

# FAIR AGENDA

## We're looking for a campaign specialist to join the Fair Agenda Board!

Are you committed to creating a fair and equal future for all women? Do you love crafting strategies to change policies that change lives? Does the idea of working with 37,000 other Australians to affect change make you bounce out of bed in the morning? Then apply now to join the Fair Agenda Board!

### About Fair Agenda

Fair Agenda is a community campaigning organization made up of 37,000 Australians working together to win changes that bring us closer to a fair and equal future for women.

Fair Agenda works to channel the hope, concern and outrage that emerges when issues affecting women are in the spotlight - into strategic actions needed to influence decision-makers, and win change. In the long term, we are working to build the size, power and influence of the "women's movement" so that we can affect big picture, systemic change.

Our small but mighty staff team support Fair Agenda members from all backgrounds and walks of life to take strategic, collective actions on issues that matter to them. We frequently work in partnership with policy experts and service providers, to bring the critical rapid response campaigning and at scale public advocacy needed to change policy on a national scale.

Since Fair Agenda launched our first campaign 3.5 years ago we have:

- Stopped thousands of calls to the national domestic violence hotline from going unanswered, by winning \$4 million of additional federal government funding for 1800 RESPECT,
- Stopped scheduled cuts to working parents' time to care for their newborns that would have hurt 79,000 families per year, slashing the time they could afford to care for their new baby.
- Kept a media spotlight on the federal government's decision to leave thousands of women without access to family violence services they need to be safe – and pushed the government to announce an additional \$150 million for family violence response.
- Partnered with university students and survivors to help secure a commitment from Universities to provide a 24/7 trauma specialist telephone hotline for people affected by university sexual assault.
- Pushed more than a dozen universities to improve the transparency and quality around their training to prevent sexual violence; and established the first public record of the training policies of Australia's university residences.
- Worked with partners to secure a commitment to change laws that allow perpetrators of family violence to cross-examine their victim-survivors in Family Court.
- Won a campaign calling on Albury Mayor Kevin Mack to apologise and withdraw his statement that women could 'invite' sexual assault, and
- Pressured Myer to stop stocking a range of dolls that promoted unhealthy body image, through effective media campaigning including TV and print coverage.



# About the Fair Agenda Board

Fair Agenda is committed to building a strong and diverse Board to support our strong and diverse movement. We seek to recruit members who bring unique and complementary strengths to the Board team.

In this recruitment round we are searching for a Board member who has:

- A passion for tackling structural gender inequality, and campaigning for a fair and equal future for women,
- Experience developing and delivering campaigns on a national scale,
- Experience supporting and growing online campaigning communities,
- An understanding of how to influence political and/or business decision-makers,
- An ability to provide input and oversight on organisational strategy.

## The role of the Fair Agenda Board

The Directors of Fair Agenda are collectively responsible for:

- Upholding the mission of the organisation and ensuring the organisation is in the best position to foster a bold and inclusive movement of Australians taking action for a fair and equal future for women,
- Ensuring the organisation remains compliant to relevant regulatory bodies,
- Organisational oversight, including approving major strategic and financial decisions,
- Ensuring long term strategy is in place - including approving, evaluating and refining strategic planning,
- Driving organisation review and risk review processes,
- Ensuring the organisation uses its finances in a sustainable way,
- Assisting with fundraising where possible, as part of the Board's role in ensuring the organisation's financial sustainability,
- Selecting, supporting and reviewing the performance of the Executive Director, and
- Providing expert and strategic advice and mentoring, to Executive Director as required.

During Fair Agenda's start-up phase Board members also play an important ambassadorial role for the organisation, and are expected to help build relationships with organisations, individuals and potential donors where appropriate.

## Requirements of Board members

All Fair Agenda Board members are required to:

- Be willing and able to oversee governance and organisational strategy,
- Be available for Board duties, including:
  - Attending 2 hours of Board meetings each month (via teleconference if preferred),
  - Completing 1 hour pre-reading for board meetings each month,
  - Attending 2 x board retreats each year (these will generally last up to one full day),
  - Providing mentoring and ad hoc support to the Executive Director in areas of their expertise,
  - Serving on at least one subcommittee (for example finance, risk management, setting remuneration), and actively participating in any other ad hoc discussions,
  - Attending two Fair Agenda events annually (where possible).
- Prepare for and participate in the discussions and deliberations of the Board,
- Be aware of, disclose and abstain from any conflict of interest.

With these obligations in mind; we ask that applicants for this role commit to an availability of at least 8 hours per month for Board duties.

We also note that the intention to stand as a candidate for public office is considered a conflict of interest incompatible with holding the position of Director at Fair Agenda.

## **Recruitment criteria**

Core criteria we're considering in applications for this role are:

- A passion for tackling structural gender inequality, and campaigning for a fair and equal future for women,
- Experience developing and delivering campaigns on a national scale,
- Experience with community driven campaigning,
- An understanding of how to influence political and/or business decision-makers,
- An ability to provide input and oversight on organisational strategy.

Additional skills and experiences considered valuable in applicants:

- An understanding of and/or training in anti-oppression,
- Experience rapidly growing a membership based organisation's membership,
- Familiarity with the funding models of community campaigning organisations with non-financial membership,
- Experience working with an organisation in start-up phase,
- Fundraising experience or relationships,
- Understanding of the media and political landscape,
- Previous governance or board experience,
- Experience managing or overseeing organisation level finances, and
- Familiarity with areas of social policy affecting women.

Please note: we recognise that issues of gender inequality disproportionately affect people who are also marginalised for other reasons – including Aboriginal and Torres Strait Islander women, people of colour, people from working class backgrounds, and LGBTQI people. We believe that these communities must be centered in the work we do. Hence, we strongly encourage applications from people with these identities or who are members of other marginalised communities.

There is no location requirement for this role, so we also encourage people based outside of metropolitan areas to apply.

## **Terms**

New Directors will be invited to serve a three-month probation period on the Board during which they will be invited to act in an observer capacity prior to formal appointment.

Following successful completion of the probation period, New Directors will be invited to serve a two-year term (we note there is an annual re-election process for all Board member's at the organisation's AGM).

## **Organisational infrastructure**

Fair Agenda is a registered not-for-profit organisation with the legal structure of a company limited by guarantee.

The Fair Agenda Board currently has seven members. Collectively the Board brings a wealth of expertise in campaigning, organisational management, government relations and

community maintenance strategy. You can find further information on our current Board members on our website at: [http://www.fairagenda.org/the\\_team](http://www.fairagenda.org/the_team).

Fair Agenda's founding Executive Director is Renee Carr – she has led Fair Agenda since concept development phase, and is committed to driving the organisation forward. She is one of two full time staff members supporting the Fair Agenda community.

Fair Agenda is also supported by a Leadership Council and Policy Advisory Group - these are both made up of individuals who donate their time to provide strategic advice to Fair Agenda in matters where they have expertise.

### **To express interest**

To express interest in joining the Fair Agenda Board, please send a cover note outlining your interest and relevant experience, along with a copy of your CV to [info@fairagenda.org](mailto:info@fairagenda.org) with the subject line 'Board EOI'. If you have any questions or would like to meet with us to discuss the role, please reach out to the Executive Director Renee Carr through this same address.

Expressions of interest will be processed on a rolling basis, from **5pm Melbourne time, Monday 18<sup>th</sup> September**.