

The Circular 633, June 2020



available on the website in due course.

I hope June proves to be a better month for all as we begin to find our feet again, and where inequity crosses our paths we continue to advocate for change for the better, for all.

Mauri ora,

Lisa Lawrence

President's Korero

Tena koutou katoa,

At the time of writing, it's May 26 2020 and we are at the start of week two of level two of COVID-19 restrictions – over the last month it's been extraordinary, unsettling, frustrating and exhausting for many people. NCWNZ is taking stock of our current state, and with the support of our funders we are assessing our sustainability. We are focussed on restoring our internal sustainability by examining our operating model. While we are technically a 'not for profit', we are also 'not for loss'. The opportunity to undertake this important piece of work has come about recently and we have enlisted the services of Stakeholder Strategies who will be in contact with representatives of various sections of our whole membership.

My wholehearted thanks to the convenors for producing the position paper, 'COVID-19 and Beyond - the Opportunity'. This has been very well-received by the Ministry for Women and will now be highlighted to the other ministries to support the whole of government to have a gender lens over their responses. It will be

Budget 2020: Rebuilding Together – will this reduce gender inequality?

Carol Beaumont, Board member

Unsurprisingly, given COVID-19 and the predicted economic and social costs arising from the pandemic, Budget 2020 with a \$50 billion rescue and recovery focus is the single biggest spending package in New Zealand's history. This spending is over 4 years with \$16 billion announced on Budget Day 14 May and \$14 billion announced before Budget Day. \$20 billion is currently unallocated.

The focus on jobs is not questioned by most commentators especially as unemployment is predicted to reach 10% by September. An extra \$3.2 billion was added to the wage subsidy scheme (\$10.8 billion has been spent over the last 2 months), taking the total to \$14 billion. In addition, there are a number of job creation and saving schemes as well as a significant focus on training and retraining (\$1.6 billion).

In the lead up to the Budget the Minister of Finance indicated that we needed to respond, recover and rebuild so that New Zealand absolutely can "Be the country we have always said we want to be. On Budget Day he talked of the need to hit the reset button. Over recent weeks it has become clear that COVID-19 has exacerbated existing inequalities and structural deficiencies and that in recovery phase we need to use the opportunity to address those inequalities. NCW like other organisations seeking to build a better, fairer, more sustainable future wants to see the rebuild deliver transformational change not a return to what we had pre-COVID-19.

The question we have asked is will Budget 2020 reduce gender inequality?

The impact of COVID-19 on women and existing gender inequalities has been almost entirely lacking in the public discourse. Budget 2020 has made a huge investment in rebuilding – what is not clear is whether the specific needs of women are recognised and whether there is a clear commitment to measuring implementation to ensure that the investments announced start to address gender inequality.

There has long been a view that as a country we have done well in terms of gender equality and we would all acknowledge the many firsts and achievements of New Zealand. Despite this we remain a country with many inequalities and challenges like poverty, environmental degradation and climate change. COVID-19 has reinforced and exposed intergenerational and systemic inequalities in every sphere of life; especially for Māori, Pacific and migrant women, women with disabilities, older women and LGBTIQ+ people.

The COVID-19 crisis has also revealed the wealth of collective commitment, caring and sense of interconnectedness. Essential workers in low paid and undervalued female dominated sectors have been vital to our lives under lockdown. The pandemic has starkly revealed our economy and daily life depends on caring – both paid and unpaid – for children, elderly, sick and those with disabilities. We need now to

embed changes that value this work and enable more flexibility in working hours, more generous parental and carers leave and adequate income for all.

NCW welcomed budget, pre and post budget announcements that increased funding for:

- Early childhood education including pay equity increases for the lowest paid qualified ECE teachers and support for kohanga reo
- Family, sexual violence support services and support for victims of elder abuse (\$202 million)
- Investment in projects to restore our environment (\$1.1 billion)
- Extending free school lunches to 1 in 4 children (200,000 children) and creating 2000 jobs
- Investments in the public health system (\$5.6 billion operating total and \$755 million total capital)
- 8000 additional state and transitional houses
- Targeted funding for Māori employment initiatives
- Support for social service providers \$115 million
- Disability support (\$833 million)*included in Health total
- Implementing the Maternity Action Plan (\$177 million)* included in Health total
- Allocation for pay equity settlements for school support staff
- Sporting support (\$265 million). Fair treatment of women's sporting competition was explicitly noted as a requirement of the funding.

A focus on work and incomes is critical and we acknowledge the significant investment announced. \$3billion for infrastructure. We want to see that this is not only for 'shovel ready' physical infrastructure projects but also for vital social infrastructure work in areas like mental health, extending home and community support and education and training opportunities. We need to know that there is a commitment to ensuring women will have jobs in the physical infrastructure projects and access to the free trade training announced. Apprenticeships and vocational courses in 'critical industries' will be free over the next two years for everyone. Which industries are 'critical' has yet to be defined but the Education Minister identified building and construction, manufacturing, community health, counselling and care work. We also seek recognition that investing in social infrastructure has the ability to address inequality and provide economic stimulus and provide employment in female dominated areas. Unemployment and underutilisation pre COVID-19 were structurally higher for women than men. Māori and Pacific women are particularly impacted.

The whole country saw the essential value of women's during recent weeks, with much of it (cleaners, carers and retail workers) being done by low paid and undervalued women workers. It is disappointing to not see any funding in Budget 2020 to provide support mechanisms for workers and unions to progress pay equity claims.

A significant disappointment in Budget 2020 was that there was not more in terms of welfare support - levels (\$25 per week increases were announced pre-budget), structure eg abatements and individualising eligibility and reform to ensure an adequate income for all New Zealanders. The reality is that many more people will become unemployed with significant increases as wage subsidies run out. Many people will experience how low benefits are, the wage subsidy is \$585 a week; the Jobseeker

Allowance for people over 25 is \$250 per week. Many of the newly jobless will not qualify for income support at all because of their relationship status.

NCW will be analysing the Budget announcements closely with a gender lens and we expect the Government to do so in implementing the announcements made in the Budget and allocating the \$20 billion response and recovery fund not yet allocated. Along with other women's organisations we will be maintaining scrutiny and we believe have a key role to play in partnership with Government in creating the new post COVID-19 gender equal Aotearoa New Zealand.

Some resources:

<https://www.nzptv.org.nz/videos/cpag-2020-budget-event>

Child Poverty Action Post Budget Panel with Associate Professor Susan St John, Professor Peter O'Connor, Dr Matire Harwood and Andrea Black

<https://www.union.org.nz/budget-2020-rebuilding-together/> NZ Council of Trade Unions Budget Analysis

Budget documents can be downloaded from <https://budget.govt.nz/> and <https://treasury.govt.nz/publications/budgets/budget-2020>



1950s Lockdown

Judene Edgar

Social media has been full of pictures of home baking, preserves and newly planted gardens. But behind these delectable treats is the stark reality that, for many women, stay-at-home has become sexism-at-home.

Women already bear the burden of domestic chores and childcare, but without their usual support networks and with schools, childcare facilities and after-school programmes closed, lockdown has been a living nightmare of sexist expectations for many women. Indeed, it is only through the introduction of affordable and accessible childcare that women have been able to take part in the labour market after having children. With this ending, that care burden now lies with the family again, but the likelihood is that despite both parents now being

at home, much of the 'domestic' work will land squarely on the shoulders of women.

Much like the 1950s housewife, on top of the increasing expectation to grow our own produce which we are then meant to turn into eye-watering Instagram-ready dishes, while keeping up with the household chores and management, during lockdown we also had to provide childcare and home schooling – but also while working from home.

Research by economists from the Universities of Cambridge, Oxford and Zurich during lockdown in the UK found that mothers, whether or not formally working, were typically spending around six hours each day providing childcare and home schooling. By contrast, the average father at home was only spending a little over four hours on childcare and home schooling, regardless of employment status.

Lockdown reinforced that women aren't 'having it all', they're 'having to do it all'.

While there will always be more demands on a working mother's time than there is time, ultimately it comes down to the choices you make. However, for many women, lockdown took away those choices.

And with the push for people to continue working from home to maintain the ostensibly quieter, simpler, family-focused glory of lockdown, for women this may mean losing much of their support networks and a return to the inequality of the 1950s.

Life during lockdown has started resembling the 1950s.

And even when household chores are shared, it is the woman who is generally the manager of the home: the one who coordinates the afterschool activities, buys the new clothes or organises the birthday parties.

Interestingly, this gender divide increased in higher-income householders.

Mothers who earned over £80,000 and were working from home were spending 7.1 hours per day in addition to work with childcare and home schooling, whereas their male counterparts were only spending an average of 4.4 hours per day.

<https://www.stuff.co.nz/life-style/parenting/mums-life/93483741/the-household-chores-holding-women-back>

<https://www.theguardian.com/world/2020/may/03/i-feel-like-a-1950s-housewife-how-lockdown-has-exposed-the-gender-divide>

<https://theconversation.com/return-of-the-1950s-housewife-how-to-stop-coronavirus-lockdown-reinforcing-sexist-gender-roles-134851>

<https://www.csee-etu.org/en/policy-issues/covid-19/3712-the-covid-19-pandemic-must-not-set-the-clock-back-on-gender-equality>



Inclusive Aotearoa Collective Tāhono

As a supporter of causes related to addressing racism in our country, we're keen to talk with you to hear your thoughts about belonging and inclusion.

Why? March 15 2019 held up a mirror to Aotearoa New Zealand. It showed the fragility of our perception of ourselves as a peaceful and progressive nation. For some, the depth of divisiveness, intolerance and hate was seen for the first time. For others, that day confirmed, in the most terrible way, a reality they already lived with. That our country was not the inclusive and tolerant land that many had assumed it to be.

This year, [Inclusive Aotearoa Collective Tāhono](#) kicked off a project with the goal of talking to people across the country, from all walks of life, to hear firsthand about their sense of belonging in Aotearoa.

With COVID-19 changing our worlds, belonging and inclusion are crucial now more than ever. So we've taken these conversations online to ensure we can continue to engage and talk through your experiences and ideas.

We're asking you to join us online to talk about what belonging feels like, what hinders this and what has to change. This is an online conversation held via Zoom – and your opportunity to lend your thoughts to the development of a Diversity & Inclusion Strategy.

We'd love to add your voice to the mix. Held using Zoom and running for 90 minutes, our online conversations are informal and interactive. Please join us by registering below:

Here are our events for our online registration:

<https://www.inclusiveaotearoa.nz/events>

For more information on the project, please visit our [website](#). If you have any questions, please [email us](#) or call 021 972 294.

Doughnut Economics – a vision for a new future

Climate Change and Environment Committee

Right now as we are in lockdown, the future looks quite uncertain. What does it mean for people? What about jobs and incomes, mortgages and benefits? There is so much where we don't know what the lasting impacts will be.

If we rotate the lens a bit and look at the situation differently, we can see a huge opportunity to do things differently. Think of the social capital that has been built up in the Level 4 and 3 phases of lockdown – people looking out for each other and helping meet their needs, an appreciation of all those unseen workers who keep our supply chains running and those who care for our health. We smile at each other as we pass on our walks (from a 2 metre distance), we wave at the neighbours, families are spending more time doing activities together – and all of this strengthens community. We are all in this together, as our PM keeps saying. Yet it is also important to recognise that for some households, the lockdown has been a struggle economically and socially, and has placed an increased burden on women

as caregivers and essential workers at the same time as exposing them to higher levels of domestic violence.

So, what is doughnut economics and how does that fit into all this?

To quote from Kate Raworth in her book 'Doughnut Economics', 'The essence of the doughnut is a social foundation of well-being that no-one should fall below, and an ecological ceiling of planetary pressure that we should not go beyond. Between the two lies a safe and just space for all.' In essence, Doughnut Economics ensures that both people and planet are cared for.

At this point, you may want to take a pencil and paper and construct this diagram: think of two circles, one inside the other – this is the doughnut. In between those two rings is the safe space for humanity based on an economy that is regenerative and distributive (we'll go back to those words soon). The outer ring is the ecological ceiling and beyond that, we verge into unsustainable pressures on the natural world; examples of this are climate change, biodiversity loss, damage to freshwater, and air pollution. Our planet Earth is a closed system, and already it takes close to two times the Earth's resources to maintain our economic activity (in 2019 Earth Overshoot Day was 29th July, according to the Global Footprint Network); continued growth is just not possible. Inside the inner ring of social foundation are those problems whose shortfalls put community at risk, such as lack of education and health services, gender inequality, undermining of peace and justice, and insecure food supply. You will recognise these social goals as those set out in the UN Sustainable Development Goals agreed on in 2015.

What does it mean to talk of systems that are 'distributive' and 'regenerative'?

A distributive system looks like a network with lots of points where different branches join, overlap or change direction. This interconnectedness builds resilience with less susceptibility to shocks such as the one we are currently in. We build resilience by the number of connections and by interdependence, just as we have been doing recently and seeing the gifts of strong community. It echoes the regenerative and distributive systems which have been part of Indigenous knowledge for centuries. We are seeing evidence of regenerative systems starting to develop. There are fewer vehicles on the road and therefore noticeably less air pollution and carbon emissions. We notice how quiet it is and how much more birdsong we can hear and activity we observe. A regenerative system uses materials and knowledge to make useful items but incorporates minimising waste at every stage and restoring where possible; think repair, reuse, refurbish, recycle and taking into account that there is no 'away' for disposal. A distributive economy reduces inequalities and recognises the dependence of the economy on caring and reproductive work. It turns out that a more equal society is also better for the planet, decreasing ecological degradation and strengthening environmental policies and planning.

Doughnut Economics is just beginning to be implemented at city-level, with Amsterdam the first city to use Doughnut Economics as a tool to transform their economy post COVID-19. At the centre of this model is the question, 'How can Aotearoa New Zealand be a home to thriving people in a thriving place while respecting the wellbeing of all people and the health of the whole planet?' This is our greatest challenge.

These are some ideas of how we can start to change the economy to make a fairer society and reduce our impact on the environment

- Provide funding for small enterprises based locally and encourage people to invest in them.
- Provide mechanisms that recognise the diverse ways that people and communities can engage in a circular economy.
- Move more people to a four-day working week while being paid for five; this enables families to have more time together as they have been enjoying through Level 4 of lockdown. Some companies in Aotearoa New Zealand have been experimenting with such a scheme for some time now and have found that productivity has increased rather than the expected decrease.
- Recognise volunteering as a major contributor to community strength; at present, a significant number of volunteers are aged over 70. We have found a nation of caring people and finding ways to continue this should be a priority.
- Talk to people about what they would like their community to look like in the future and pass this to local government to inform their planning. An excellent example of this is the Taranaki 2050 Roadmap.

Additional reading/listening:

Exploring Doughnut Economics. Introducing the Amsterdam City Doughnut. Kate Raworth.
<https://www.kateraworth.com/2020/04/08/amsterdam-city-doughnut/>

A conversation with Kate Raworth on Aotearoa Town Hall:
<https://www.facebook.com/aotearoatownhall/videos/219213166176260>

An indigenous view on donut economics from New Zealand

<https://www.projectmoonshot.city/post/an-indigenous-view-on-doughnut-economics-from-new-zealand>

Caring for community to beat coronavirus echoes Indigenous ideas of a good life. Krushil Watene
https://theconversation.com/caring-for-community-to-beat-coronavirus-echoes-indigenous-ideas-of-a-good-life-136175?fbclid=IwAR3CvWkn-PDBGg1zBV_cCs4PG10xtjBRI99QyxpGPV9gb4XJghO4OoEMTso

Lockdown Reality for other NZ. Ian Hyslop.
<https://www.newsroom.co.nz/ideasroom/2020/04/16/1129771/lockdown-reality-for-other-nz>

Not your typical sheep paddock. Why sunflowers and lentils herald NZ's regenerative revolution. John McCrone:
<https://www.stuff.co.nz/environment/climate-news/120516134/not-your-typical-sheep-paddock-why-sunflowers-and-lentils-herald-nzs-regenerative-revolution>

Member Profile- Aleisha Amohia, Wellington Branch

NCWNZ will be profiling our members both in the Circular and on social media channels. We want to celebrate our community, those who make time and contribute to our work. If you would like to volunteer as a willing sacrifice, please contact circular@ncwnz.org.nz



What brought you to NCWNZ?

I was organising a tech conference in my role as President of the Victoria University of Wellington Women in Tech and had a meeting with Sonja, President of NCWNZ Wellington Branch. We were just looking for ways to support each other. I asked Sonja to be the MC at our conference, WITcon, and Sonja asked me to spread the word about recruiting volunteers for NCWNZ Conference 2019.

I ended up volunteering to help at Conference myself, and had an amazing experience. I loved the speakers, the politics, and the passion. I realised that NCWNZ was an organisation with strong connections and huge potential to make change. I wanted to get involved and provide my perspective to the discussions NCWNZ was having.

What rocks your boat?

Feminism that isn't intersectional, and diversity initiatives that don't include or consider Indigenous peoples, customs, and culture.

What changes do you imagine in Aotearoa?

Aotearoa has a lot of work to do. In my mind, it starts with education. We need to learn more about our history, te ao Māori, and colonisation and its impacts – many of which are still felt today. Aotearoa can't change until we understand what needs to change and why things are that way in the first place.

Important personal quality that you value?

Authenticity.

Favourite NCW aunty and why?

Vanisa Dhuru – she's an absolute superstar who is a massive inspiration to me, and I don't know how she does it!

Media recommendation (podcast/book/film, etc)?

As a brown woman in tech - Hidden Figures! It's such an important movie that everyone should see.

Universal Basic Income – the right solution, or part of the story?

Lynley Hutton, Economics Convenor

The universal basic income (UBI) has been proposed as a solution with many benefits. However, the proposal raises questions from both a policy and a practical perspective. Questions like – can a UBI be equitable? Is it affordable? Will it address issues relating to poverty? Does it improve health or education outcomes? What about housing? Will it help women to achieve equality?

A UBI does not take into account personal circumstances, such as if a person is single or in a relationship, or the size of their family, or which city or town they live in. All of these factors impact on how much money is needed to survive, for example if there is enough money for food after all the bills are paid. Some people would potentially be financially worse off from receiving a UBI as they currently receive multiple types of support which provides them with more money than could be paid via a UBI.¹

Regardless of the challenge of determining an equitable level for a UBI, the money to pay for it has to come from somewhere. This is not as simple as setting higher tax rates, or using notional savings from dismantling the current benefits system.² To achieve a level of UBI that could make a difference is potentially unsustainable.³

While a UBI might address some issues relating to poverty some families, there are underlying issues relating to sub-standard housing, educational barriers, as well as health risks and problems, that would not. These issues require other solutions, including investment in housing, education, and health.

Enabling two-parent households to have greater choice about one parent staying at home is an attractive benefit of a UBI. But if a society is still running largely on a patriarchal basis, it is likely to be women who stay home and look after children, thereby creating longer-term issues and undermining any progress towards equality for women.⁴

Perhaps a step back is needed to review where we are now and what wider reforms should be made to address multiple issues affecting society in general, and women in particular. COVID-19 has given us an opportunity to look at what currently exists and making positive changes for the future. Let's make the most of it by thinking about the whole story, rather than focussing on one part.

Financial Uncertainty

Sheryl Sutherland, Author of "Girls Just Want to Have Fund\$ – Every Women's Guide to Financial Independence" and Director of The Financial Strategies Group

It is an inescapable fact that women are entering the current period of financial uncertainty in a less financially robust state than men. This is different to other challenging economic times such as a recession; in a recession, men are often hit harder than women. They work in industries closely tied to economic cycles such as construction and manufacturing, however this time round, the shovel-ready industries will be first off the rank.

It is predominantly women who work in retail, travel and hospitality, the hardest hit sectors. There are two main reasons that will exacerbate the situation for women. One is the lack of pay parity, and the second is that there are more women in low paid part-time roles, or work in what I call 'ghettos', where women are paid less purely because historically and currently, their work is considered 'women's work'. These include areas like midwifery, nursing, teaching and rest home carers. Additionally, women are caregivers and homemakers, roles that are unpaid.

The post COVID-19 response gives us an opportunity to not only mitigate effects of this pandemic on women, but to change the futures of women and to shape our responses, bearing in mind historical inequities.

Three issues which can be addressed simply and quickly are:

1. Access to education and learning opportunities. The government has targeted industry skills such as building and construction who will qualify for free training, and some vocational traditional women's work such as community health counselling and care work. It appears that courses relating to management and commerce, social and cultural studies and creative studies, are among the areas of education which will not make the cut. This needs to be revisited. Retraining as a result of COVID-19 job losses should be free across the board, not a part of the social engineering of essential services.
2. Care for the caregivers. Those working in public health are usually overworked and underpaid. Women and girls tend to sick relatives, household chores and childcare. Adequate support in these areas is woefully lacking. The government could consider cash payments to women as a priority; this will help ease the impact of the pandemic, support women, and help the economy.
3. Make sure gender data is available; no societal action is neutral. Not only available, but actioned on. We have a Ministry for Women, admirably suited to this role.

The countries with low case numbers and more effective policy responses are led by women. They are wealthy democracies such as Germany and Taiwan with functional public service systems and high levels of trust. Data shows that women deliver more to their countries. The historical situation of politics with men and masculinity however, remains strong. This woman-led government still has \$50bn still to be allocated. I would like to believe points one to three will be part of the future strategy.

Chairman Mao said, "Women hold up half the sky. However, in my view it's more like 70%.

COVID-19 Public Health Response Bill

Amnesty International NZ Executive Director Meg de Ronde

The COVID-19 Public Health Response Bill is a crucial piece of legislation that seeks to protect everyone's right to health and life as we seek to continue precautionary public health measures as a country. However, the Bill introduced significant longer-term powers with potentially far-reaching implications for rights such as the right to liberty and the right to freedom from unreasonable searches in our homes. This is particularly concerning for a Bill that could give police unprecedented powers, especially given the recent revelations regarding facial recognition software being trialled without proper sign-off and the potential for abuses of state power. At a time when all efforts should be being made to increase trust

and confidence, processes such as this can undermine it. Whilst we appreciated the time restraints, there needs to be allowances for public scrutiny for public scrutiny to take place.

Given the Government's original plan was to pass it through in two days without select committee hearings, we, along with others, raised concerns that those actions would not allow for sufficient human rights scrutiny.

Alongside legal experts and the Human Rights Commission, Amnesty International Aotearoa New Zealand called for the Bill to be returned to select committee for post-enactment review. We are very pleased to see that Parliament has now voted to return this Bill to Select Committee to enable further scrutiny and welcome the opportunity for engagement.

We are hopeful this will enable better consultation and scrutiny as we have remaining questions about how it will play out in reality, particularly for already marginalised communities and especially given the Government's Treaty of Waitangi and international human rights obligations.

Refugees and COVID-19



Hafsar Tameesuddin, former Rohingya refugee

Like others, refugee communities have been impacted in many ways because of COVID-19. Despite the opportunity of being able to get protection and legal status in Aotearoa New Zealand, refugees still have to go through another phase of struggles, which is adapting and integrating into a new society with many different beliefs, values and worldviews.

When lockdown for COVID-19 came into action on 25 March, most of refugees including myself did not have any ideas what kind of supports we are entitled to during lockdown and where exactly we can get support for food, grocery and other essentials. Although we have heard about applying for subsidy and entitlements, a lot of us had difficulty to understand how it works, how to apply and who do we ask for help from.

Language barrier was another big issue for many refugees and unfortunately most of the time, WINZ is unable to provide interpreters. The majority of staff from WINZ not having enough knowledge about refugees often make us reluctant to seek for help from WINZ in time of crisis like this. Since counselling is not common in refugee communities, it was hard to cope with the emotional distress during this period. The only way of coping for most of us is prayer, worship and talking to our loved ones over the phone. Remaining families and friends in other countries are going through worse situations than us— here is another trigger and contributing factor to our stress and depression. We also feel that there is still a gap between refugee communities and local communities that we need to work on in order to get to know each other better and support each other in time of hardship and crisis like this. Amidst of all this, we are grateful for all the supports we have received from this country and from the people and we appreciate it.

Remits, Rule Changes and Awards

As preparations continue for an online conference in November, the Board is calling for proposed remits, rules changes (to the Constitution and/or Bylaws), and nominations for Distinguished Service Awards and for Life memberships. All members should have received this call and associated forms in the third week of May – email suzannemanning1211@gmail.com if you need these re-sent to you. The timeline is important, if we are to meet our constitutional requirements, so here are the dates you need to note:

Date	Action	Whose responsibility
Monday May 18	Call for remits, awards and rule changes issued to members	<i>Members to discuss</i>
June Circular	Call for remits, awards and rule changes repeated in June Circular	
Friday July 17	Proposed remits and nominations due	Suzannemanning1211@gmail.com
July	Selection of 5-7 remits, and where necessary, negotiation with remit proposers Negotiation of wording of proposed rule changes, where necessary Assessment of award (Distinguished Service and Life) nominations	Resolution committee: Suzanne Manning, Beryl Anderson, Christine Low Board

August, first week	Selected proposed remits and proposed rule changes sent to members Award nominators notified of outcome	<i>Members to discuss</i>
Friday September 18	Members to submit any proposed changes to remits Nominators of successful DSA awardees to provide a written profile and an oral citation	Suzannemanning1211@gmail.com <i>Nominators</i>
September	Negotiation with proposers around final wording of remits	Resolution committee
October	Conference papers, including finalised remits, issued to members	Board

2020 Board meetings:

26 July, 23 August, 27 September, 25 October, 22 November

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