

## Board Gender Balance

The policy workshop on board gender balance was lead by President Janis Shaw, Immediate Past BPW International President, Freda Miriklis, and NSW State Representative, Irene Ross.

Issues raised in the update paper were discussed and the group emphasised the importance of gender diversity on boards not only to the equality of women, but also to the productivity of business. It was agreed that it makes good sense to aim at gender balance. The group also considered that there should be more effective monitoring, with quotas set rather than simply identifying targets. There was agreement that a 40:40:20 model is achievable, and that BPW Australia can take a lead its achievement.

The group proposed practical actions for implementation, so that BPW can start to move forward with its advocacy for board gender balance. Initial actions include:

1. a survey of our members to ascertain who is involved in board activities, the level of involvement, type of sector, background and training for board positions, and relevance to their workplace,
2. based on the survey results and research evidence, establish a strong policy position for advocacy activities with government and other governance stakeholders,
3. establish a professional development program for members to become not only board ready, but to provide accreditation in directorship, and
4. establish a BPW Australia register of board-ready members that can be used to promote the availability of our members for directorships.