



| | ITEM | ACTION BY/WHEN |
|----------|---|---------------------------|
| 1 | ATTENDANCE Members (14): Jessica Worrall - Chairperson Jessica Worrall - Minute Secretary Kathy Barrett-Lennard, Kellie Beacham, Tamara Bianchini, Nicole Boak, Kate Bone, Debra Clark, Annette Davis, Wendy Gibbons, Patricia Kregor, Billie McCarthy, Valeri Pain, Fran Stanley, Genny White, Jessica Worrall. Guests (12): Amanda Crook (Guest Speaker) Bridget Blackford (Jessica Worrall), Judy Brace (Annette Davis), Greta Gazabaric (Jessica Worrall), Kathryn Heaton (Jessica Worrall), Catherine Kenna (Jessica Worrall), Pam Levis (Jessica Worrall), Chris Morton (Annette Davis), Bev McKelvie (Kathy Barrett-Lennard), Linda O'Brien (Kathy Barrett-Lennard), Jo-Anne Thomson (Jessica Worrall), Judie Vincent (Debra Clark). | |
| 2 | WELCOME BY PRESIDENT The President Jessica Worrall, welcomed members of BPW and invited guests and particularly Amanda Crook our guest speaker. The BPW members introduced their guests. | |
| 3 | APOLOGIES (20+1): Lisa Beaumont, Tania Clayton, Helen Collis, Jodie Crane, Kay Gerard, Pam Glossop, Jenni Griffiths, Robbie Howson, Rozana Kemp, Nerida Kickett, Sarah Lehane, Meriel McGill, Bev Moxham, Fatima Rebola-Gibson, Kirsten Stoney, Tonia Swetman, Kay Synnott, Monique Wheatley, Denise White, Donna-Lee Wynne. Late apologies due to illnesses etc: Susan Worley (Jessica Worrall), | |
| 4 | CONFIRMATION OF MINUTES | |
| 4.1 | The minutes of 21 May 2001 were confirmed. Proposed: Tamara Bianchini, Seconded: Kathy Barrett-Lennard. Motion passed. | |
| 5 | MATTERS ARISING FROM MINUTES Nil | |
| 6 | REPORTS | |
| 6.1 | President's Report Jessica Worrall referred to the President's Desk in the BPW Pilbara June newsletter. Jessica thanked Jenni for her work on the Newsletter over the last year and thank Kate for taking up the reins. | |
| 6.2 | Secretary's Report Correspondence log (compiled by Nicole Boak) is attached to the executive minutes, please refer to website. Valeri advised that of note is a recent "Ship for World Youth" where the Government of Japan wishes to invite 10 Australians to join the Fourteenth SWY programme. Applications due 6 th July. | |
| 6.3 | Treasurer's Report Attached to executive minutes available on the web. Jessica advised that Lisa Beaumont reported the closing balance at 8 June was \$3,686.97 . | |



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|--------------|--|---------------------------|
| 6.4 | Vice President's Reports Jessica explained the role of the VPComs, VPIP and VPEP. | |
| 6.4.1 | Vice President Communications Annette Davis reported that a newspaper article on the Networking & Mentoring Workshop was submitted to NW Telegraph, however they indicated they had already placed a piece with the editor. The likelihood of it appearing is diminishing as time passes. | |
| 6.5 | Sub Committee Reports Nil to report | |
| 7 | GENERAL BUSINESS | |
| 7.1 | Location of Club Meetings: CM 2001_05/9.2.1: <i>Given that the preference is to shift the location of the club meeting to the Goldfinch Room which is not available on Monday night, survey members to determine which night would be preferable.</i> | |
| | Jessica Worrall presented the location survey results (see attached) and recommended the following motion. A query was raised as to whether a meal choice was provided. The package being offered by the KI was restated refer May MOM. | |
| 7.1.1 | Motion: <i>That the date of the Club Meetings be changed to the third Wednesday in each month.</i> <i>That Club Meetings be held at the Goldfinch room at the KIH.</i> <i>That the charge for Club Meetings be \$20, of which \$17.50 goes to the KIH and the remainder goes into club funds (to assist in covering costs associated with speakers eg meals etc).</i> Proposed: Jessica Worrall, Seconded: Kate Bone. Motion passed unanimously. | |
| | Our thanks to the sub committee for carrying out the investigation. | |
| 7.2 | AGM Date Moving the date to 25 th July for the AGM provides the following advantages: <ul style="list-style-type: none">▪ Outside of school holidays.▪ Allows guest speaker of Margaret Bertling on how she operates her business from Karratha (to be confirmed).▪ Provides extra time to allow the books to be audited. | |
| 7.2.1 | Motion: <i>Change the date of the AGM from 3rd week in July to the 25th July, subject to KIH availability to avoid school holidays.</i> Proposed: The Executive. Motion passed unanimously. | |
| 7.3 | Women in Defence Forces: CM 2001_05/10.1.1: <i>Review the situation of women serving in the front line of Australia's defence forces and recommend a position to BPW Pilbara.</i> Tamara Bianchini read an article which she thought summarised the current state (see attached). Discussion covered the following grounds: <ul style="list-style-type: none">▪ It was being decided by Defence Forces in an attempt to improve intake and was not part of a consultative process. The press had publicised the issue but it seems to have subsided.▪ The combat section is one of the lowest paid sections. | |



ITEM

**ACTION
BY/WHEN**

- Women are being denied a basic right to a job.
- Not being able to serve in combat may deny women promotion opportunities.
- Any consideration of this is not an agreement that women should be conscripted (if conscription was ever re-introduced).
- This may become an issue prior to the election.

7.3.1

Motion:

That a watching brief be maintained on the press on the issue of women serving in combat duty in the defence forces. That BPW Federation be contacted to ask if they have position on this issue.

Tamara
Bianchini

Proposed: Tamara Bianchini, Seconded: Debra Clark. Motion passed unanimously.

Our thanks to the Tamara for carrying out the investigation.

8 ANY OTHER BUSINESS

Nil

9 VALUING SELF

During the Joan Kirner weekend, it was recognised that we need to acknowledge our personal and professional achievements and learn to promote ourselves.

Fran Stanley, Annette Davis and Debra Clark volunteered information and were congratulated on their recent achievements.

10 MEETING ADMINISTRATION

New Action Items or Motions are as per 7.1.1, 7.2.1, 7.3.1.

11 NEXT MEETINGS AND OTHER DATES

Wed 25 July AGM plus Club meeting
Margaret Bertling (to be confirmed)

New dates will be advised as a result of the shift to the 3rd Wednesday.

15-16 Sep BPW Division Conference in Geraldton

(We will take at least 1 car, please consider whether you would like to go now!)

12 CLOSE OF MEETING

Meeting closed at 7.45pm.

13 MEAL

14 Post meeting Note: YBPW

Jessica Worrall advised that there was another item of interest in the correspondence, being the YBPW nomination form (due 9 July). Young BPW (YBPW) is open to BPW members under 35 years and in addition to newsletters etc there is also a YBPW award. The Executive has asked Tamara Bianchini and Wendy Gibbons to look at what YBPW offers and to contact those eligible in BPW Pilbara to survey their interest. Please contact either Tamara or Wendy if you are interested.

15 PROFESSIONAL DEVELOPMENT SESSION

UPDATING YOUR CV



ITEM

**ACTION
BY/WHEN**

Amanda Crook – Account Manager Drake International Karratha

Amanda will discuss:

- *The value of having an up to date CV.*
- *The different styles of CVs.*
- *How to tailor your CV for each job application.*
- *The appropriate pitch for your cover letter.*

A handout was provided by Amanda.

Annette Davis initially introduced and subsequently thanked the guest speaker Amanda Crook of behalf of BPW Pilbara for her presentation.

16 END OF EVENING

ATTACHMENTS

- Location of Club Meetings Report
- News article on women serving in combat in the defence forces.

Provided at the meeting but not attached electronically, please contact the Secretary Valeri Pain if you would like copies. A mail out will be provided to members who did not attend this club meeting.

- BPW Pilbara Newsletter – June 2001
- BPW WA Division Newsletter – June 2001
- Letter from BPW Australia, 1st June 2001 outline platform for action 2001/2001.



BPW

Pilbara

Australian Federation of Business and Professional Women Inc

Inclusive of YBPW & Australian Women Entrepreneurs

ARBN 45 047 977 574

Location of Club Meetings

The issue of the location and quality of club meeting was considered in March 2001:

CM 2001_03/8.2.1:

That a sub-committee be formed to fully investigate alternative venue options considering the following:

- *exclusive use of venue*
- *a price ceiling of \$20/head (as previously approved by the club).*

The sub committee responded in the May meeting with two options and the following action resulted.

CM 2001_05/9.2.1:

Given that the preference is to shift the location of the club meeting to the Goldfinch Room which is not available on Monday night, survey members to determine which night would be preferable.

Action by Jessica Worrall by next club meeting.

An e-mail was circulated to members on 06/06/2001 with a number of questions asked in an attempt to identify the night that the least people can not attend. In addition to the questions a number of responses were provided by members which have been standardised below. The following results have been obtained from that survey:

| Item | % of Respondents |
|---|------------------|
| Number of club members responding was 27 | 75.0% of club |
| No Tuesday at the KI does not suit | 37.0% |
| No Wednesday at the KI does not suit | 0.0% |
| Monday at Archipelagos only suits | 0.0% |
| Any night suits | 48.1% |
| <i>Prefer Wed night (mainly from Any night suits)</i> | 37.0% |
| <i>Wed night is difficult (but possible)</i> | 7.4% |
| <i>Monday night does not suit</i> | 14.8% |
| <i>Prefer KI (mainly from Any night suits)</i> | 18.5% |

Kate Bone has confirmed that the KIH is available on the third Wednesday of each month.

The following motion is therefore recommended to the Club Meeting 18 June 2001:

Motion:

That the date of the Club Meetings be changed to the third Wednesday in each month.

That Club Meetings be held at the Goldfinch room at the KIH.

That the charge for Club Meetings be \$20, of which \$17.50 goes to the KIH and the remainder goes into club funds (to assist in covering costs associated with speakers eg meals etc).

Jessica Worrall

18/06/2001



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AFFILIATED WITH INTERNATIONAL FEDERATION OF BUSINESS AND PROFESSIONAL WOMEN

Attachment 2

Australian Defence Association: Can women fight - and should they?

With no reference to the community or its parliamentary representatives, senior officers of the Australian Defence Force plan to remove all of the restrictions on the employment of women. Having been leaked, their proposals will go to the Chiefs of Staff and ultimately to Cabinet in a climate in which rejection will be politically impossible. The Opposition has already flagged support so that, with an election pending, Cabinet is unlikely to create yet another politically contentious issue which it cannot win.

At present, women can serve in most combat roles in the navy and air force but are rejected for army direct combat operations in most infantry, artillery, armour and combat engineer units. While issues of physique have been said to be the determining factor, social and cultural considerations have been dominant. The latest publicity asserts that the same physical standards required for men will be applied to women.

There is more nonsense talked and written from all sides about the issue of women in combat than almost any other in the defence field. Various agendas, admitted and otherwise, come into play but there are only two fundamental issues. One is whether women can fight in modern warfare; the other and possibly more serious is whether they should.

While most other countries employ women in their armed forces, very few employ them in combat. These include the United States, Britain, Canada, Australia, New Zealand and the Scandinavian nations. Even fewer employ women in all combat roles. Despite popular mythology and previous practice under extreme pressure, neither modern Israel nor Russia permits women to serve in combat forces.

What does characterise all those countries that employ women in combat forces is that, despite their proclaimed democracy, the basic decision was made by bureaucrats under heavy pressure from small interest groups. Where, as in the United States, politicians ultimately endorsed the decision, the same interest group pressure was evident. At no time was the community asked to consider whether its culture or concept of civilisation supported the employment of women in dealing out death and destruction in usually the most obscene of circumstances.

Defence apologists invariably talk of extending the privilege of defending the nation to women. Defending the nation is not a privilege. It is a social obligation of a particularly abhorrent kind undertaken voluntarily by a very small proportion of citizens in the hope that they will never have to engage in combat.

The second question of whether women can engage in combat is relatively uncomplicated. Anyone who has anything to do with the men and women of the ADF is quickly impressed with their quality. They are among the cream of Australian society, hard-working, dedicated and professionally capable. Whether they can do the jobs required of them is properly a matter for the military leadership to decide. Certainly there are many jobs such as handling artillery shells or erecting bridges that demand substantial trained muscle power. Not all men are capable of doing these jobs either. The ADF has had a lot of practice in assigning individuals to jobs they can do.

Among all the agendas contributing to the latest Defence proposals is that of boosting the recruitment pool. Defence has been complaining for years about the decline in applications for enlistment and worries about where it will find its future troops. The plan to open up more opportunities to women is designed to attract more women into the ADF despite evidence that few are very interested. At the same time, Defence is worried that if it competes more realistically for the available people, it will have to increase pay rates especially for the combat troops who are typically the lowest paid people in the ADF.

Defence boasts that 20 per cent of its recruits are women but fail to point out that, after a decade of opening up ever more employment opportunities for women, the proportion of women in the ADF has grown from 11.5 per cent to just 12.8 per cent of the total. Moreover, the wastage rate among women is greater than for men. Defence and their community allies seem incapable of accepting that only a small proportion of women are keen to serve in the ADF. Indeed, the proposed extension of employment to full ground combat tasks may well discourage women from joining especially when they realise that, like men, their choice of category will be limited by the needs of the force.

In the final analysis, the proposed changes will almost certainly be implemented but they will not solve the ADF's recruiting and retention problems. All Defence is doing is trying to avoid confronting the real problems which, as well as pay and conditions of service, include a ponderous recruiting process that simply discourages potential employees in a still buoyant labour market.

This item was originally requested by *The Newcastle Herald*

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