

Record levels of women appointed to state sector boards in 2018

On 20 June, at the Women in Governance Awards in Auckland, Minister for Women Julie Anne Genter announced that 2018 has seen a record level of women on state sector boards.

"This Government is committed to having more women in leadership roles. We have increased women on boards to a record level 47.4 percent for 2018, up from 45.7 percent in 2017" says Julie Anne Genter.

"This result shows significant progress towards our target of 50 percent of women on state sector boards and committees by 2021.

"More diverse leadership in organisations results in better decision making, better organisational resilience and better performance. It also opens up more opportunities for women to succeed and contributes to a more inclusive and fairer society.

"By making sure the public sector has equal representation at the top, we want to inspire the private sector to lift its game.

"We're encouraging organisations across New Zealand to challenge current workplace cultures and support women into leadership roles, not just because that's the fair thing to do, but also because diversity helps organisations function more effectively.

Minister for Ethnic Communities Jenny Salea is working towards having ethnicity data for boards available next year.

This will give us better information about the ethnic makeup of our boards with a view to ensure diversity and representation of all New Zealanders.

"This government knows that boards should represent and reflect the communities they serve, and we are working towards that.

"I want to encourage women who are interested in being on boards to register for the Ministry for Women's nominations service," says Julie Anne Genter.

The Gender Stocktake of State Sector Boards and Committees is undertaken annually by the Ministry for Women. These include large SOEs, conservation boards and community trusts.

The full stocktake and access to the Ministry's Nominations Service is available at www.women.govt.nz.

Number of women who hold a board role



1,075
individual
women



hold
1,258
roles



Robyn Smith, Steering Group Chair; Renee Graham, Ministry for Women Chief Executive; Hon Julie Anne Genter, Minister for Women; and Mele Wendt MNZM, multiple board member, attend the Wellington launch of Women in Governance 2018.

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at women.govt.nz/leadership/nominations-service

New rōpū focusing on wāhine Māori established at Ministry

The Ministry for Women and Te Puni Kōkiri are establishing a new rōpū (group) whose initial key focus will be to lead and coordinate the Crown's involvement in and response to the Mana Wāhine kaupapa inquiry (Wai 2700).

Ministry for Women Chief Executive, Renee Graham, says the Ministry's role is to coordinate the response to the Inquiry, but also to lead developments across government to specifically improve outcomes for wāhine Māori. This is reflected in our vision in our Statement of Intent which says that wāhine Māori succeed as Māori.

"This is an opportunity to better understand how historical events have shaped circumstances faced by wāhine Māori, and to work with them to design better policy solutions that restore their mana and rangatiratanga, in all their different expressions", she says.

Kaupapa inquiries are thematic inquiries by the Waitangi Tribunal into claims which raise nationally significant issues affecting Māori or groups of Māori as a whole, in similar ways, where the claims have not previously been heard.

In December 2018, the Waitangi Tribunal formally initiated the Mana Wāhine kaupapa inquiry into claims alleging prejudice to wāhine Māori arising from Crown breaches of the Treaty of Waitangi, in both historical (pre-September 1992) and contemporary times (the Inquiry).

Approximately 120 statements of claim raising mana wāhine issues have been filed with the Waitangi Tribunal between the 1990s and February 2019.

Issues raised in the statements of claim relate to the alleged damage caused by Crown actions to customary roles of wāhine Māori, and their relationships with their lands and whakapapa, along with ongoing failures impacting on the status and wellbeing of wāhine Māori in relation to: employment, including the wāhine Māori pay gap and pay

equity; whānau and sexual violence; the justice system, including the incarceration of wāhine Māori; child protection and welfare; wāhine Māori in leadership and decision-making roles (including in local government and natural resource management) and education, health, and housing.

The Presiding Officer, Judge Sarah Reeves, is expected to issue directions on the next steps for the Inquiry soon which could include its scope, priority issues, and sequencing.

The Crown's participation in the Inquiry is being led by the Minister for Women and the Ministry for Women, in partnership with Te Puni Kōkiri and other relevant departments. Their role is to lead and coordinate on behalf of the many different areas of government likely to be involved.

Women's ethnic framework launched

A new learning programme – created to enhance the wellbeing of ethnic women in New Zealand – was launched at the Multicultural Women's annual hui at the end of June.

The programme, 'Wellbeing Framework for Ethnic Women', is being piloted by coordinators of regional multicultural centres in Waitaki, Manawatū, Hawke's Bay, and Auckland by Belong Aotearoa and Waitakere Ethnic Board.

The idea for the Framework came from last year's Multicultural Women's Hui. Development has been guided by members of the Multicultural Women's Council and their Newcomers Network, with funding assistance from the Ministry of Women – as part of the Suffrage 125 Community Fund.

The Framework aims to reach refugee-background and new migrant women to give them an overview of the opportunities and freedoms available to them in New Zealand. Part of its outreach will be to help women find and access existing resources and people.

The programme has been developed by women who understand what it's like to move to, and settle in, a new country. The goal is that after completing the Framework women can say: "I am culturally competent and respectful of other cultures; my family's needs are met, I am part of a community network and I lead a balanced life."

For many migrant women, it can be a huge relief to chat with someone who understands their situation. This could be their local Regional Multicultural Centre or Newcomers Network coordinator, someone from their culture, or from another organisation that can provide the specialist help they need.



Ministry for Women CE Renee Graham addresses the Multicultural Women's annual hui.

Gender on the APEC agenda in Chile

Ministry for Women Principal Policy Analyst, Riripeti Reedy, represented New Zealand at the APEC Policy Partnership on Women and the Economy (PPWE) meeting, held in Valparaiso, Chile, from 8 to 10 May 2019.

Sixteen member economies (Australia, Canada, Chile, the People's Republic of China, Indonesia, Japan, the Republic of Korea, Malaysia, Mexico (by remote participation), New Zealand, Peru, the Philippines, Russia, Chinese Taipei, the United States and Viet Nam), attended the meeting.

Guests included Asia Pacific Rim Universities, Google, Microsoft, Laboratoria, Accenture, and Best Innovation.

Riripeti also attended the first day of the PPWE Workshop on Gender and Data, held on 7 May and led by Chile, and participated in the development of a zero draft for the APEC Women in STEM principles, facilitated by the United States.

PPWE was chaired by Under-Secretary, Ms Carolina Cuevas (Chile), with Ms Datuk Saidatu Akhma binti Hassan as Co-Chair (Malaysia), and supported

by Ms Anais Kedgley Laidlaw, from the APEC Secretariat.

"A key focus of the meeting was to further develop Chile's proposed APEC-wide, leader-level 'Santiago Roadmap on Women and Inclusive Growth'," says Riripeti.

"This will be discussed, and its endorsement sought for, at the High Level Policy Dialogue at the Women and the Economy Forum, which will take place from 30 September to 5 October 2019."

The Ministry for Women is working with the Ministry of Foreign Affairs and Trade on preparations for New Zealand's hosting of APEC in 2021. This will have a focus on the economic empowerment of women, and New Zealand's commitment to strengthening the participation of Māori in all aspects of this hosting.



Principal Policy Analyst Riripeti Reedy represents New Zealand at APEC.

Pay equity legislation back in Parliament

Minister for Workplace Relations and Safety, Iain Lees-Galloway, and Minister for Women, Julie Anne Genter, have welcomed the Select Committee's report on the Equal Pay Amendment Bill and a new investment in pay equity tools and guidance.

The Equal Pay Amendment Bill replaces the court-based approach with an accessible process based on the existing bargaining framework.

"Most people who made submissions on the Bill supported its intent in a resounding endorsement for our approach to achieving pay equity," Julie Anne Genter says.

"A common request was for clearer advice and guidance on making a pay equity claim."

"An investment of \$1 million will be made in the Wellbeing Budget to assist the claims process, and reduce barriers previously experienced by people making pay equity claims," Iain Lees-Galloway says.

"This includes funding for the Ministry of Business, Innovation and Employment to develop online tools and resources which will improve peoples' understanding of the pay equity claims process, by providing guidance and data for their claims. This will help reduce disputes, improve bargaining processes and lead to enduring pay equity settlements."

"By making court action a last resort, we will lower the bar for initiating and resolving a pay equity claim."

Further changes proposed by the Select Committee include:

- Providing clarity on the threshold for making an arguable claim, by clarifying 'predominantly female' as a workforce that is, or historically was, approximately 60 per cent or more female.
- Removing the requirement to undergo facilitation before seeking a determination in disputes, to maintain a low threshold to commence bargaining and provide the Courts with greater discretion.

The tabled Select Committee Report is on Parliament's website.

Kiwi presence at Women Deliver 2019

Ministry for Women's Communications Director Kirsty Anderson joined other New Zealand representatives at the Women Deliver 2019 Conference in Vancouver, 3–6 June 2019.

This is the largest international conference on gender equality with over 8,000 delegates, representing 165 countries.

Other New Zealand delegates were Members of Parliament Jan Logie, Hon Louise Upston and Liz Craig; Family Planning Chief Executive, Jackie Edmonds; youth advisor to UNESCO, Andrew Lesa; Dr Robbie Francis, the Lucy Foundation, Fatumata Bah, AUT, and the New Zealand Deputy High Commissioner to Canada, Amy Tisdall.

Radio New Zealand journalist, Kim Griggs, attended, as did former Prime Minister Rt Hon Helen Clark, who is on the Advisory Board of Women Deliver.

The Prime Minister, Rt Hon Jacinda Ardern, pre-recorded a video message which was shown at the conference, alongside other video messages from world leaders.

Many were very interested in work in New Zealand such as addressing how we are increasing women in leadership, and the focus of the Government on wellbeing.

The partner-driven conference presents new knowledge, promotes solutions, and serves as a fuelling station for influencers and advocates working to achieve a more gender equal world.

Kirsty said the aim of the conference was to hear from other countries on progress they are making for women and to share New Zealand's experiences.

The conference looked at the different issues affecting women's lives and will hone in on solutions and drive action in girls' and women's health – including maternal, sexual, and reproductive health and rights – education, environment, political participation, economic empowerment, human rights, gender-based violence, and access to resources.

"This was a valuable event for networking with those individuals and organisations working internationally to improve women's lives. Many were very interested in work in New Zealand such as addressing how we are increasing women in leadership, and the focus of the Government on wellbeing.

"The general theme of the conference was for delegates to use their power within their sphere of influence to continue to push for gender equality", said Kirsty.



Jackie Edmond, Andrew Lesa, MP Jan Logie, Dellwyn Stuart, Amy Tisdall, Kirsty Anderson, Fatumata Bah, Dr Robbie Francis and Amy Pearl at the NZTE offices in Vancouver.



Kirsty with former Prime Minister Rt Hon Helen Clark.



Canadian Prime Minister Rt Hon Justin Trudeau opened the conference.



Family violence and sexual violence amendments

New Zealand's high rate of family violence is not acceptable. Last year, Parliament passed two major pieces of new legislation, the Family Violence Act 2018 – which comes into effect on 1 July 2019 – and the Family Violence (Amendments) Act 2018, which came into effect last year.

The Family Violence Act 2018 replaces the Domestic Violence Act 1995 and gives decision-makers in the family violence system better guidance about the nature and impact of family violence.

The Act enables the family violence sector to have a more consistent response to victims and those who commit family violence. It also:

- improves Police safety orders to protect victims and stop people committing family violence
- introduces legal provisions to support family violence information sharing
- recognises that dowry abuse is a form of family violence
- clarifies that a carer and recipient of care relationship can be a type of family relationship
- allows NGOs, with the approval of the Secretary for Justice, to apply for a protection order for a person who can't apply themselves

- empowers the court to direct people who commit family violence to attend a wider range of services
- requires the court to consider certain criteria when deciding whether to discharge a protection order (including a temporary protection order)
- empowers the court to add any children of a victim to a protection order, even if they aren't currently living with the victim.

If you need help to escape from family violence please call either:

0800 733 843 Women's Refuge crisis line, or

0508 744 633 Confidential domestic abuse helpline.

Gender analysis tool online



The Ministry for Women has launched, *Bringing Gender In*, a tool to help policy analysts explore the gender impacts of a policy as they move through the policy process.

The tool has been developed by the Ministry with the co-operation of the wider policy community.

Gender analysis is a key part of quality policy analysis. Policy analysts need to understand how policy affects the diversity of populations, including who benefits and who is excluded from policy priorities.

The purpose of gender analysis is to achieve positive change for women (and men and people who identify as gender diverse), and therefore, for communities and the economy more widely. While there has been progress in many areas, gender still affects people's social and economic wellbeing in many ways – along with age, ethnicity, disability and other factors.

Bringing Gender In will be available on the Ministry for Women's website. women.govt.nz/gender-tool

Independent Panel's Report on Family Justice System welcomed

Justice Minister Andrew Little has welcomed the release of the Independent Panel's review of the 2014 family justice system reforms.

"It's clear that the 2014 reforms haven't worked as intended. The recommendations provided by this report are extensive and require a meaningful response from the Government in due course," said Andrew Little.

The 2014 reforms made significant changes to the family justice system, including introducing Family Dispute Resolution and removing lawyers from the early stages of some Family Court proceedings.

"These changes were meant to make things easier for families at a difficult time, but they have had the opposite effect. Cases are taking longer to resolve and many family members involved in the court processes say they are not well-supported.

"I am also keen to give close consideration to the recommendations about the need for more culturally sensitive approaches," said Andrew Little.

The 142-page report makes 70 recommendations, which propose wide-ranging changes to the family justice system. The principal recommendation calls for the development of a joined-up family justice service – Te Korowai Ture ā-Whānau.

The full report is available on the Ministry of Justice website.

Women on the move

The Ministry facilitates the appointment of women to state sector boards and committees. Please visit women.govt.nz if you are interested in nominations to state sector board roles.

These appointments have been sourced from the Ministry for Women's Nominations Service. We love hearing of women who've been appointed to leadership roles. Email us at info@women.govt.nz if you have appointments you want to share.

Public sector roles

- **Dr Caralee McLiesh** has been appointed CEO and Secretary of The Treasury.
- **Gaye Searancke** has been appointed CEO for Land Information New Zealand.
- **Tracey Walker** has been appointed a judge of the High Court.
- **Reikura Kahi** (Waikato, Ngāti Porou, Te Whānau-a-Apanui, Kuki Airini) has been appointed to Te Mātāwai board.
- **Rebecca Keogh ONZM** has been appointed Deputy Chair of Fire and Emergency New Zealand.
- **Kristen Thompson** has been appointed to the WorkSafe New Zealand Board.
- **Jill Hatchwell** has been appointed to the Civil Aviation Authority Board.
- **Dr Karen Poutasi** has been appointed to the Waikato District Health Board.
- **Adrienne Young-Cooper** has been appointed Deputy Chair, Housing New Zealand.
- **Gail Pacheco** has been appointed to the New Zealand Productivity Commission.
- **Han Ashely Yan** has been appointed to the Electrical Workers Registration Board.
- **Jean O'Callaghan** has been appointed to the Southern District Health Board.
- **Keiran Horne** and **Bella Takiari-Brame** have been appointed to TEI Councils.
- **Pamela Andrews** has been appointed Chairperson of the Real Estate Agents Disciplinary Tribunal.
- **Margaret Blackburn** has been appointed Chair of the Government Superannuation Fund Authority.
- **Dr Kathleen Logan** has been appointed Chair of the Advisory Committee on Assisted Reproductive Technology Board.
- **Megan Glen** has been appointed to the Takeovers Panel.

- **Pru Burns** and **Susan Yorke** have been appointed to Medical Radiation Technologists Boards.
- **Hon Dame Fran Wilde** has been appointed to the Asia New Zealand Foundation.
- **Linda Clark** has been appointed to the Broadcasting Commission (NZ on Air) Board.
- **Tania Kemp** has been appointed to the Nursing Council of New Zealand Board.
- **Barbara Chapman CNZM** has been appointed Chair of the New Zealand APEC CEO Summit 2021.
- **Dr Mary-Anne Woodnorth** has been appointed to the National Ethics Advisory Committee Board.
- **Maria Larcombe** has been appointed to the Physiotherapy Board of New Zealand.
- **Dr Claudia Wyss** has been appointed to the Pharmaceutical Management Agency Board.
- **Katherine Anderson, Martha Coleman, Sarah Eyre, Jane Foster** and **Gillian Goodwin** have been appointed to the Human Rights Review Tribunal.
- **Hon Marian Hobbs** has been appointed Chair of Heritage New Zealand Pouhere Taonga and the Māori Heritage Council.
- **Sarah Mehrtens** has been appointed to the Alcohol Regulatory and Licensing Authority Board.
- **Liz Gibbs** has been appointed Head of Philanthropy at Perpetual Guardian.
- **Cherise Barrie** has been appointed Chief Financial Officer for Heartland Group Holdings and Heartland Bank.
- **Andrea Rickard** has been appointed General Manager for New Zealand Transport & Infrastructure Business, Beca.
- **Mel Hewison, Alexia Hilbertidou** and **Anna Tierney** have been appointed Independent Directors of Simplicity.
- **Joanne Rae** has been appointed Head of Property Management, Real Estate Institute of New Zealand.
- **Pip Greenwood** has been appointed to the Westpac New Zealand Board.
- **Dame Paula Rebstock** has been appointed to the Vector Board.
- **Vanessa Rayner** has been appointed Head of Financial Markets of the Reserve Bank.

Private, Industry, Local Government and Community Sector Roles

- **Sinead Horgan** has been appointed as a Director of Bank of China (New Zealand) Ltd.
- **Sue Chetwin** has been appointed Chair of the NZ Policy Review Advisory Panel.
- **Linda Clark** has been appointed a partner at Kensington Swan.
- **Linda Leonard** has been appointed NZ Chief Executive of Postie.
- **Annabel Holland** has been appointed Chairwomen of New Zealand Opera.
- **Derryn Mayne** has been appointed Director of Century 21 New Zealand.
- **Lorraine Moser** has been appointed Chairwomen of Natural Health Products New Zealand.

Women of Influence nominations open

Presented by Stuff and Westpac, the Women of Influence New Zealand programme recognises and celebrates women from all walks of life who make a difference in the lives of everyday New Zealanders. Nominations are open until 15 July 2019. See www.womenofinfluence.co.nz/awards for more details.

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-  Ministry for Women, New Zealand

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