



**WOMEN IN LOCAL GOVERNMENT FORUM
16 NOVEMBER 2007
Stamford Plaza – Sydney Airport**

Evaluation Summary

Total of 34 responses out of 79 attendees

FRI 16 NOVEMBER 2007

1. Overall, how would you rate the Women in Local Government Forum

Excellent 4 responses 12%	Very Good 16 responses 47%	Good 11 responses 32%	Average 2 responses 6%	No answer 1 response 3%
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Comments

- Very interesting Forum, well organised
- Very good, very informative
- How wonderful to hold such an event
- GM's could have detailed their processes more. They touched on them, but policies and processes were only alluded to, not explained (2)
- I wanted to make a comment about opportunities for women to gain experience in management whilst part-time, especially when having children. If not full time, generally the opportunity is not there
- More personal experiences of GM's/Directors/Managers in LG
- Should have been longer, allowing more time for questions/discussion

2. What did you like most about this Forum?

Comments

- Inspiring & helped me to justify my position as a manager. I felt I was delivering my role
- Hearing other Councils' plans & feedback (2)
- Networking (2)
- Appreciating the work of the LGMA, thanks
- GM's Panel & discussions (13)
- Discussions of culture & structure in organisations
- Freedom to comment and share views/experiences/ideas (2)
- Panel discussions weren't particularly new & fresh ideas
- Possibility for comments/discussion from the audience, panel to add to discussions & provide feedback
- Panel discussion was interesting enough to have been the whole programme. Lots of people could still have interacted, excellent ideas & concepts emerged
- Panel better than individual speakers
- It is a great overview of different roles that women work in
- Guest speakers
- Penny Sharpe (2)
- Action Plan
- The comments that we should put in for jobs regardless of the criteria & to sell ourselves/what we can bring to a job

3. Did you feel there was adequate opportunity to network with other Women employed in LG and GM's?

Yes 23 responses 68%	No 5 responses 15%	No answer 6 18%
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Comments

- Would have been better to get people to do an activity or sit at a table first. 1½ hours lunch too long for those who did not know many people
- Could have been facilitated in some way to break the barriers of 'shyness', going up to people & introducing yourself. Much easier after the panel, but not so much pre 2pm
- Shame I came too late to enjoy lunch
- Good long lunch break
- No, members of the same councils sat together, maybe break up table seating arrangements would have provided more of an opportunity to network with others
- Yes, in the time available
- Great to be able to network
- Drinks will be a great opportunity
- More access/time/hearing from Penny, Monica, Candy, GM & Director level – the blokes are friendly but not really as relevant. (2)
- The GM's did not mingle at lunch time
- Would have been fantastic to network with GM's, unfortunately by the time the Forum started, only a handful of GM's remained
- GM's tended to keep to themselves or their own staff during free time
- Not many here!
- Would have been a good idea to have 2 breaks between sessions
- All very open to discuss their role & issues
- Lack of seating/requirement to stand whilst eating lunch made networking harder (2)
- Interesting to see not many GM's stayed to see the Forum – not important for them?

Forum Presentations – Please rate the following Presentations

4. Penny Holloway, President - LGMA NSW – Introduction

Excellent 5 responses 15%	Very Good 13 responses 38%	Good 14 responses 41%	Average 2 responses 6%	No answer 0 responses 0%
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5. Libby Darlison, Director – The Miller Group – General Managers' Panel Discussion – Encouraging Women Employed in Local Government

Excellent 10 responses 29%	Very Good 17 responses 50%	Good 5 responses 15%	Average 1 response 3%	No answer 1 response 3%
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6. Penny Holloway, President – LGMA NSW – Launch of LGMA NSW Action Plan for Women Employed in Local Government

Excellent 2 responses 6%	Very Good 11 responses 32%	Good 17 responses 50%	Average 4 responses 12%	No answer 0 responses 0%
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7. Penny Sharpe MLC, Parliamentary Secretary for Mining & Energy & Marrickville Councillor – The Experience of Women Elected to Local & State Government

Excellent 14 responses 41%	Very Good 10 responses 29%	Good 5 responses 15%	Average 1 response 3%	No answer 4 responses 12%
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8. Amanda Spalding, CEO – LGMA NSW – Forum Summary & LGMA update

Excellent 2 responses 6%	Very Good 7 responses 21%	Good 14 responses 41%	Average 2 responses 6%	No answer 9 responses 26%
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Comments

- Thanks to Penny Sharpe – very exciting
- Penny Sharpe would have been better at the start of the forum, tone of speech effective as an intro to set the pace for the rest
- Penny Sharpe not most interesting
- Penny Sharpe was straightforward and a realist about what prevents women gaining positions
- Monica & Penny Sharpe were both very inspiring and realistic – thanks!
- Keen to continue an interest for the future
- Penny Sharpe – everyone in the room is aware that LG is gendered & instead of focussing on the negatives, possibly give a 'positive' example
- I find the cartoons inappropriate & trivialise an important issue
- Merv Ismay seemed like he didn't want to be here & represented exactly why women don't stay in LG
- Information was valid & supported a lot of feeling in the room
- Until I read the draft action plan in more detail, I can't comment on my suggestions
- Panel should have more time for participants. GM's mostly had >50% of the speaking time

10. Did you feel that the Forum is value for money?

Yes 19 responses 56%	No 2 responses 6%	No answer 13 responses 38%
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Comments

- Very expensive
- Yes, but no more
- Particularly the panel of GM's
- It's about renting the space

11. Please provide details of topics or speakers you would be keen to hear from at future Forums

Comments

- Forum specifically for young women in LG. Giving guidance & advice on directions to enter higher positions
- Some tough communication – skills training eg 'crucial confrontations' 'crucial conversations' 'influencing' 'negotiation' 'conflict resolution'
- More from women in LG in addition to men
- I would like to attend more to get a stronger feel
- More Women General Mangers
- Mark Ferguson – excellent speaker
- Would be good to see a focus on actions as opposed to identifying the issues. There have been several reports/publications which highlight the issues & it is time to roll our implementation of strategies and look ahead
- More MP's and their rise into where they are
- Processes/training/workshop to encourage women working in LG to apply for roles as local councillors to run at election time
- Directors involvement – how do they provide for women? Often council policy does not go past GM – they are often too far removed from the 'coal face'
- Implementation of initiatives at Councils in detail
- Outdoor staff – equal opportunity
- Range of levels – not just GM & director roles
- Women from outside Local or state government who are successful in business giving info re how to work differently and the value that could bring to LG

12. **How would you rate the organisation of this event?**

Excellent 5 responses 15%	Very Good 13 responses 38%	Good 10 responses 29%	Average 4 responses 12%	No answer 2 responses 6%
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Comments

- Parking was difficult/nightmare (3)
- Hotel not great
- Please consider an alternative venue
- Venue easy to find & it has a carpark!
- Food not great – more salad, less bread please (2)
- Had to go outside to find good coffee
- Yummy lunch
- 1 ½ hours standing in foyer, no chairs, very tiring
- Limited water & other beverages other than coffee/tea
- Rego desk could have encouraged participants to get name badge on arrival, not when entering room for Forum, would have helped over lunch
- Venue comfortable, sound system worked, service excellent
- Even though I specified my dietary requirements, they were not adequately met
- Very well co-ordinated event
- Please provide an email list of all attendees

13. **Further Comments**

- Too long and difficult to walk into an event & straight into lunch
- Thanks to Lindy who was very helpful
- Start time could have been earlier
- We need to get DLG contracts changed to friendly hours, trade off money for annual leave – nurses get 6 weeks annual leave & have less hours. The 6 weeks reflects shift work, but we also do shift work but for more than 35 hours a week
- More open Forum time – keep the ramblers in the audience on track – ask questions
- It is good to see so many talented & enthusiastic women at the Forum
- Thank you – a very active group
- Location close to public transport often easier
- Would have been good to have a submission form to provide feedback on Action Plan
- Not on a Friday afternoon!
- There was no recognition that there were established barriers which are there & not changing, like baby-boomer men, & does not recognise the future leaders should be given more encouragement & realisation. That the system & culture is changing, people aren't waiting in line for positions any more
- Group discussions on Action Plan @ Forum
- Nice range of industry representatives, would have liked to input outdoor staff position a bit more
- Can we have the sandwiches on the tables post the 'lunch time'. Can't eat much when networking/talking but can when sitting/listening