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30 November 2017

Ms Ann Herbert
Manager Policy
Communities Sport and Recreation
Department of Premier and Cabinet
GPO Box 123
Hobart TAS 7001

Dear ~~Ms Herbert,~~ ^{Ann}

RE: Volunteering Tasmania's Submission – Tasmanian Women's Strategy 2018-2021

Thank you for the opportunity to provide comment for the *Tasmanian Women's Strategy 2018-2021*. We acknowledge that our submission has been provided beyond the 13 October 2017 due date. We extend our gratitude to the Department of Premier and Cabinet for providing us with an extension.

Our focus for this submission on is the extension of the highly successful Women on Boards Strategy to provide introductory level governance training to Tasmanian women volunteering on community for-purpose Boards.

Our submission presents a persuasive argument that providing accessible and affordable governance training this cohort of Tasmanian women will deliver significant results. These results would be realised not only by the women involved, but for the organisations they support, and the communities they assist.

If you have any questions regarding this submission, please do not hesitate to contact me directly on 0450 517 017 or via email at ceo@volunteeringtas.org.au

With kindest regards,

A handwritten signature in black ink that reads 'Alison Lai'.

Alison Lai
Chief Executive Officer
Volunteering Tasmania

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Submission Summary

- As at 30 June 2017 there were 3,785 registered incorporated associations in Tasmania – each of these organisations have a Board of governance.
- Women are volunteering on these Boards but only approximately 5 per cent are below 39 years of age
- Tasmanian women are still highly absent from Chairperson and President roles in small community for-purpose organisations
- We can address these figures by extending the highly successful *Women on Boards Strategy 2018-2021* to provide introductory level governance training to Tasmanian women volunteering on small community for-purpose Boards
- By doing so, the Tasmania Government will:
 1. **Increase Tasmanian women’s involvement in governance roles** – there is currently no investment allocated for encouraging Tasmanian women to volunteer on small community based for-purpose Boards. Current initiatives focus on Tasmanian women with previous experience or women (and men) currently volunteering on boards in the health and social services sector. The provision of introductory level governance training targeted at women interested in volunteering on small for-purpose community Boards will empower and encourage Tasmanian women to undertake these critical volunteering roles – in particular women aged between 18-39 years, where there is a significant participation gap.
 2. **Increase the capacity of Tasmanian women currently volunteering on for-purpose community Boards** – there is currently no coordinated strategy to increase the capacity of women currently volunteering on small community based for-purpose Boards. In particular, Volunteering Tasmania’s research indicates that whilst there may be gender equality in regards to the number of women volunteering on these Boards, there is a significant gap in the number of women stepping up into office bearer positions (particularly Chairperson).
 3. **Increase the performance and sustainability of small community based for-purpose organisations** - Organisations that are well-governed are more likely to attract volunteers to their cause. Organisations that have sustainable volunteering levels are more likely to deliver strong outcomes for their communities.

Submission to the Tasmanian Women's Strategy 2018-2021

About Volunteering Tasmania

Volunteering Tasmania is Tasmania's Peak body for volunteering. Our mission is to create an environment which promotes and sustains effective volunteerism. We advocate for the interests of all volunteers and the organisations that involve them.

Volunteering Tasmania offers a range of services to support effective volunteerism, including:

- Practical services to organisations that involve volunteers so that they can ensure their volunteering programs are effective, sustainable and meet the National Standards for Volunteer Involvement;
- A web portal 'Volunteer Connect' for organisations to recruit volunteers at no cost as well as practical assistance with volunteer recruitment;
- Research, data and information on trends in volunteering and volunteer management; and
- Advocacy to ensure the value of volunteering is acknowledged as a key contributor to the economic sustainability and livability of Tasmanian communities.

Value of Volunteering in Tasmania

In 2014, Volunteering Tasmania in partnership with the Tasmanian Government published the *State of Volunteering Report 2014: The Economic, Social and Cultural Value of Volunteering*.

In particular the Report revealed:

- 4 in 5 Tasmanians volunteer, giving time unpaid to the community;
- Volunteers donate 7.1 million hours;
- 2,000 Volunteer Involving Organisations support volunteers across not for profit, government and private sectors;
- Tasmanian employer's gain productivity benefits valued at \$1.2 billion as a result of their employees' volunteering;
- Volunteering provides a total benefit to the community of \$4.9 billion; and
- The financial cost to replace our volunteers is conservatively estimated to be \$2.5 billion.

Simply put, this Report confirmed the Tasmanian volunteering sector's role as a key driver of economic, social and cultural growth on our island.

¹ Volunteering Tasmania, *The State of volunteering Report 2014: The Economic, Social and Cultural Value of Volunteering 2014* (Volunteering Tasmania: Hobart, 2014) at www.volunteeringtas.org.au

Tasmanian women are volunteering on small for-purpose Boards

As at 30 June 2017 there were 3,785 registered incorporated associations² in Tasmania.

Each of these incorporated associations have Boards of governance and whilst there is no collective information available in regards to the number of women volunteering across these Boards, Volunteering Tasmania undertook its own enquiries, and can confirm the following:

- Community health and social services organisations:
 - a. From a sample of 31 organisations, Tasmanian women represented 42 per cent of the available 260 Board positions (39% fulfilling the Chairperson/President role). Please refer Attachment A.
- Environment organisations:
 - a. From a sample of 14 community organisations, Tasmanian women represented 41 per cent of the available 133 Board positions (21% fulfilling the Chairperson/President role). Please refer to Attachment B.
- Sporting organisations:
 - a. According to the June 2017 research conducted by Communities, Sport and Recreation, from a sample of 32 organisations, Tasmanian women represented 38 per cent (28% fulfilling the Chairperson/President role, a decline from 2015)³.
- Arts organisations:
 - a. From a sample of 17 organisations, Tasmanian women represented 50 per cent of the available 144 Board positions (53% fulfilling the Chairperson/President role). Please refer Attachment C.

This information confirms that women are indeed volunteering on Tasmanian small community based for-purpose organisations.

But not enough are stepping up into voluntary executive positions

In 2017 the *Australian Institute of Company Directors Not-For-Profit Governance and Performance Study*⁴, noted that regardless of sector, there is only small portion of women stepping up into the Chairperson/President roles in not-for-profit organisations. Volunteering Tasmania's research indicates that the number of Tasmanian women stepping up to these positions is well below the national average, which reported that 44% of women in President roles.

The AICD report also provided insights into the gender balance of the other Board executive positions (Vice-President, Treasurer or Secretary), which ranged between 31 per cent and 37 per cent. Whilst these figures are much higher than in corporate organisations, the AICD noted that the percentage has never risen above 50 per cent, meaning that over half of all formal positions are still held by men in this highly feminised sector.

² Department of Justice Annual Report 2016-17

³ http://www.dpac.tas.gov.au/__data/assets/pdf_file/0016/336400/Women_State_Sporting_Organisation_Boards_5_July_2016.pdf

⁴ <http://aicd.companydirectors.com.au/advocacy/research/2017-nfp-governance-and-performance-study>

And there is an absence of young women

There is currently no collective information available at a State level in regards to the profile of the women volunteering on small community based for-purpose Boards. However, research undertaken by the AICD, indicates that across Australia in 2017 the gender ratio was 42 percent female to 58 per cent male⁵.

Of the women volunteering on these Boards, the majority (95%) were aged 40 years and above. Just 5 per cent of women are aged between 18-39 years. Please refer to Table 1 below for the breakdown:

Table 1: AICD not-for-profit female representation by age

# women	Age Group
1%	18-29 years
4%	30-39 years
20%	40-49 years
38%	50-59 years
30%	60-69 years,
7%	70+

Whilst this is national research, there is no reason to believe Tasmania would have different statistics.

We need to increase these figures

As stated within the current *Women on Boards Strategy 2015-2020*, research shows that when women occupy leadership positions, benefits not only flow to the organisation, but to the women and the community as a whole.

Research has shown that companies with a higher proportion of women on their management committees are also the companies that have the best performance⁶. It is commonly accepted that these benefits are relevant outside the corporate world.

Volunteering Tasmania also advocates for best-practice governance, which assists community organisations to attract and retain volunteers in accordance with the *National Standards for Volunteer Involvement 2015*. In particular Standards 1 (Leadership and Management) and 8 (Quality Management and Continuous Improvement). A community organisation that establishes best practice governance enhances their capacity to maintain and/or grow their services.

Why a strategy should be included in the Tasmanian Women's Strategy 2018-2021

Within the current *Tasmanian Women's Plan (2013-2018)*, there is a clear focus on reaching and maintaining gender equality for women who sit on Boards, ensuring that women "*have equal access to education and the opportunity to develop personal ambitions*".

The strategic approach of the current *Women on Boards Strategy 2015-2021* is perfectly aligned to the strategic purpose of this Submission. In particular, the current approach of "*redressing gender imbalance in leadership and decision-making*" and commitment to a target of 50 per cent

⁵ <http://aicd.companydirectors.com.au/advocacy/research/2017-nfp-governance-and-performance-study>

representation of women across Tasmanian Government Boards and committees by July 2020⁷ is strongly aligned, and well placed to be extended to small community for-purpose Boards.

Volunteering Tasmania recommends that extending the Tasmanian Women's Strategy to women volunteering on small for-purpose community boards will empower a broader range and younger cohort of Tasmanian women to step up into these community leadership positions.

How the Tasmanian Women's Strategy (2018-2021) can address this issue

Volunteering Tasmania proposes that the *Tasmanian Women's Strategy 2018-2021* extends the current Women on Boards Strategy to include Tasmanian women on small for-purpose community based Boards. A summary of the strategic approach is detailed below:

1. Who would the training be targeted at?

Volunteering Tasmania would ensure a cross-section of women from a broad range of Tasmanian for-purpose organisations. In particular, Volunteering Tasmania would target women aged between 19 and 39 years of age, with a focus on regional and rural areas of the island.

This training would be targeted specifically at women volunteering, or considering volunteering on small community based Boards in sectors that are not currently receiving any support of this nature. This includes women volunteering on boards in tourism, arts, heritage, environment, community service clubs (e.g. Probus or Rotary), agriculture, education and small community based organisations.

2. Is this training needed?

Yes. Volunteering Tasmania has consulted widely in regards to the demand and viability of this approach and can confirm the need for introductory level governance training for Tasmanian women volunteering on community for-purpose Boards, particularly in regional and rural Tasmania.

Additionally, the most recent *Associations Forum Membership and Services Survey Report 2017* indicates a 9 per cent decline in organisations offering ongoing education/continuing professional development as a core service to its members. With only 39 per cent of their surveyed members delivering training, there is an opportunity to address training gaps in Tasmania.

⁷ Forward, message from the Minister for Women, Jacquie Petrusma MP, Women on Boards Strategy 2015-2020

3. How would the training be delivered?

The training would be delivered state-wide and it is recommended that the training be non-accredited, and delivered in a flexible manner (weekends and/or evenings). This is considered essential to ensure the training is adaptable to the needs of this cohort.

A non-accredited program is also considered critical, to ensure the opportunity is not considered overwhelming or intimidating. This approach has previously proven successful, for example with the delivery of foundation governance training for sectors (such as the annual three hour workshops provided through Communities, Sport and Recreation for sporting organisations) and bespoke offerings tailored for groups (such as Governance 101 training for Rural Youth Tasmania).

4. Who would coordinate the training?

Volunteering Tasmania would coordinate the delivery of the training, including the sourcing of the training provider, promotion and selection of participants. Volunteering Tasmania's strong networks within the volunteering sector makes us well-placed to oversee this initiative.

5. Who would deliver the training?

Volunteering Tasmania has consulted with a range of organisations, assessing the suitability and cost of their services and have identified two Tasmanian organisations who can provide the required training:

1. Self Help Workplace
2. Avidity Training and Development

6. Where would the training be delivered?

It is recommended that the training be delivered in the six regions (South, South-East, East, North, North-West and West). Inclusion of the regional communities is critical.

7. What would be the investment?

The maximum financial investment for this project would be approximately \$285,000 over the life of the Plan, as outlined in the Table below:

	2018-19	2019-20	2020-21
Year One	\$95,000		
Year Two		\$95,000	
Year Three			\$95,000

These amounts are calculated on the approximate costings provided by the training organisations, and more information can be provided upon request.

8. What would success look like?

Success would be measured by:

- a) The successful delivery of state-wide training across the **six regions**;
- b) Minimum of **12 workshops** delivered per year (a minimum of two per region);
- c) Minimum of **240 participants** per year, with a target of 75 per cent of attendees being within the 18-39 year age-group; and
- d) A reported **satisfaction rate of 85 per cent** of the women who participated in the training, including qualitative feedback on how they will implement their key learnings into their local communities.

Volunteering Tasmania would provide six monthly reports to the Department of Premier and Cabinet, and the Tasmanian Women's Council (if requested).

Closing Remarks

Providing accessible and affordable introductory level governance training to Tasmanian women volunteering on small community for-purpose organisations will deliver significant results.

There is an identified need for the training, and a demand for it in Tasmania.

Investment in this initiative, as part of the *Tasmanian Women's Strategy 2018-2021* will extend the successful Women on Boards Strategy to regional and rural Tasmania and deliver results not only by the women involved, but for the organisations they support, and the communities they assist.

For more information

Volunteering Tasmania welcomes the opportunity to discuss this Submission in more detail. Enquiries can be directed to Volunteering Tasmania's CEO by phoning (03) 6231 5550 or via email at ceo@volunteeringtas.org.au

Attachment A: Community Health and Social Service Organisations

From a sample of 31 organisations, Tasmanian women represented 42 per cent of the available 260 Board positions (39% fulfilling the Chairperson/President role).

Name of Organisation	Total	Females	Males	% Female	Is the Chairperson a female?
Lifeline Tasmania	10	6	4	60	0
Advocacy Tasmania	9	4	5	44	1
Dementia Australia Tasmania	9	3	6	33	0
Anglicare Tasmania	9	4	5	44	1
Red Cross Australia	17	8	9	47	1
Baptcare Ltd.	8	3	5	38	1
Neighbourhood Houses Tasmania	10	6	4	60	1
CatholicCare Tasmania	7	2	5	29	0
Community Care NESB Inc.	8	4	4	50	1
Corumbene Nursing Home	5	2	7	40	0
Dementia & Alzheimer's Association (Tasmania) Inc. (Nationwide Board)	9	3	6	33	0
Family Based Care Association (North West) Inc.	5	0	5	0	0
Glenview Community Services Inc.	7	3	4	43	0
Good Neighbour Council of Tasmania Inc. (Launceston Branch)	15	7	8	47	0
Hobart District Nursing Service Inc.	7	4	3	57	0
Masonic Peace Memorial Haven of Northern Tasmania Inc.	9	2	7	22	0
Meals on Wheels Association of Tasmania Inc.	7	4	3	57	0
Migrant Resource Centre (Southern Tasmania) Inc.	12	7	5	58	1
Oak Tasmania	10	4	6	40	1
The District Nurses	6	3	3	50	0
South Eastern Nursing & Home Care Association Inc.	7	3	4	43	1
St. Giles Society Inc.	8	3	5	37.5	0
St. John Ambulance Tasmania	8	1	7	12.5	0
Tasmanian Council of Social Service Inc.	8	4	4	50	0
The Carers Association of Tasmania Inc.	7	5	2	71	1
The Queen Victoria Home Inc.	9	3	6	33	0
Toosey Nursing Home	7	3	4	43	1
Uniting AgeWell Tasmania	10	6	4	60	0
Uniting Care Tasmania	9	2	7	22	0
Volunteering Tasmania Inc.	8	6	2	75	1
	260	115	149	42	12

Average # Board positions

8

39% Females

**No information available for Community Based Support (South) or Care Assessment Consultants (noting there are 6 Board positions, and a male Chairperson)*

Attachment B: Environment Organisations

From a sample of 14 community organisations, Tasmanian women represented 41 per cent of the available 133 Board positions (21% fulfilling the Chairperson/President role).

Name of Organisation	Number of Board Positions	Number of Females	% Females	Is the chairperson a female?
Landcare Tasmania	18	8	44%	No.
Wildcare Tasmania	13	5	38%	No.
The Wilderness Society	8	4	50%	<i>Unknown. The website does not say who the chairperson is.</i>
Tasmanian Land Conservancy	11	4	36%	No.
Environment Tasmania	5	3	60%	Yes.
North East Tasmanian Land Trust Inc	7	3	43%	No.
Southern Coastcare Association of Tasmania	8	4	50%	No.
Huon Valley Roamers	6	3	50%	No.
Tasmanian Farmers and Graziers Association	10	3	30%	No.
King Island Natural Resource Management Group Inc.	4	3	75%	Yes.
Environmental Defenders Office Tasmania	7	4	57%	No.
Tasmanian Conservation Trust	12	4	33%	No.
Birdlife Tasmania	12	3	25%	No.
Tramway Hill Landcare Group	The Tramway Hill Landcare Group is part of Landcare Tasmania. See above for the number of board members etc. for Landcare Tasmania.			
Landcare in Acton Park	Landcare in Acton Park is part of Landcare Tasmania. See above for the number of board members etc. for Landcare Tasmania.			
Franklin Landcare	Franklin Landcare is part of Landcare Tasmania. See above for the number of board members etc. for Landcare Tasmania.			
Corra Lynn Public Reserve and Landcare Group	Corra Lynn Public Reserve and Landcare Group is part of Landcare Tasmania. See above for the number of board members etc. for Landcare Tasmania.			
Rural Youth Tasmania	12	4	33%	Yes.
TOTALS	133	55	21%	3

Attachment C: Art Community Groups

From a sample of 17 organisations, Tasmanian women represented 50 per cent of the available 144 Board positions (53% fulfilling the Chairperson/President role).

	Number of Board Positions	Number of Females	Is Chair/President Female?
Blue Cow Theatre	7	1	0
Festival of Voices	6	4	0
Tasmanian Creative Industries	12	7	1
GASP	9	4	0
Cygnets Folk Festival	9	7	1
Junction Arts Festival	9	5	1
10 Days on the Island	8	4	0
Tasmanian Writers Festival	9	6	1
Theatre Royal	7	5	0
Playhouse Theatre	13	6	1
Kickstarts Arts	10	1	1
Salamanca Arts Centre	9	5	1
Mudlark Theatre Inc.	7	4	1
Tasdance	5	3	0
Terrapin	7	2	0
Pipebands Australia (Tasmania)	8	2	0
Old Nick	9	5	1
TOTAL	144	71	9
		50%	53%