

INSPIRE INCLUSION

PSA CPSU NSW

WOMEN
♀

PSA CPSU NSW WOMEN'S CONFERENCE
3-4 SEPTEMBER 2024

PSA CPSU NSW WOMEN'S CONFERENCE

INSPIRE INCLUSION

3-4 SEPTEMBER 2024
PROGRAM

DAY ONE

Tuesday 3 September 2024

8:30am **Registration**

9:00am **Acknowledgment of Country** Shanice Leadbeatter, Aboriginal Councillor

9:05am **Welcome to the Conference and Housekeeping** Leanne Smith, Women's Council Chair

9:15am **General Secretary's welcome** Stewart Little

9:20am **Vale Janet Good** Sue Walsh, Former PSA President

9.25-9.30 **President's address** Nicole Jess

9:30am **Keynote Speaker** Lydia Williams, former Matildas goalkeeper

10:30am **Morning Tea** Sponsored by Maxxia and Brydens Lawyers

11:15am **Impacts of Cancer on Women** Dr Fiona Mackintosh, Osara Health

11:45am **The Gender Retirement Gap** Anastasia Polites, Aware Super

12:15pm **Lunch** Sponsored by McNally Jones Staff

1:45pm **Inspiring Journeys** Danielle Pinchas (Corrective Services) Charity Danquah (Department of Education) Dilsat Seyis (Community Services)

2:30pm **Gender Equity and the Public Sector** Monica Rose, Gender Equity Specialist

3:15pm **The Yellow Car** Toni Powell, Author and Motivational Speaker

6:00pm **CONFERENCE DINNER** Sponsored by Australian Mutual Bank and WageCover Red Room, Club York, 95-99 York Street Sydney NSW 2000



DAY TWO

Wednesday 4 September 2024

- 9:00am **Welcome back**
- 9:05am **Recap video from day one**
- 9:15am **Panel discussion – Organising for Growth**
Belinda Tsirekas (Community Services)
Claudia Bianchi (ETIO) Susan Chee Quee
(Schools) Beck Reilly (Regional Organiser)
- 10:00am **The Future of Work is Hybrid**
Associate Professor Sue Williamson, UNSW
- 11:00am **Morning Tea** Sponsored by Union Shopper
- 11:30am **She Inspires Me** Michelle Boundy,
Wellbeing Expert
- 12:30pm **Close of Conference**
- 1:00pm **Women's Council meeting** *Women's
Councillors and Women Central
Councillors to attend.
Observers welcome*



PRESIDENT'S WELCOME

Our workplaces are for all of us.

Welcome to the 2024 PSA CPSU NSW Women's Conference.

Our theme this year is Inspire Inclusion, which is fitting for a meeting of a diverse collection of women working in a diverse world of fields.

When we inspire others to understand and value women's inclusion, we forge a better world. If we don't support each other, no-one will.

And here is our place to inspire others. Women's Conference is our space. It gives this wide range of workers the chance to come together, with everyone's experiences included in discussion and debate. When we inspire inclusion, we learn so much more.

The diversity of the PSA CPSU NSW's membership is its strength. We can draw on the experiences of women from a variety of workplaces who have a wide range of talents and stories to tell.

Conference also gives us a chance to include a diverse range of guest speakers bringing their own stories to the stage.

For many women, though, the stories we hear are the same across all workplaces: sexual harassment,

wage inequality and superannuation imbalances. These issues are in every workplace.

THE DIVERSITY OF THE PSA CPSU NSW'S MEMBERSHIP IS ITS STRENGTH

Women's Conference gives us a chance to not only share these stories and realise we are not alone, but to work together to create better workplaces for our fellow union members.

I urge you all to make the most of Women's Conference. We can work together to Inspire Inclusion.

Nicole Jess, President



FROM THE GENERAL SECRETARY

Progress is impossible without a union.

Welcome to the PSA CPSU NSW Women's Conference 2024.

Our theme this year is Inspire Inclusion, which is something the PSA CPSU NSW has always been proud to be part of. Inclusion is better for workers, giving people equal opportunities, regardless of gender or race. Inclusion also makes our workplaces more responsive to the people who depend on our services.

In our proud 125-year history, our union has always fought for what is right. We fought for wage equality in the workplace and an end to ludicrous impediments to inclusion such as the Marriage Bar that kept women out of the workforce once they'd walked down the aisle.

We have had strong wins with the Libraries and School Equity cases, overturning unjust and unfair pay systems that discriminated against women in the workplace.

We were trailblazers in areas such as Family and Domestic Violence Leave, something that is now a standard item in Awards and Enterprise Agreements nationwide.

In the past year, our union has kept up its proud history of standing up for women in the workplace, winning thousands of permanent

positions for our members in schools, overwhelmingly women, who had languished in temporary roles for, in many cases, years.

INCLUSION IS NOT POSSIBLE WITHOUT THE STRENGTH OF A WORKER'S PEERS BEHIND THEM

Inclusion is not possible without the strength of a worker's peers behind them. By backing each other up, we can make sure all inclusion is the norm in all our workplaces.

Supporting each other is the central tenet of unionism. We are stronger when we stand up for each other and we are stronger when we Inspire Inclusion.

Stewart Little, General Secretary



MESSAGE FROM THE CHAIR

Let the next two days inspire you and your colleagues.

This year's Conference theme, Inspire Inclusion, gives us all an opportunity to lead by example. It is an opportunity for us to listen to other peoples' stories. It is an opportunity for us to recount our own amazing experiences and make the path easier for those women following behind us.

Every Conference gives me a chance to look around the room and see people who have a story to tell. Women from diverse backgrounds who have made diverse career choices and occupy different roles within those workplaces. We live in different parts of the state and there is a wealth of knowledge in this room that we need to share.

We need to be the trailblazers out the front in the jungle, cutting through the vines and overgrowth. And if one of our team falls, we need to reach out and help them back up, so that we can all keep moving forward.

If we can show the world we support each other then maybe the world will take notice and our workplaces will be more welcoming and safer for women.

Don't let anyone take your shine. Don't ever give that away. If you

have something you are passionate about then pursue it. Along the way you will find people who will try and take your sparkle and you'll have others that will give you a little extra glitter. Keep those people close. And build each other up.

**IF ONE OF OUR TEAM FALLS,
WE NEED TO REACH OUT
AND HELP THEM BACK UP**

Enjoy Conference and go back to your workplaces with renewed vigour to help other women get ahead.

**Leanne Smith,
Chair of Women's Council**





SES
EMERGENCY SERVICE

**PROUD
UNION
MEMBER**

FIGHTING FOR WOMEN AT WORK

The PSA CPSU NSW has worked with other unions to improve the lives of working women throughout Australia.

The PSA CPSU NSW's input helped improve parental leave provisions to better help women at work.

We have long been advocating for better provisions for members to help manage parental responsibilities with their working lives. Recent improvements we have won include the removal of the distinction between primary and secondary caregiver, giving parents a greater chance to share child-rearing responsibilities.

In addition, union pressure has seen eligibility for parental leave expanded to include employees providing Out of Home Care.

Five days' paid leave a year is now available for IVF fertility treatment.

But there is more to be done. We have recommended that paid parental leave should be for a minimum of 26 weeks, as the current entitlement is still well behind the quantum as well as below the recommendations from the World Health Organisation in relation to supporting breastfeeding.

In the past two years, the PSA CPSU NSW has had significant input into

the NSW Government's Women's Economic Opportunities Review, getting positive results such as the end of the wages cap and improvements to workplace flexibility.

However, it is vital that unions keep up their advocacy on behalf of women working in NSW. For example, the PSA CPSU NSW is still pushing for superannuation on unpaid parental leave to close the gap between genders in retirement savings.

As always, there is still work to be done.

RECENT IMPROVEMENTS WE HAVE WON INCLUDE THE REMOVAL OF THE DISTINCTION BETWEEN PRIMARY AND SECONDARY CAREGIVER



INSPIRING INCLUSION

We are here for each other.

As women in the workforce and the union movement, we have a role driving inclusion. Women who rise to positions of influence have the power to not only uplift their female colleagues but also to reshape our workplaces into more inclusive and equitable environments.

This process of women inspiring inclusion of other women is vital in breaking down the barriers that have historically held us back.

One of the most impactful ways women Inspire Inclusion is by serving as role models. When women see others like them succeeding and leading, it shatters the glass ceiling and encourages them to pursue their own ambitions.

We need to be seen. Female leaders who are visible, vocal, and authentic demonstrate that it is possible to succeed in environments where women have been traditionally underrepresented. This visibility is crucial because it normalises the presence of women in leadership roles and challenges the stereotypes that too often limit our career aspirations.

Women have the unique ability to mentor other women. Mentorship provides guidance, advice, and support, helping women navigate the challenges of the workplace.

When women lift each other up, they create a ripple effect that extends beyond individual careers and contributes to a more inclusive workplace culture.

FEMALE LEADERS CAN CREATE A CULTURE OF EMPOWERMENT AND RESPECT

Women can also inspire inclusion by advocating for policies and practices that support gender equality. This includes pushing for equal pay, flexible working arrangements, and leave policies, such as parental and domestic violence leave, that benefit all employees, regardless of gender. Women who have a seat at the decision-making table can use their influence to ensure that these issues are front and centre in our employers' minds and that the workplace is structured to accommodate our diverse needs.


Women have a role as powerful allies to other women in the workplace. This means actively challenging gender biases when they arise, whether in meetings, performance evaluations, or everyday interactions.

They can build networks and communities that support women's professional growth.

These networks can be instrumental in breaking down the isolation that many women experience in male-dominated industries or roles. By connecting with one another, women can exchange knowledge, offer mutual support, and collectively advocate for change within their organisations.

Ultimately, women inspire inclusion by leading by example. Whether through their leadership style, their advocacy efforts, or their support of others, they show that inclusive leadership is not just about making space for others, but about actively engaging with and valuing the diversity of perspectives that women bring to the table.

By fostering environments where women are encouraged to take risks, share ideas, and pursue leadership roles, female leaders create a culture of empowerment and respect. This culture, in turn, inspires other women to step forward, take on challenges, and contribute to our success.

A woman with long brown hair, wearing a black blazer over a black ribbed top, is looking off to the side. She is holding a large sign with a yellow top bar and a dark blue bottom section. The sign contains the text 'NSW SHERIFF'S OFFICERS' in yellow and 'UNDERVALUED' in white. In the background, a person in a dark blue uniform with a crest is partially visible.

**NSW SHERIFF'S
OFFICERS**

UNDERVALUED

SPEAKERS



Anastasia Polites, Senior Manager of Union Relations, Aware Super

Anastasia Polites is the Senior Manager of Union Relations at Aware Super.

She is an employment and industrial lawyer who has worked for a number of unions and Legal Aid NSW. She came to Aware Super having previously been a trustee director on LegalSuper.

She currently sits on the NSW Committee of Women in Super, which is a not-for-profit organisation working to improve women's retirement outcomes by advocating for a super system devoid of gender-based inequality.



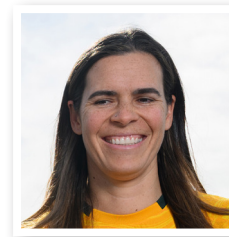
Fiona Mackintosh, Osara

Dr Fiona Mackintosh is a General Practitioner (GP) working in Moss Vale, in the Southern Highlands.

After starting as a GP in the city, she moved to the Highlands just over 10 years ago and has enjoyed the difference of practising medicine in a regional area.

She enjoys the diversity of general practice, especially women's and children's health. Fiona has a diploma in Obstetrics and Gynaecology and offers shared antenatal care and IUD insertion.

Fiona enjoys teaching and is a conjoint lecturer at Western Sydney University and a supervisor of GP registrars.



Lydia Williams Vice-President, Professional Footballers Association, and former football international

As part of the Professional Footballers Association, goalkeeper and Noongar woman Lydia Williams was the public face of the Matildas' strike for equal pay in 2015.

When Lydia debuted for the Australian team in 2005 at the age of 17, few had heard of the Matildas.

In 2023 – 18 years and 104 appearances later – she was a member of the FIFA Women's World Cup squad that changed football in Australia.

In addition to her representative career, she has played as a professional goalkeeper in Australia, Sweden, the United States, England and France.



Michelle Boundy, Wellbeing Expert

With more than 30 years' experience working to support some of our community's most vulnerable people, Michelle Boundy implemented a health and wellbeing program called the *Wellness Project* for the NSW State Government.

In 2013 Michelle transferred to the Commonwealth Government where she developed and implemented another wellbeing program called *Wellness at Work*. This program was highly successful and gained a strong following across the Australian Public Service.

She Inspires Me became Michelle's new community project which was officially launched on International Women's Day in March 2023, to celebrate the contributions and achievements women make in our community.



Monica Rose, Women NSW

Monica Rose is a Lawyer and Diversity and Inclusion Practitioner with experience in research and policy development; providing advice and subject matter expertise; and advocacy and representation.

Monica started out as a Union Official, Industrial Officer and Women's Officer before moving into the NSW Public Sector working to develop best practice diversity and inclusion practices, with a particular focus on gender equity.

She has recently commenced employment at Women NSW after working at the Public Service Commission.



Shanice Leadbeatter, PSA CPSU NSW Aboriginal Council

Shanice Leadbeatter is a Wiradjuri/Bundjalung woman who is an Aboriginal Engagement and Regulatory Practice Advisor at the NSW Early Childhood and Care Regulatory Body.

She has also worked in remote Indigenous Communities for Northern Territory Community Corrections.

Shanice prides herself on being a positive change agent and is passionate about Country, Culture, Mob, Traditions and Values.

She is a member of the PSA CPSU NSW Aboriginal Council, where she hopes to achieve cultural understanding, inclusion, and acknowledgement for her grandsons and for First Nations members of the union.

SPEAKERS



Sue Walsh, Former PSA President

A long-standing member of the PSA since 1976, Sue Walsh was a Delegate, Women's Councillor, Central Councillor, Junior Vice president, Senior Vice President before being elected PSA President in 2000.

During her term as President, Sue was part of the PSA's contribution to the union-wide Your Rights at Work campaign that contributed to the fall of the Howard Government and its anti-worker agenda.

In 2017 Sue was awarded Life Membership of the PSA in recognition of outstanding service and representation of members of the PSA.

Even after leaving the position, Sue kept up the fight for PSA members in schools and was a driving force in the campaign for pay equity.



Sue Williamson, Associate Professor UNSW

Sue Williamson is an Associate Professor of Human Resource Management at UNSW Canberra. She is currently researching merit and diversity in Australian public sectors.

Other recent projects include: public servants working from home and women in public sector leadership.

She is an expert on public sector workplace gender equality and has won international awards for her research. Sue also regularly provides media commentary on gender and public sector issues.



Toni Powell, Speaker and Author

Positive culture and wellbeing speaker Toni Powell uses stories and comedy to teach simple ways all of us can use to turn our pain, stress, failure and trauma into a fantastic springboard to better things.

She is founder and director of the uplifting Heart of Gold International Film Festival – an event that had a huge impact on a community and toured Australia through Hoyts. It was so successful that Toni was the subject of a heartwarming episode of ABC's *Australian Story* called 'Let There be Light'.

She has written two books: *The Yellow Car*, which is designed to help people ease their worries, and *What a Feeling!*, which she says dives straight to the essence of our human capacities to overthink and to create blind spots in our perceptions of the world and our opinions of those around us.

WE WOULD LIKE TO THANK OUR SPONSORS & PARTNERS

SPONSORS



PARTNERS



**Accommodation and Private Rental Assistance
DCJ Housing NSW**

1800 422 322

**Homelessness/Temporary Accommodation
Link2Home**

1800 152 152

Legal Aid

1300 888 529

Centrelink

132 468

Domestic Violence Line

1800 656 463

Emergency

000


Police Assistance Line

131 444

Crime Stoppers

1800 333 000



 1800 772 679

 www.psa.asn.au  www.cpsunsw.org.au  psa@psa.asn.au  cpsu.nsw@psa.asn.au

