

To find out more about the winners, visit www.eeotrust.org.nz

NZSX diversity reporting

NZSX has released its data on the number of women directors and women officers of listed companies for the second quarter in 2014.

These companies (excluding overseas companies) are required to include in their Annual Reports data on the gender breakdown of the Directors and Officers at the financial year end and include comparative figures for the prior financial year end.

The table right summarises the data for all companies that released their gender diversity statistics to the market in the three months ended 30 June 2014.

The YTD (year to date) figures reflect the total data disclosed in the period between 1 January 2014 and 30 June 2014, compared to the same period last year.

There are differences in the companies that comprise the two sets of data due to differences in the timing of releases as well as listings/delistings that have occurred during the periods.

The summary of the first year results of the Diversity Ruling (covering all relevant Annual Reports released during 2013) was released in March 2014.

This showed that, out of 109 companies, the percentage of women directors was 12 percent and the percentage of women officers was 19 percent.

	Q2 2014 (to 30 June 2014)	YTD 2014	YTD 2013
Number of companies	39	50	41
Number of Directors (male/female)	183/22	248/29	205/18
Percentage of Directors (male/female)	89%/11%	90% / 10%	92%/8%
Number of Officers (male/female)	180/51	233 / 68	193/57
Percentage of Officers (male/female)	78%/22%	77%/23%	77%/23%

Adult Learners' Week celebrates women in trades

The increasing number of women entering trades was the focus of Adult Learners' Week, He Tangata Mātauranga, in September 2014.

Adult Learners' Week was established in 1998 to raise the profile of adult learning and to celebrate the successes and achievements of those participating in adult and community education.

New Zealand has a strong culture of adult learning and half a million adults participate in learning programmes every year.

Over the last year the Government, through the Ministry of Women's Affairs, has worked with Canterbury Polytechnic Institute of Technology (CPIT), Ngai Tahu, the Canterbury Employers' Chamber of Commerce, Stronger Christchurch Infrastructure Rebuild Team (SCIRT) and other Canterbury organisations to increase women's visibility in rebuild jobs and encourage more women into trades.

So far this year 151 women have enrolled for trades courses at CPIT, taking advantage of CPIT's 'women in trades' scholarships. That's 31 more women compared to the total intake in 2013. This is one example of women learning skills and creating rewarding career opportunities for themselves and their families.

Canterbury labour market continues to improve

The latest Household Labour Force Survey showed that, in the year to June 2014, the number of women employed in Canterbury grew by 9.9 percent to 161,700.

The increase of 14,600 women represented half the growth in women's employment in New Zealand over this period.

The female labour force participation rate was up slightly in the quarter to 64.8 percent, higher than the national rate of 63.1 percent.

The female unemployment rate decreased 2.2 percentage points to 3 percent. This means there are 4,900 unemployed women in Canterbury, 3,200 fewer than in June 2013.

Across New Zealand in the year to June 2014 the overall picture is also positive. Women's labour force participation and employment rates increased. There were also higher proportions of Pacific and Māori women in work and fewer young women who are not in education, employment or training.

Road transport's action plan for women

The Road Transport Forum has released its Women in Road Transport Action Plan, which is geared at attracting more women to the sector. The Action Plan was developed with the assistance of the Ministry of Women's Affairs.

Research shows that the transport sector is facing a long-term shortage of at least 1,100 drivers. This projected shortage and the consequent freight delays could have wide economic repercussions.

Currently women account for around 16 percent, or 6,000, of the 34,000 strong road transport workforce. Of our 23,000 heavy truck drivers, around 3 percent, or 760, are women.

The Action Plan covers issues such as increasing the visibility of those women already in the industry. It also looks at how to address stereotypes and better support and retain women in the industry.

The plan also includes a diversity toolkit which includes information on topics such as flexible work-time guidelines, career pathways, tackling shared facilities, safety equipment and uniforms suitable for women.

A copy of the Action Plan can be downloaded from The Road Transport Forum's new women in road transport webpage, www.rtfnz.co.nz/women_in_road_transport

Getting started

Ann-Maree Robertson drives tankers for an oil company. Trucks have always been a passion for her – as a child growing up in Southland she could tell whose truck was coming by the sound it made. Her advice to women interested in becoming truckdrivers is "perseverance: keep knocking on doors, because those doors aren't going to open if you aren't there".

For more on Anne-Maree's story, visit www.rtfnz.co.nz



WOMEN ON THE MOVE

Frances Valintine and **Sharon Henderson** have been appointed to the Small Business Development Group.

Marion Cowden has been appointed as Deputy Chair to the Institute of Environmental Science and Research Ltd.

Sarah Haydon has been appointed and **Belinda Vernon** has been reappointed to the board of the Institute of Geological and Nuclear Sciences Ltd.

Jane Taylor has been appointed as Deputy Chair to Landcare Research New Zealand Ltd.

Dr Gillian Lewis has been appointed and **Dr Helen Anderson** has been reappointed to the board of the National Institute of Water and Atmospheric Research Ltd (NIWA).

Colleen Neville has been appointed to New Zealand Forest Research Institute Ltd (Scion).

Belinda Pidwell has been appointed as an acting District Court Judge to serve in the Waitakere District Court.

Dr Charlotte Marewa Severne has been appointed to the Science board.

Pip Dunphy has been appointed as Chair to the board of Solid Energy New Zealand Ltd.

Professor Linda Tuhiwai Smith has been appointed to the Māori Economic Development Advisory Board.

Kim Ngarimu and **Naida Glavish** have been appointed to the Māori Heritage Council Pouhere Taonga Board.

Bronwen Holdsworth has been appointed and **Lisa Bates** has been reappointed to the board of the New Zealand Symphony Orchestra.

Anne Blackburn has been reappointed as Deputy Chair of New Zealand Venture Investment Fund Ltd (NZVIF).

Michelle Alexander has been appointed to the board of AgResearch Board.

Stana Pezic has been reappointed to the board of the New Zealand Institute for Plant and Food Research Ltd.

Susie Johnstone has been reappointed to the board of Research and Education Advanced Network Ltd (REANZ).

Liz Jones has been appointed to the board of Housing New Zealand.

Carolyn Robertson and **Helen Tait** have been appointed to the Library and Information Advisory Commission (LIAC).

Lindsey Lawton has been appointed to the Standards Council.

Rosie Byford has been appointed and **Denise Bowen** has been reappointed to the board of the Joint Accreditation System of Australia and New Zealand (JAS-ANZ.)

Anita Mazzoleni has been appointed and **Jill Spooner** has been reappointed to the ACC Board.

Jo Breese and **Lorna Taylor** have been appointed to Te Urewera Board.

Sheridan Broadbent has been appointed to the Board of Kordia Group Ltd.

Lyn Lim and **Michelle van Gaalen** have been appointed to the Public Trust Board.

Keitha Dunstan and **Mai Chen** have been appointed to the Securities Commission.

Marion Grace Miller has been appointed to the Cadastral Surveyors Licensing Board.

Joyce Croft has been appointed to the Midwifery Council.

Shelley Jane Cave has been appointed to the board of the Government Superannuation Fund.

Dr Tailulu Fonua-Faemani has been appointed to the Medical Council of New Zealand.

Lindsey Lawton has been appointed to the Testing Laboratory Registration Council.

Kerry Prendergast has been reappointed as Chair of the Environmental Protection Authority.

Taria Tahana has been reappointed to the Environmental Protection Authority.

Hinekehu Ngaki Dawn McConnell has been appointed to Nelson Marlborough District Health Board.

Wendie Harvey has been appointed to the Gambling Commission.

Jennifer Langley has been appointed to the New Zealand Council of Legal Education.

Nicole Anderson has been appointed to the Pharmaceutical Management Agency.

Adrienne Young-Cooper has been reappointed to the New Zealand Transport Agency.

Fiona Angus has been reappointed to the Podiatrists Board.

Beryl Kelly has been reappointed to the Medical Radiation Technologists Board.

Carol Shinkfield has been reappointed to the Psychotherapists Board.

Sheryl Stivens has been reappointed to the Waste Advisory Board.

Michele Embling has been reappointed to the External Reporting Board.

New Board for National Council of Women

The National Council of Women of New Zealand has elected a new Board at its recent conference.

The new Board is: National President Rae Duff; 1st Vice President Vanisa Dhiru; 2nd Vice President Dianne Glenn; and Board members Helen Gibson and Cleone Campbell.

Changes to Pānui

Welcome to our new-look *Pānui* newsletter and we are pleased to keep you up-to-date with our news and work. Later this year *Pānui* will be available in an e-newsletter form. If you would prefer to receive *Pānui* in this format register your email via mwa.mwa@govt.nz or register your email via Connect with us on www.mwa.govt.nz.

You can also follow us on Linked In – Ministry of Women's Affairs.

NZIER Economics Award

Marilyn Waring, Professor of Public Policy at the Auckland University of Technology, has been awarded the NZIER Economics Award for 2014.

The annual NZIER Economics Award promotes and recognises excellence in economics of relevance to New Zealand.

The judges said this award was in recognition of her "unusual courage and persistence in campaigning for full recognition of the economic worth of contributions made outside of the formal labour markets, which had for decades been regarded as too hard to measure accurately, and thus had not been measured at all".

The winner of the award is selected by an independent panel that includes the Governor of the Reserve Bank, the President of the New Zealand Association of Economists and the Secretary for Treasury (or their nominees), and one representative each from the academic and business communities.

New NACEW appointments

Pele Walker and Marianne Bishop have taken up roles on the National Advisory Council on the Employment of Women (NACEW) following the departures of Dr Airini and Suzanne McNabb.

Pele Walker

Pele's directorships have included Creative New Zealand's and Arts Board and the St James Theatre Ltd. She also chaired the Pacific Arts Committee for Creative New Zealand was the inaugural Chair of the Pacific Women's Economic Development Advisory Board. She is currently a lay member of the Lawyers and Conveyancers Disciplinary Tribunal.

Pele is Chief Mediator for the Human Rights Commission and has been Executive Director of LEADR NZ.

Marianne Bishop

Marianne is an Enrolled Nurse. Since 1997 she has worked as a caregiver in a residential aged care facility in Wellington. She has been a Service and Food Workers Union Nga Ringa Tota Delegate since 1998 and is involved in the regional structure of the union, representing the union and members on various committees and is actively involved in campaigns.

She offers in-depth knowledge and experience about the economic, social and employment issues of low-paid women workers in the health sector and in the wider workforce.

New websites share women's employment stories

Two new websites are sharing women's career stories to inspire young women to consider a range of career options.

Herstory (www.herstory.org.nz) was launched in August with the aim of empowering young women to actively pursue opportunities and overcome social barriers.

The website features photography and personal career stories to give information

about different career opportunities. The subjects are shown in their workplaces, in their homes and wider communities, as a way to show the importance of life outside of work.

The Herstory website was produced by Chrissy Irvine, a photography honours student at the School of Fine Arts, University of Canterbury.

Another website, Pick n Mix (www.picknmix.org) showcases a range of career and lifestyle choices that women can choose from. The website developers have interviewed a range of people to find out how they got to be doing the job that they have now, what challenges they faced along the way and what they're enjoying most about their lives.

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