

# **MINUTES OF STATUS OF WOMEN'S ADVISORY COMMITTEE HELD ON TUESDAY, 11 FEBRUARY 2025**

Present: Mayor, Christine Kay (Chairperson) (St Ives Ward)  
Councillor, Indu Balachandran (Deputy Chairperson) (Gordon Ward)  
Councillor, Barbara Ward (Gordon Ward)  
Rowenna Allabush, Community Member  
Michele Bell, Community Member  
Adrienne Bennett, Community Member  
Samantha Bing, Community Member  
Angela Budai, Community Member  
Unis Goh, Community Member  
Arti Kumria, Community Member  
Peta-Jane Maynard, Community Member  
Susan Parker, Community Member – Online  
Jebby Philips, Community Member  
Karthika Sivarajan, Community Member  
Madeleine Steel, Community Member  
Jessica Stone-Herbert, Community Member – Online

Staff Present: Director Community, Janice Bevan  
Manager Community Development, Danny Houseas  
Manager Urban Planning, Antony Fabbro  
Manager People and Culture, Jennifer Keato  
Community Development Officer, Kim Harris  
Community Development Officer, Caine Wilkins  
Urban Design Project Officer, Fae Sarshoghi

Others Present:

Apologies: General Manager, David Marshall

*The Meeting commenced at 1:05 PM*

## **DECLARATIONS OF INTEREST**

No interest was declared.

## **MATTERS ARISING FROM PREVIOUS MEETING**

No matters arising from the previous meeting.

## **NOTING OF MINUTES**

### **Minutes of Status of Women's Advisory Committee**

File: S13683

Meeting held 27 November 2024

Minutes numbered SWAC01 to SWAC02

## **The Committee Recommends:**

That Minutes numbered SWAC01 to SWAC02 circulated to Councillors were taken as read and confirmed as an accurate record of the proceedings of the Meeting.

## **International Women's Day Forum 2025 - Power Point presentation by Kim Harris**

File: S13683

### **Format for the IWD Forum:**

The forum will be on Thursday 6 March at the Pymble Golf Club from 12.00pm. The venue has capacity for 120 guests (12 tables of 10).

Janice Bevan will be the MC for the Forum and the Mayor will provide the Welcome and Acknowledgement of First Nations people.

Jebby Philips confirmed that Juanita Phillips has agreed to be the Keynote speaker.

Committee members will be invited to be hosts and/or facilitators at each table. There will be set questions for guests to discuss and explore. Committee members who volunteer to facilitate will receive a detailed briefing on facilitation processes to ensure inclusive participation from all attendees.

There will also be a session for the school students, who participated in the 2024 Next Generation Forum on respectful relationships, to provide feedback and actions to date.

The MC will provide a summary of the round table discussions at the conclusion of the forum.

### **Feedback from the Committee about the 2024 IWD event:**

In general, feedback from the committee was very positive, noting that the registration process was well-organised and straightforward.

Suggestions included:

- Exploring different entertainment options.
- Improving communication and engagement between table facilitators and attendees, including those living with disabilities.
- Wider variety and/or higher quality of food options.
- Some students at the table appeared shy or hesitant to contribute, possibly due to the complexity of the discussions.
- Committee members expressed interest in being involved earlier in the planning of future IWD events, with suggestions for future speakers emphasising the inclusion of local heroines.

### **Suggestions for 2025 IWD Celebration:**

- Table facilitators could also serve as hosts, welcoming guests and assisting them with seating upon arrival.
- During the discussion, a committee member highlighted concerns about poor behaviour among local young men in the community, emphasising the importance of addressing consent and respectful relationships in future forums. They also

suggested involving men in these discussions to explore ways to address these issues effectively.

There is also a need to clarify how the output from the roundtable discussions will be utilised.

- Greater efforts should also be made to engage people living with disabilities in the roundtable discussions.
- Revision to the wording of the round table discussion question: shift the emphasis from "How can we best engage men in addressing violence against women?" to "How can we engage men in fostering more respectful relationships?".
- Ensure round table discussion questions align with the actions outlined in Council's Family and Domestic Violence Action Plan.

### **RECOMMENDATION:**

For members to note the progress on planning for the International Women's Day event.

### **International Women's Day Award 2026**

File: S13683

The Mayor announced her proposal to introduce an International Women's Day Award – *The Ku-ring-gai Council Women's Leadership and Inspiration Award*.

The award will be formalised through a Mayoral Minute at the February meeting of Council. While the award will typically be presented at the International Women's Day celebration in March each year, it is proposed that the 2025 Women's Leadership and Inspiration Award be presented later in 2025, ideally at an event or significant time that is aligned with women's matters.

### **RECOMMENDATION:**

For members to acknowledge and support the International Women's Day Award.

### **Prevention of Violence Against Women Action Plan - Power Point presentation by Kim Harris**

File: S13683

#### **Progress on delivered actions and upcoming actions on the plan**

Delivered actions included:

- Establishment of the Status of Women's Advisory Committee.
- Launch of Council's Family and Domestic Violence resource webpage.
- Implementation of the Sixteen Days of Activism program against violence towards women in partnership with various organisations.
- Ongoing participation in the Hornsby Ku-ring-gai Domestic Violence Network.
- Partnership with Lifeline to deliver domestic violence awareness training for the community.
- Walk the Talk event, involving eight local organizations, councillors, community members, and local high school students.
- Jess Hill, author of *See What You Made Me Do*, talk at the Gordon Library.
- Next Generation Forum for local high school students on respectful relationships.

It was noted that collecting data on domestic and family violence (DFV) victims has been challenging, and council has reached out to local organizations to share their data. This information will be used to inform future Family and Domestic Violence Action Plans, develop strategies, and apply for funding to address emerging needs.

Upcoming actions include:

- International Women's Day celebration on 6 March 2025.
- Community consultation on how council can best acknowledge Domestic Violence Remembrance Day on 7 May, which will be incorporated into the 2025 International Women's Day celebration.
- CALD Domestic Violence information sessions.
- Grant writing workshops and annual community grants, with Family and Domestic Violence as a priority under the Community Development category.

Manager of People and Culture, Jennifer Keato, shared that Domestic and Family Violence (DFV) will be integrated into council's induction program for new staff. She also outlined upcoming training for council's senior executive team, managers, and staff through the White Ribbon organisation, aimed at better equipping staff with the knowledge and skills to address DFV. The issue of gender equality versus gender equity was discussed, and it was suggested that gender equity-related statistics within the council be reported to the committee at future meetings.

Committee members suggested further training for the community could include:

- Additional Lifeline DV Aware training targeted at sporting group leaders, committee members, school leaders, etc., potentially aligned with Equal Pay Day in August.
- Providing a platform for storytelling around Domestic and Family Violence (DFV) in the community.
- Provide data identifying hotspots in Ku-ring-gai to raise community awareness of Domestic Violence (DV).
- Increase Community DFV awareness through further DFV training opportunities.
- Training topics could include coercive control and financial planning for women experiencing financial abuse.

### **RECOMMENDATION:**

For members to note the progress of the Prevention of Violence Against Women Action Plan.

### **Equity by Design Principles**

File: S13683

Committee member Rowenna Allabush shared an overview of the Equity by Design Principles which focusses on the seven switches of public area of design principles. The plan explains the need to engage people with the end-to-end design, make sure people's views are visible, health and safety are not compromised, and people are invested and empowered. Design for affordable housing principles and how they can be brought into council's housing policy and how they can impact Ku-ring-gai. Areas of priority for housing are for essential workers and women over the age of 65 years. 71% of essential

workers who work in Ku-ring-gai don't live in the area due to housing affordability. More affordable and social housing is required to meet the demand.

The committee members noted that some community members are only a few steps away from homelessness, and it is challenging to find local services to assist people in this situation. They also recommended that council encourage the NSW Government to adopt "Livable Housing Design Guidelines silver standards" in future planning to ensure housing is accessible, such as wide doorways for wheelchairs. It was suggested that community members be consulted first to determine their housing needs, ensuring the right types of housing are developed.

**RECOMMENDATION:**

For members to note the Equity by Design Principles.

**GENERAL BUSINESS**

Mayor Christine Kay recommended Homelessness and *Dressed for Success* to be included in the next meeting agenda.

A committee member invited everyone to The Hummingsong Choir event, where approximately 700 women will be performing a free concert on Saturday, 8th March, from 4:30 pm to 5:00 pm on the Chatswood Concourse steps.

**OTHER BUSINESS**

N/A

**Future Meeting Dates:**

File: S13683

- Tuesday, 6 May 2025, at 6:00 PM
- Tuesday, 5 August 2025, at 10:00 AM
- Tuesday, 4 November 2025, at 6:00 PM

**RECOMMENDATION:**

That the above dates be received and noted

*The Meeting closed at 2:40PM*