



Post AGM and Council Meetings 36/10 and 37/1

Warmest Christmas Greetings to you all and very best wishes for 2016

I am hoping this summary of all the activities in Perth in September will help all those who were unable to attend to follow events of importance to AFGW. I had hoped a final edition of *Graduate Women* would mark the end of the 36th Triennium and be a finale to the year but this has not proved possible.

Council personnel

I offer my thanks and congratulations to the retiring executive and the Council who have worked hard to implement the constitutional changes we voted for 3 years ago. These three years have made all of us outside WA aware how the 'Tyranny of Distance' complicates the function of any Federal body and I am sure all of us on the East coast now view the plane trip and the time difference much more sympathetically. Besides that, a change of executive from retirees to baby boomers has demonstrated that the 'Tyranny of Work' makes a heavy impact on the load of officers in any NGO and I am uncertain what can be done to help with this. Hopefully over the next few months the 36th Triennial exec will be able to stand back and review the challenges and gains of the constitutional changes of 2012 and we will all then be able to consider what more changes are still needed.

Three people who have made major contributions to Council will not be continuing for the present at least:

Lynda Roberts Hall who as CIR led us so ably in Istanbul and Suva. Her inability to say no to challenges led to her taking on an impossible load but I do hope she'll see a way back into the organisation to which she has committed so much.

Jocelyn Eskdale has been Resolutions Convener as long as I've had contact with Council and kept us on the straight and narrow. She held AFGW ACT together as long as I've known her and masterminded the change to AFGW NSW Canberra. After a spell of family responsibilities, we'll hope to see her back.

Caroline Jones has served so well as Peace, Human Relations & Human Security convener that I am disappointed bad fractures and sole Australian grand parenthood have led to her decision to concentrate on babies and rehabilitation. I hope she too will be back

Madeleine Laming will continue on Council as Past President and Status of Women Convener and **Jenny Jones** as GWWA President so we will not be losing their contributions and talents. **Justine Lamb** as retiring President GWWA will be leaving Council but I am sure will continue to make a large contribution in WA and we wish her well.

Merle Thompson has replaced **Michelle Imison** as Public Officer. Council, apart from a recycled executive of **Jane Baker** as **President**, **Dalma Jacobs** as **CIR**, **Tricia Blombery** as **Secretary** and **Merle Thompson** as **Honorary Business Manager** will also have many familiar faces: **Jenny Strauss**, **Mary Crawford**, **Valerie Shevels** and **Fliss Lord**.

Minutes of meetings

I remind you that all these Council members will have full minutes of both the meetings in Perth as well as those for the Teleconference Council meeting preceding the AGM for those of you wanting more detail. Significantly, the rise in dues necessitated by the falling exchange rate between the \$Aus and the CHF was approved.

Relationship with Graduate Women International

For the first time since the IFUW Triennial Conference in Perth in 2004 we had input from Geneva during the time in Perth. Jenny Jones wrote a personal reflection of the workshop which is included in this newsletter. While Power Point slides are available, neither GWI nor AFGW has a recorded account of the workshop but representatives of all State Associations attended so I suggest you get more information from your local delegates.

This reminds us that the newly named GWI has its first **General Assembly and 32nd Triennial Conference in Cape Town** next August and faces many challenges. I am delighted to let you know that Kate Cantrell, a GWWA member at present in Oxford, will be attending CSW in New York in March as part of the GWI delegation.

Future meetings

The first **Council meeting** of the new Triennium will be a teleconference on 13 February 2016. I hope all members realise that they are welcome to be observers at these meetings and should contact their State President for details of the planned venue for the phone hook up. The executive plans to circulate regular newsletters after Council meetings. You will all remember that when the nature of the AGMs changed under the 2012 constitutional changes the suggestion was that AGMs should move around the country to enable a more diverse group of members to attend. At a time when many of our Branches have as many members as some state associations I am hoping we may be able to extend the place of AGMs to some of these regional centres.

Education Trust

Our Trust funds continue to grow and the value of the Fellowships to increase. This year we have a microbiologist and an acoustic engineer as recipients. Next year there will be three awards.

Advocacy

Upheaval continues in the VET sector and in the University sector. I thank Elaine Butler who keeps me in touch with all the changes and political moves and recommend anyone interested to join the circulation list of her email reports. There is plenty of room for advocacy in Education! I have recently also given our support to WEL in their pressure to gain secure funding of women's refuges.

Hopefully in a time of falling membership and rising costs we will find a way to balance our books and retain our members. It will need the help of you all in the next three years for us to achieve this.

With best wishes

Jane Baker

President, AFGW Inc

Give the gift of education

Join GWI's campaign to train 50 women teachers in Uganda and support generations of girls in rural Uganda to go to school. Educated girls and women earn 25% more income and can better protect themselves from harm and care for their children. We have one month to raise \$5,000 on GlobalGiving to train women teachers. Together we can do it!

This is a project run by GWI and our Ugandan NFA. Find out more about our project and donate here: <https://www.globalgiving.org/projects/train50teachers>.

A recurring monthly donation, that lasts for at least 3 months, will be matched by GlobalGiving. We have 24 days left to raise the remaining \$4550. We will keep you updated on progress!

EVALUATION AND REVIEW OF GWI WORKSHOP 24TH AND 25TH OCTOBER 2015.

A personal response by Jennifer Jones

Former Secretary AFGW Inc; President Graduate Women (WA) Inc

I was prepared to push for this workshop to take place because I knew that my prior level of practical experience in membership development and engagement was only moderate at best.

The facilitation process was commendable. My involvement started with liaison with Caroline Staffell, staff development officer GWI, in helping to arrange the workshop at the Perth end and attract participants. This was a supportive process. At the workshop itself, Caroline and Daniele made everything look controlled, and the process came across as well tried and tested. I thought the workshop was above average.

My expectations in attending this workshop were

1. the opportunity to learn sound ideas relating to membership attraction
2. the opportunity to learn sound ideas relating to membership engagement and participation
3. group recognition within AFGW of these ideas and commitment to practice them at a national and state level
4. an enhanced relationship and a two-way flow of information and ideas between the national and International body.

These expectations were well met. For me, it was an above average experience. I would recommend that the information be passed on to STA leadership and membership conveners from all those who attended.

At the moment, as the incoming President of GW WA, I have identified three strands of development that I propose to implement.

1. Modify GW WA strategic plan. I see this as my primary responsibility as incoming President, along with the committee. 2016 needs to be a planning year, with the establishment of activities that promote awareness and the establishment of low-level care activities.
2. Develop a complete plan for three activities to be undertaken in 2016 - the first to expand existing membership involvement by looking at the different age-groupings, the second to improve the educational advocacy (possibly by engaging members with talks), the third is to develop plans for a workshop (e.g. superannuation and financial planning for women) to be trialled later in 2016 for on-going use.
3. WA to raise the awareness of young people by reinforcing the informal alliances with the Western Australian universities by talking to post-graduate sectors and other subsets of university life which complement the goals of GW WA and AFGW.

I think that the following ideas must be incorporated in STA/AFGW thinking. These are all ideas that I have taken away from the workshop that are new to me, or of which I was aware but had only just started to actively promote (such as the SWOT and membership journey).

1. Membership engagement levels: Aware/Care/Act/Lead
2. The member journey: Information/Events/Projects/Leading by example
3. Stakeholder Mapping
4. SWOT analysis
5. PESTELE analysis

The session that was most useful, in my opinion, was the final activity development process. This process highlighted to those present that an idea requires more to be put into practice than just being 'good' (whatever that is).

The Western Australia association has been stretched by its commitment to the provision of regalia to UWA. Nearly all membership energy was channelled into this and other office management exercises. Ironically, this strong income source provided GW WA with attractive scholarships, but also contributed to the loss of attention to advocacy and promotion of education in a more general way. The loss of this income means we need to get back to basics and review the way we operate, and why. As the workshop activity demonstrated, plans need to be not just emotionally satisfying, but also logistically achievable, their success defined, and strongly aligned to the mission of Graduate Women.

I had worked with GW WA and an outside facilitator to develop a strategic plan. I am now enthusiastically modifying that plan with the information and format given during this workshop activity about planning. I can now see how the general plan can be modified to accommodate the GWI style.

Time constraints resulting from the workshop being part of the AGM weekend meant that much of the discussion and review was rushed. A Perth based workshop also meant that there was less reach to interested other-state members of AFGW.

I think what could be a value added strategy is to develop trainers within the different NFAs.

Finally, I cannot help but admire the way the workshop was delivered. The enthusiasm and energy (after just flying from Europe!) of Caroline and Daniele convinced me that while this was a job that they wanted to do well, there was also a sense of real vocation.

Caroline and Daniele worked well as a team. The workshop was not just delivery of information and exercises. There was full engagement with the audience and great feedback about those practical exercises. The idea of getting groups to 'sign on' to commit to taking their ideas forward means that individuals will be resistant to just going back and putting the new knowledge in the drawer instead of acting on it. At least I hope so.