



AUSTRALIAN  
COUNCIL  
FOR  
INTERNATIONAL  
DEVELOPMENT

## **ACFID Resolution No.4/2016**

### **Resolution on women's representation in leadership and governance roles in the sector**

**Approved at the ACFID AGM 26 October 2016**

Regarding: Women's representation in leadership and governance roles in the sector

ACFID has collected data on women and men's representation at employee, leadership and governance levels within ACFID member organisations since 2013.

For the past three years ACFID has published this data in its Annual Report to spark conversation and hasten the pace of change in realising more equal representation of women in leadership roles.

In April 2014 the ACFID President and CEO also wrote to all ACFID Members to draw their attention to the sector's statistics on this measure and to provide a range of resources to enable Members to consider and advance their position on this topic.

The ACFID Code (D.5.4.3) similarly makes it incumbent upon our Members to take action on this issue by requiring members to produce equitable outcomes between women and men in all activities of the organisation, including in senior management and governance.

While the data presented in ACFID's Annual Report 2016 shows a positive shift in women's representation in leadership and governance from the 2012 data, there is continues to be underrepresentation of women in leadership and governance positions. (See over page.)

ACFID's Board has considered various strategies to support women's leadership in the sector and has tasked ACFID to explore which approach/es would be most appropriate for our sector.

Therefore, as the Council of ACFID Members we resolve that:

1. We believe in the equality of all people;
2. We believe positive shifts towards equal representation of women and men in leadership and governance roles will be underpinned by efforts to achieve

gender equality in all its aspects – including by transforming harmful norms and stereotypes which are limiting and harmful to all people;

3. We believe in the ability of women to champion their own equality;
4. We believe that all people who find themselves in positions of power and/or privilege have special responsibility to use that power and/or privilege to pursue gender equality;
5. In recognizing the above, we agree to:
  - a. Encourage and pursue discussions at the Board and senior management level within our own organisations around the representation of women, including consideration of changes to organisational policy, practice and/or norms and other corrective measures to increase representation of women in governance and leadership;
  - b. Be responsive to ACFID-led discussions and deliberations designed to tackle gender inequality and empower women at all levels.

Mover: Brian Doolan, CEO, Fred Hollows Foundation

Seconder: Rob Floyd, National Director, UnitingWorld

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