

EQUAL PAY DAY, 4TH SEPTEMBER 2010

Sandra Cook, National Director of Policy reports on EPD 2010:

As the gender pay gap in Australia hits a high of 18 per cent, BPW clubs across the nation stepped up their campaign to raise awareness of this issue with members, employers, employees and business owners. Building on the ideas of our international sisters, Australian members took to the streets: in fact they took to the clubs, the pubs and the parks; to the cafes, the unis and banks – anywhere we thought that we could display a banner, wear a red purse or sell a red bag.

The BPW Equal Pay Taskforce rallied our members, with the state representatives encouraging and participating in many events. As Fay Helou, our NSW rep said, “the active participation of members can galvanise clubs and their positive attitude is contagious.” NSW took the idea of “unhappy hour” to a new level with the Mean Fiddler tavern hosting an entire “unhappy day” while South Australia took the opportunity to glam up Equal Pay Day with a gala red purse dinner. SA rep Gillian Lewis said they set out to acknowledge business leadership in gender equity and believe that next year’s event will be bigger and better as some guests are already asking if they can book tables. South Australia would like to encourage other States to hold a similar event and make the Red Purse Gala Dinner a National event – they are even prepared to mentor you through the process.

(The EPD story continues on page 4.)



“Never Too Young to Learn” Liz Flatters watches over a future BPW Member at Kings Park, Perth WA during the EPD Public Gathering.



Our Patron,
Her Excellency Ms Quentin Bryce AC
Governor-General of the Commonwealth of Australia

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PRESIDENT'S MESSAGE

Dear Members,

October is going to be a busy month with the BPW Asia Pacific Conference in Singapore and our won National Conference in Perth.

It seems like the last three years have flown by the 2007 Conference in Parramatta and I wish to thank the members of the BPW Board for their dedication to raising the status of women in Australia. We have had major successes that have signified BPW Australia as the major women's organisation in Australia.

Paid Parental Leave commences on 1 January 2011 and we have raised awareness in the Australia community about gender equity. When we go through the history of BPW Australia there is a continual theme that it has taken years to achieve rights for women. We need, as an organisation to be more active and ensure that in twenty years from now that another National President is not typing the same message.

I look forward to seeing BPW members at the National Conference in Perth.

*Warm Regards
Marilyn Forsythe*

President's Diary

22-24 Oct 2010
17-21 June 2011

BPW Australia National Conference WA
BPW International Congress – Helsinki, Finland



BPW Mandurah members still carrying the message, post event.



BPW SA Members during their EPD event.

Please send your stories and pictures to the BPWA Bulletin Editor, Margaret Tipper at tipptruck@bigpond.com by the end of October. Thank you to all members who contributed to the October Bulletin. *No guarantee is given that all stories will be published, or in their entirety as submitted.*

1 WEEK TO GO

Have you booked?

When

Friday 22nd to
Sunday 24th October

Registration

7:30 am registration
on Saturday 23rd October

Where

The Duxton Hotel - Perth -
Western Australia

For more information
and to register [click here](#)

Contact details

Email

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BPW Australia
PO Box 193 Surrey Hills
VIC 3127

If you cannot register electronically, or wish further details, please contact BPW Head Office.

BPW AUSTRALIA 35TH NATIONAL CONFERENCE 2010



'power to make a difference,
through action'



35TH National Conference 2010

The 35th BPW Australia National Conference Registrations are now open.

You will be pleased with the variety and value in the conference program and with the professionalism of the speakers and presenters.

Full conference registration includes all events—the Welcome Cocktails and YBPW Awards Evening and Woman of the Year Gala Dinner plus all conference sessions. You can pay online using credit card or PayPal or you can book online and then pay either by direct deposit to BPWA or by posting a cheque to BPWA Head Office.

Early Bird pricing closes at midnight 19th September - six weeks to make sure you take advantage of the \$50 discount. Please note that only current 2010/11 members will be able to access the members' discounted prices.

Please use your advised email address as the User Name and the password "BPWA". You can then change your password. You should phone BPW Head office for membership status enquiries and for any conference issues you can contact the relevant person via the website 'Contact Us' page. Please use email where possible.

The Pre-Conference Friday is open to all women and we expect many from the corporate and government sectors. Great Keynote Speakers include our special guest, the Federal Sex Discrimination Commissioner, Elizabeth Broderick, ABC Presenter Karina Carvalho plus many BPW International members will also present.

BPW Western Australia is hosting the conference and the Host Team have planned a fantastic events schedule to please everyone.

Regards, Marilyn Forsythe - BPW Australia President

One of the things we hear over and over is that women earn less than men because they don't have good negotiation skills. Some clubs used Equal Pay Day as an opportunity to up skill their members, and Victoria's Mid City August meeting featured Melissa Rosenthal as a guest speaker. Melissa specialises in negotiation and reminded guests that negotiation skills are learnt – it just takes study and practice. Focusing on gender pay equity for their August or September meetings gave all clubs a chance to create awareness for their members and guests: through speakers, workshops or discussions.

Thanks to the skills of Bridgette Engeler-Newbury (pictured right at an EPD event in SA) our social media is gathering momentum. We have nearly 900 Equal Pay Day followers on Twitter, and nearly 1000 on BPW; we have 15 more members on Linked In (73 in total) and 370 people on our Facebook Equal Pay Day group including international and male members. Join our group and become a follower too. The Equal Pay Day Campaign received diverse media coverage including radio, print and regional television (2SM, Marie Claire, Adelaide Advertiser, Prime TV, Coffs Harbour Advocate, ABC news on television and radio).



(EOWA). More voices are needed to challenge gender pay equity and collaboration strengthens those voices.

Events highlighting Equal Pay Day included:

- ACTU Melbourne: Unhappy Hour at Bella Union Bar, 3rd September
- ACTU and Victoria Trades Hall Council: Equal Pay Cake, 3rd September
- UWA: Combined Equal Pay Day event to celebrate contributions to equal pay and fairness at work made by WA women and men 2nd September
- Unions Tasmania: Brunch 4th September
- Sydney University: Babes in the Boardroom, 24th August
- EOWA and the Diversity Council of Australia, Sydney: Business event with HR professionals regarding business perspectives on gender pay gap 30th August.



BPW Coffs Harbour's Dominique Loudon Prime and Marianne Jackson.



BPW Belmont Members

The relationship with the Equal Pay Alliance members is starting to galvanise, with cross pollination also occurring with the Equal Opportunity in the Workplace Agency

Surveys and Reports Released on Gender Equity Included:

- APESMA: Women in the Professions Survey
- Mark Sattin Consultants accounting and finance professionals: *Firms pay more to keep men than women*
- Bain and Co: *Level the playing field: A call for action on gender parity in Australia*
- AIM great debate: *Nice Girls Finish Second*
- Melbourne Institute and Monash University Survey: *Medical Profession Earnings*
- Economic Security4Women: *What Business Wants*



BPW Caboolture at the Multicultural Festival promoting EPD.



BPW Parramatta Club Members, Margaret Tipper (NSW State Rep), Elizabeth Collins, Faye Helou (NSW EDP Rep) and Grace Bertolla (Club President) at the Mean Fiddler Hotel Unhappy Hour

Club Events:

- BPW Parramatta: *“Unhappy Hour”* Mean Fiddler, Saturday 4th September 10am to 6pm (with assistance from Sydney and Central Coast Clubs)
 - BPW Parramatta: Business Expo 26th August
 - BPW Parramatta: September Dinner Meeting, speaker from EOWA.
 - BPW Coffs Harbour: *“Unhappy Hour”* and Open Forum: *Share Your Successful Wage Negotiation:* Coast Hotel, Friday 3rd September 6pm-7pm
 - BPW Maitland: Dinner meeting, Hon Robyn Parker MLC *Gender Equity*
 - BPW Cessnock: Information kiosk, Westpac Bank 4th September
 - BPW Sydney: Dinner event – *Structural Mechanism of Gender Pay Equity*
 - BPW Caboolture: August Breakfast meeting on *Gender Pay Equity* with Engeler-Newbury
 - BPW Western Australia: Public Gathering Kings Park, Perth, 4th September 1pm-4pm
 - BPW Belmont: *Gender Equity* address Sharryn Jackson, MP 16th August
 - BPW Joondalup: Dinner meeting: *Pass the Parcel Equity Feature* 14th September
 - BPW Mandurah/Rockingham: Breakfast Gloria Jean, Rockingham S/C, 4th September
 - BPW Fremantle: Equal Pay Day Breakfast, 4th September
 - BPW South Australia: Gala Red Purse Dinner, Intercontinental Hotel, 4th September
 - BPW Geelong: TCG Lunch, Christine Nixon, *Personal Challenges of Leadership*, 3rd September
 - BPW Dousta Gala: August meeting, *Gender Pay Equity* with Bridgette Engeler-Newbury
 - BPW Mid City: *Negotiate Your Success* with Melissa Rosenthal, 19th August
- Mid City also distributed brochures to cafes and retailers in Richmond, South Yarra and Prahran; Swinburne University Student Services, UN Association of Victoria Status of Women Committee representative organizations, to JERA International to give to attendees at its CEDAW training sessions in Melbourne, and to employees of the National Australia Bank.



BPW Coffs Harbour EPD Display



BPW WA Members

Your Equal Pay Task Force members: Bridgette Engeler-Newbury, Marilyn Forsythe, Suzanne Hevey, Debbie Rychvalsky, Gillian Coles, Heather Veal, Fay Helou and Michelle Legge deserve our congratulations. Our website is improving (www.equalpayday.com.au), the Equal Pay Alliance is growing, our tool kit will expanded for next year with “how to” guides and strategies for events and our marketing is also improving with updated brochures, banners, stickers, bags and brooches.

Now is the time to declare your interest in representing your state for next year. You will:

- Promote Red Purse day at club Aug/Sept meetings
- Promote campaign to other organisations
- Act as local press contact if required
- Speak at meetings if required
- Monthly report to Director of Policy
- Participate in roll out strategy
- Promote events to local media



Guests: Claire Simons, Advocate & Lisa Knowlson, Aanuka Resort at the Coffs Harbour event.

Why not have a chat to your rep now? – they are eager to mentor and assist you while you learn – not just about equal pay but also more about BPW.

The working women of Australia need you!



BPW SA Red Purse Gala Dinner Panel



Getting ready at the Mean Fiddler Hotel, Rouse Hill NSW



Wendy Longley, BPW Parramatta



BPW WA Members at the Public Gathering Kings Park

Keys to Achievement Gold Members

K2A is a personal and professional development program for BPW Members. To attain Gold level members will have attained 30 key objectives of the program.

K2A Honour Roll

2008

Jennie Beecroft	BPW Caboolture
Debbie Rychvalsky	BPW Caboolture
Joy Whitfield	BPW Kalamunda

2009

Jean Murray	BPW Adelaide
Marilyn Forsythe	BPW Parramatta
Margaret Tipper	BPW Parramatta
Jean Murray	BPW Adelaide
Jasmyn Mumme	BPW Joondalup
Arlene Quinn	BPW Kalamunda
Sheila Evans	BPW Adelaide Hills
Alicia Curtis	BPW Kalamunda
Freda Miriklis	BPW Mid City
Gillian Lewis Coles	BPW Adelaide
Doreen Smith	BPW Parramatta
Margaret Scott-Smith	BPW Parramatta
Beverley Roberts	BPW Parramatta
Faye Helou	BPW Parramatta
Sheila Turnbull	BPW Cessnock
Joy Leishman	BPW Caboolture
Maidie Brockman	BPW Busselton
Yvonne Todd	BPW Adelaide
Val Bonython	BPW Adelaide Hills
Viv Hazel	BPW Adelaide Hills
Maureen Wright	BPW Bunbury
Gail Joyce	BPW Collie
Joan Morton	BPW Bunbury
Sandy Cook	BPW Joondalup
Pat Harrison	BPW Central Coast & BPWI Past President
Lyn Williams	BPW Central Coast
Bridgette Engler-Newberry	BPW Mid City
Judith Van Unen	BPWA Past President

2010

Kate Waters	BPW Perth
Debbie Biancucci	BPW Caboolture
Robyn Lachmund	BPW Caboolture

Congratulations



Liz Flatters
BPW Joondalup 2010

**There is room
for your picture
here, so come
join the other
Gold K2A members.**



BPW Coffs Harbour Members

Calendar

BPW Club Events

BPW Australia clubs hold regular meetings and events around the country and always welcome new faces. If you're travelling on business or holidays consider meeting up with other members and benefiting from new social and networking opportunities. You can contact BPW clubs by visiting BPW's web site at www.bpw.com.au and clicking on the map.

BPW Fremantle	14th October	Creative Marketing for Small Business
BPW Dousta Galla	17th October	50th Anniversary Luncheon
BPW Sydney	19th October	Boost Your Negotiation Skills
BPW Australia	22nd-24th October	National Conference Perth
BPW Dousta Galla	Sun 28th November	Annual Stained Glass Window Service

President's Diary

15 - 17 October 2010	BPW Asia Pacific Conference Singapore
22 - 24 October 2010	BPW Australia National Conference WA
17 - 21 June 2011	BPW International Congress – Helsinki, Finland

BPW Australia Contacts

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