

# Northern Territory Working Women's Centre Committee of Management – AGENDA/MINUTES

<b>Meeting Date</b>	4 April 2016 – Special Meeting
<b>Location</b>	Darwin and Alice Springs offices, and via teleconference
<b>Time</b>	5.20 FOR 5.30PM
<b>Members</b>	Emily Webster (teleconference) Eloise Page (ASP) Emma Ringer (ASP) Fataneh Misaghi (DWN) Tina Namow (DWN) Shannon Coetzee (DWN) Lauren Macaulay (ASP)
<b>Staff</b>	Rachael Uebergang Anna Davis
<b>Observers</b>	Nil
<b>Apologies</b>	Nadine Williams
<b>Non-attendance</b>	
<b>Chair</b>	Emily Webster
<b>Minutes</b>	Emma Ringer
<b>Meeting opened</b>	5.30pm

Agenda Item	Assigned
<b>Item 1 – Open and reiteration of confidentiality protocol</b>	EW
<p><b>Item 2 – Updates – Anna Davis and Rachael Uebergang</b></p> <p>In regard to the upcoming election and the impact this may have on our course of action, noted that any decision by the FWO and department is likely to be slowly executed and not reactive to our campaigning. FWO is awaiting budget announcement to determine whether their Community Engagement Program funding is approved; if it is, we would seek transitional funding to be forwarded to us immediately.</p> <p>In regard to the impact that the election might have on decisions made by Michaelia Cash, it presents an opportunity to put a spotlight on the current position we face; as Minister for Employment and Minister for Women, it would be politically difficult for her for Working Women's Centres to be defunded.</p>	AD/RU

There is an excellent national relationship between Working Women's Centres and a robust communication loop that sees regular contact between NT, QLD and SA WWCs.

Summary of actions:

- Working Women's Centres have written to and held two meetings with FWO regarding the PwC report
- The five CBEAS have written to Minister Cash
- WWCs have written two letters to Minister Cash to place our collective response to the PwC report on the record, also regarding funding certainty, followed up with phone call
- NTWWC have written to Natasha Griggs MP and Senator Nigel Scullion as CLP/LNP federal members representing the NT
- QLD and SA WWCs have briefed Senator Claire Moore (Shadow Minister for Women), Labor, Green and independent MPs, and NTWWC has contacted Trish Crossin
- Have given Minister Cash time to respond before applying additional pressure via opposition (it has now been 2-4 weeks with no response)
- Have informed NT MLAs, Ministers Styles and Price for support in contacting Minister Cash
- The NT Government have said they will continue to fund but we haven't signed contract – they currently provide around 30% of NTWWC funding

Letter received from FWO today; summary provided, including:

- FWO don't see the PwC report as a blueprint for the way forward
- Community Engagement Program (CEP) they want hasn't yet been designed
- FWO have agreed to meeting on 4 May
- FWO have verbally said that they will be able to forward transitional funding if in caretaker mode
- There is no guarantee for the CEP in budget, nor that WWCs will be included in program
- They are looking at what they will resource internally
- They have said that women are not a target group, and that we should make contingencies

Advice/political strategy from Anthony Critchley:

- Advised to take a very calm, polite approach in the first instance
- It is essential to give Minister Cash appropriate time to respond
- Having done that, now it is reasonable to launch into public/pressure campaign
- Continue to give Minister Cash and the FWO a 'heads up'

<ul style="list-style-type: none"> <li>• Use a broad range of support, not just ALP, so we don't be seen to be a construct of the ALP; need to show that we've been funded continuously under a both sides of government</li> <li>• Continue to lobby LNP as well as ALP, Greens and independents, including the new Sex Discrimination Commissioner, Kate Jenkins</li> <li>• Will soon start to approach local organisations and clients for support – campaign style emails</li> <li>• Other PR activities may soon commence, including an opinion piece in interstate newspaper</li> </ul> <p>Chance of getting additional funding from NTG are slim, as our work is done in the federal legal jurisdiction (i.e. the <i>Fair Work Act 2009</i>).</p> <p>Update on the development of key messages:</p> <ul style="list-style-type: none"> <li>• A four-page briefing developed by the national WWCs is almost ready to go – target audience is Labor/Greens/independents/VIP supporters with influence at the federal level</li> <li>• The plan is to adapt this to have an NT-specific briefing paper</li> </ul> <p>Comment on the focus on domestic/family violence and the work done by WWCs in this realm in the light of the ongoing national discussion – important to highlight this.</p> <p>Plans for a media campaign to be developed.</p>	
<p><b>Item 3 – Next steps re: funding/election/campaigning</b></p> <p>Community-based campaign – how will this be developed?</p> <ul style="list-style-type: none"> <li>• Coordinators have a plan</li> <li>• This week's actions include active follow-up to letters to ministers/VIPs etc</li> <li>• Information for garnering external support is just about ready to go</li> </ul> <p>Comment that good case studies will be important.</p> <p>Statement that the COM is supportive of the approach outlined by the Coordinators in conjunction with Anthony Critchley.</p>	
<p><b>Item 4 – Timing for wind-up/restructure (if necessary)</b></p> <p>Document tabled: <i>NTWWC Internal Timeline</i></p> <ul style="list-style-type: none"> <li>• Shifting focus from external political campaign to our internal responsibilities</li> </ul>	

- Plan developed based on many hypotheticals – has been constructed based on most likely scenario
- Will potentially need to move quickly to ensure staff are looked after if wind-up or restructure is underway
- Possibility to continue operating for another one month or maybe two – a range of factors could impact this e.g. redundancies etc

Recommendation from Chair to seek external advice from auditor to ensure we do everything as thoroughly as possible to allow staff to stay as long as possible.

Turnaround time of 2-3 weeks required for auditor, if we provide information in acceptable way.

It is unsure at this point what a restructure would look like if we only get NTG funding.

**Motion: That the preliminary calculations as prepared by Coordinators be provided to the auditor ASAP and a copy be distributed to the COM**

Moved: Emily Webster      Seconded: Eloise Page

One dissenting, six in favour

*Carried*

**Motion: That the COM adopt this internal plan as our way forward**

Moved: Emily Webster      Seconded: Emma Ringer

*Carried*

**Motion: COM commit in principle to the maintenance of the identity of the NTWWC regardless of federal withdrawal of funding**

Moved: Emily Webster      Seconded: Lauren Macaulay

*Carried*

**Motion: COM approve the offering of voluntary redundancies to staff as set out in the *NTWWC Internal Timeline***

Moved: Emily Webster      Seconded: Emma Ringer

*Carried*

Plans to meet again – Coordinators will confirm by 11 April.

Meeting Closed: 7.00pm

## **Strategic Plan**

(Please Do Not Remove)

### **1. Collaboration and Stakeholder Engagement**

1.1 To build and maintain strategic relationships with politicians, bureaucrats, unions and the community to help us achieve our vision

1.2 To build and maintain our reputation as industry leaders advocating for the rights of women at work and for workplace cultural change

### **2. Community Education**

2.1 To establish and implement a clear community education framework

### **3. Funding**

3.1 To ensure ongoing financial sustainability and viability of the NTWWC

### **4. Cultural Accessibility**

4.1 To ensure the NTWWC is accessible and culturally appropriate for Aboriginal and Torres Strait Islander women and caters for Aboriginal and Torres Strait Islander women's needs

4.2 To ensure the NTWWC is accessible and culturally appropriate for Culturally and Linguistically Diverse women and caters for Culturally and Linguistically Diverse women's needs

### **5. Regional and Remote Work**

5.1 To explore opportunities for increasing awareness of and accessibility to the NTWWC in remote communities

### **6 Staff**

6.1 To maintain the status of the NTWWC as a model employer and workplace

6.2 To maximise and maintain our capacity and competency

### **7 Governance**

7.1 A well-functioning, enthusiastic and supported COM.

7.2 Effective compliant and transparent risk management.

7.3 Up to date policies and procedures are in place and adhered to.