



Process – Increasing Women’s Participation

Process | The review highlighted representation & participation of women in the Organisational and Parliamentary wings of the Party needs to improve.



Establish the need for change



Draft and endorse principles to improve participation



Identify strategies that deliver against principles



Endorse preferred strategies, draft constitutional amendments if required



Pass constitutional amendments, implement new strategies



Women's Participation | Where we have come from and where we are now



National Female Participation Survey Results - 2 September

A national survey distributed to female members across Australia

3,111 respondents, 20% of the Party's and 24% of WA's total female membership

The survey identified challenges and opportunities for improvement and growth

Internal report on women's participation in WA - 6 November

Distributed to members of State Executive showing data for their Division and the state Party

Data shows 40.2% of all members in WA are women, dropping as low as 29.6% for those between 19-25

Member retention is also an issue with all members, particularly in younger age groups

Where we are now

Information pack produced for State Executive, principles design being undertaken with the Liberal Women's Council and relevant stakeholders

A series of focus groups are being planned for samples of female members to consult and identify strategies

Options will be designed and consulted with members at all levels of the Liberal Women's movement, and this pack refined



Principles | What do we want to achieve?

1

Increase the number of female members

Across all age groups, with a focus on demographics with the most significant opportunity for growth

3

Put in place an effective pipeline for women wanting to pursue a career in Parliament

We have to preselect 57 lower house candidates over the coming years and a large number for the upper house

2

Create a better and more valuable membership experience

To provide a more engaging experience and improve retention across all age groups and levels of the Liberal Women's movement

4

Get more women into leadership roles at all levels of the Party

Get more women involved at all levels of the Party in both the Organisational and Parliamentary wings

Women's Participation | Where are we now?

A total breakdown of Western Australia's membership

Age	Female	Male
65+	(44.6%)	(55.4%)
56-64	(39.3%)	(60.7%)
46-55	(41.4%)	(58.6%)
36-45	(36.7%)	(63.3%)
31-35	(34.3%)	(65.7%)
26-30	(33%)	(67%)
19-25	(29.6%)	(70.4%)
16-18	(32%)	(68%)
Undefined*	(53.2%)	(46.8%)
	(40.2%)	(59.8%)

*some people do not have a birthday attached to their membership as they joined the party before birthdays were transferred onto the current membership database. Most likely to be older people based on this group's average membership tenure.

The Organisational wing's decision making bodies have the following split:

State Management Executive has 7 members, **43%** are women

State Executive has 35 members, **26%** are women

State Council has around 150 delegates, **32%** are women

The survey found:

51% of WA female members who responded had nominated to be an office bearer at some level, slightly above the **47% national average**

Women are also underrepresented in the Parliamentary section

Our state team has 9 members, **22%** are women

Our federal team has 18 members, including candidates, **33%** are women

The survey found:

Nationally, female members are least likely to agree with the statement: "as a member, I have the opportunity to become a parliamentarian, or organization leader."

Principles | So what drives participation?

In short, the three C's

1

Community

Our values, involvement in the Party organisation as an office bearer, in influencing policy development, fundraising and events

2

Candidature

Becoming a candidate for the Party, or wanting to become a candidate in the long-term

3

Campaigns

Getting involved to support campaign activities or a particular candidate



We have a solid foundation to build from

~**66%** of female members are satisfied with their membership

~**90%** are involved so they can have a say about policy, the direction of the nation, get involved in campaigns, and engage with Parliamentarians

- **75%** believe they can do these things

~**66%** of female members believe meetings and events are accessible, and scheduled conveniently



We also have significant growth potential

53% of women attend two or fewer Party events each year

Around **50%** of women have never nominated for a position in the Party

Women are **least likely** to agree they have an opportunity to become a Parliamentary or Organisational leader



And there are areas we can do better

Only **23%** of WA women who responded believe our programs to mentor, train and support women are very or fairly effective

Of those who provided a poor rating, **40%** said having a mentor would be most helpful

Less than half of female Party members think the Party does a good or an okay job when it comes to supporting women to participate

Next steps| Where to from here?



Design Principles

Working with the Liberal Women's Council and stakeholders to establish the principles which will underpin reform

Hold Focus Groups

Focus groups with samples of the Liberal Women's movement to develop recommendations and reforms with impact

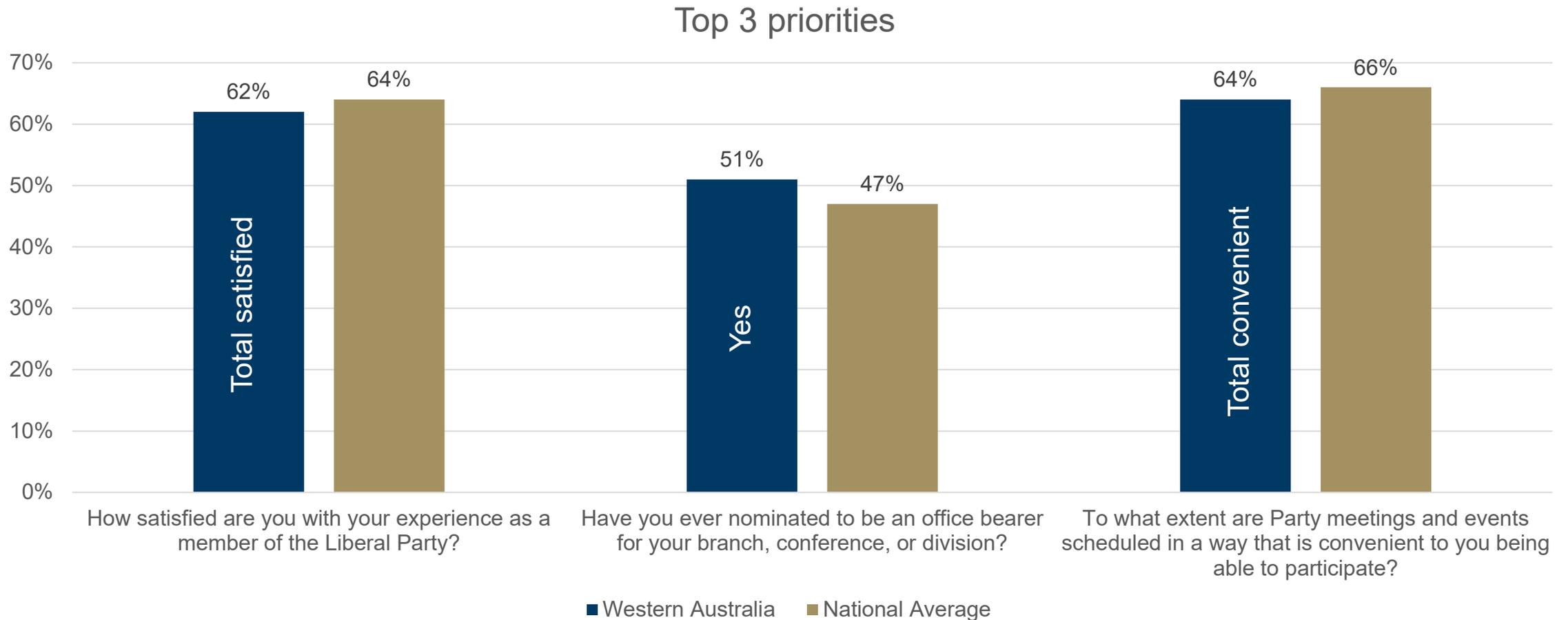
Consultation

Briefing and listening to the Liberal Women's movement at all levels to further develop reform

Agreement & Implementation

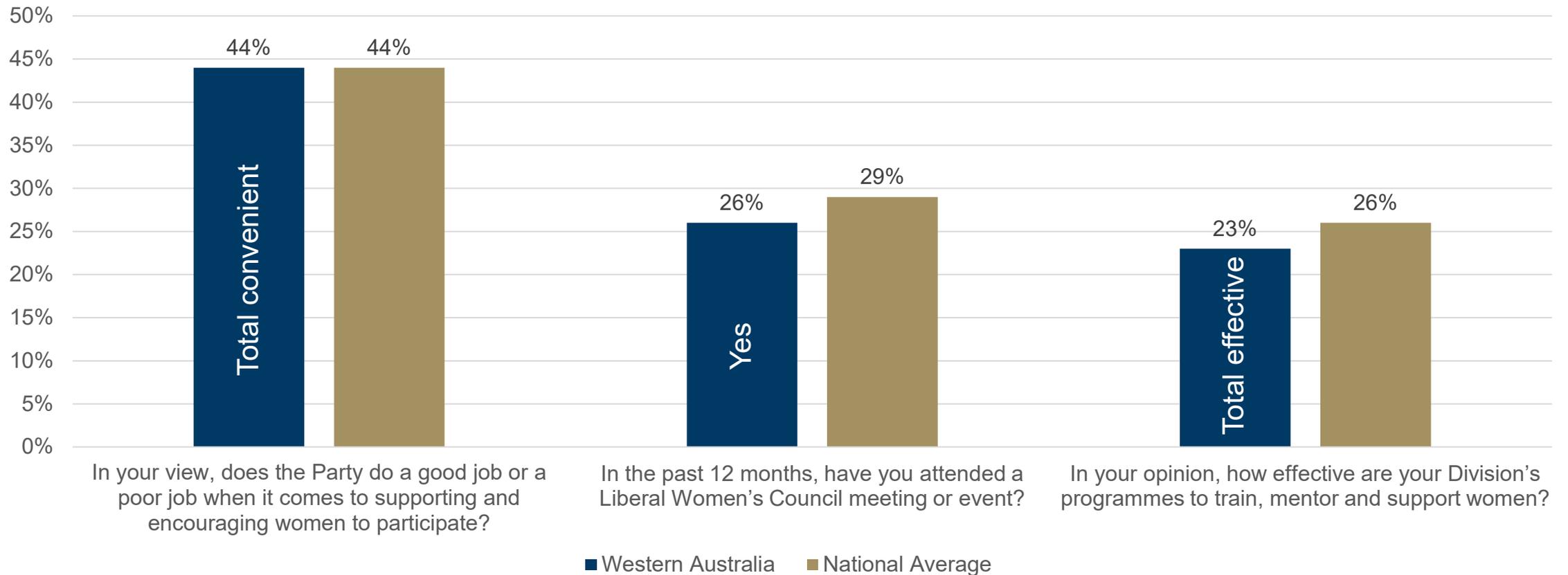
Agreeing and proceeding with reform, presenting any constitutional amendments to the next State Conference

Women's Participation | What do we do well, but can still improve?



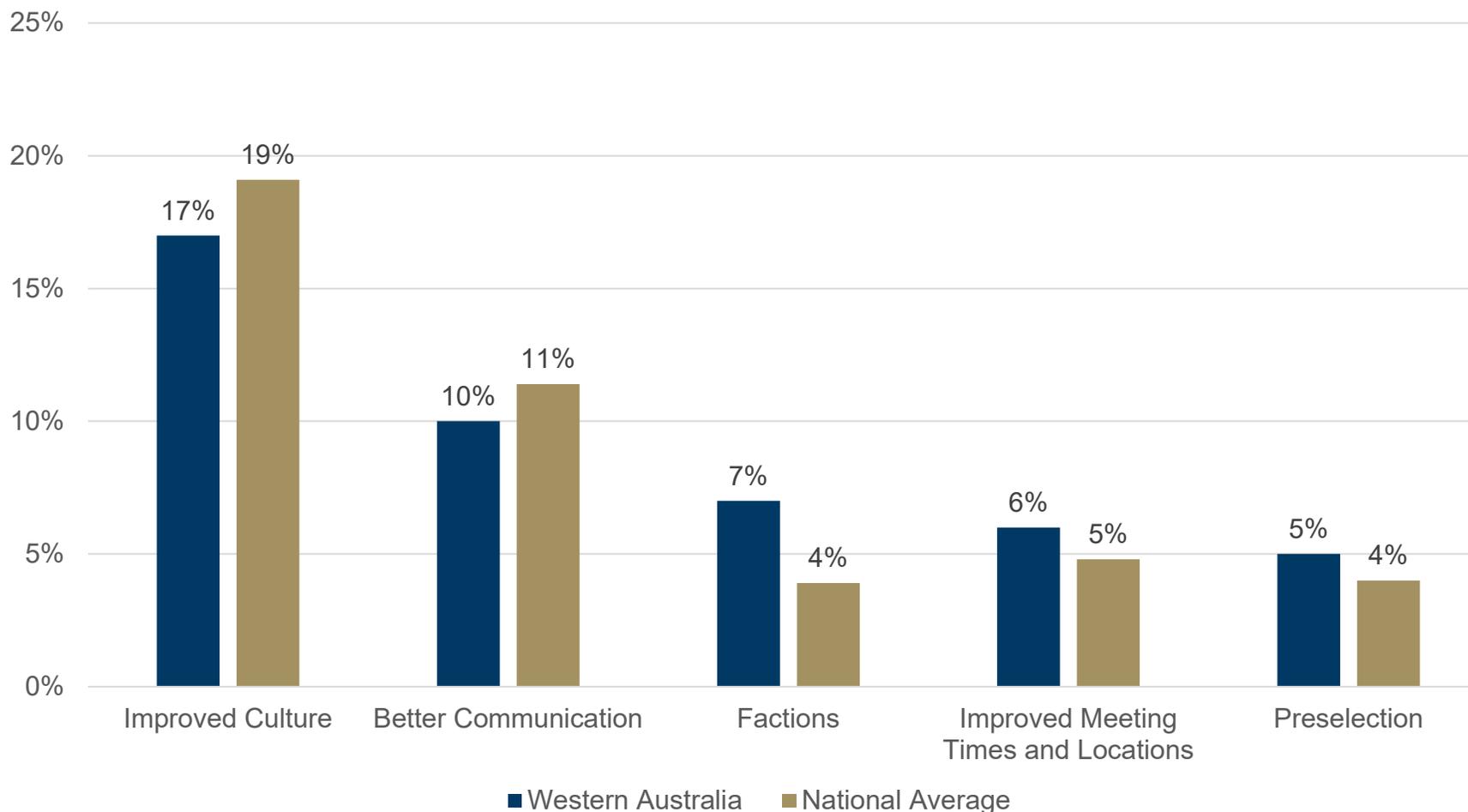
Women's Participation | Where do we need to improve?

Top 3 priorities



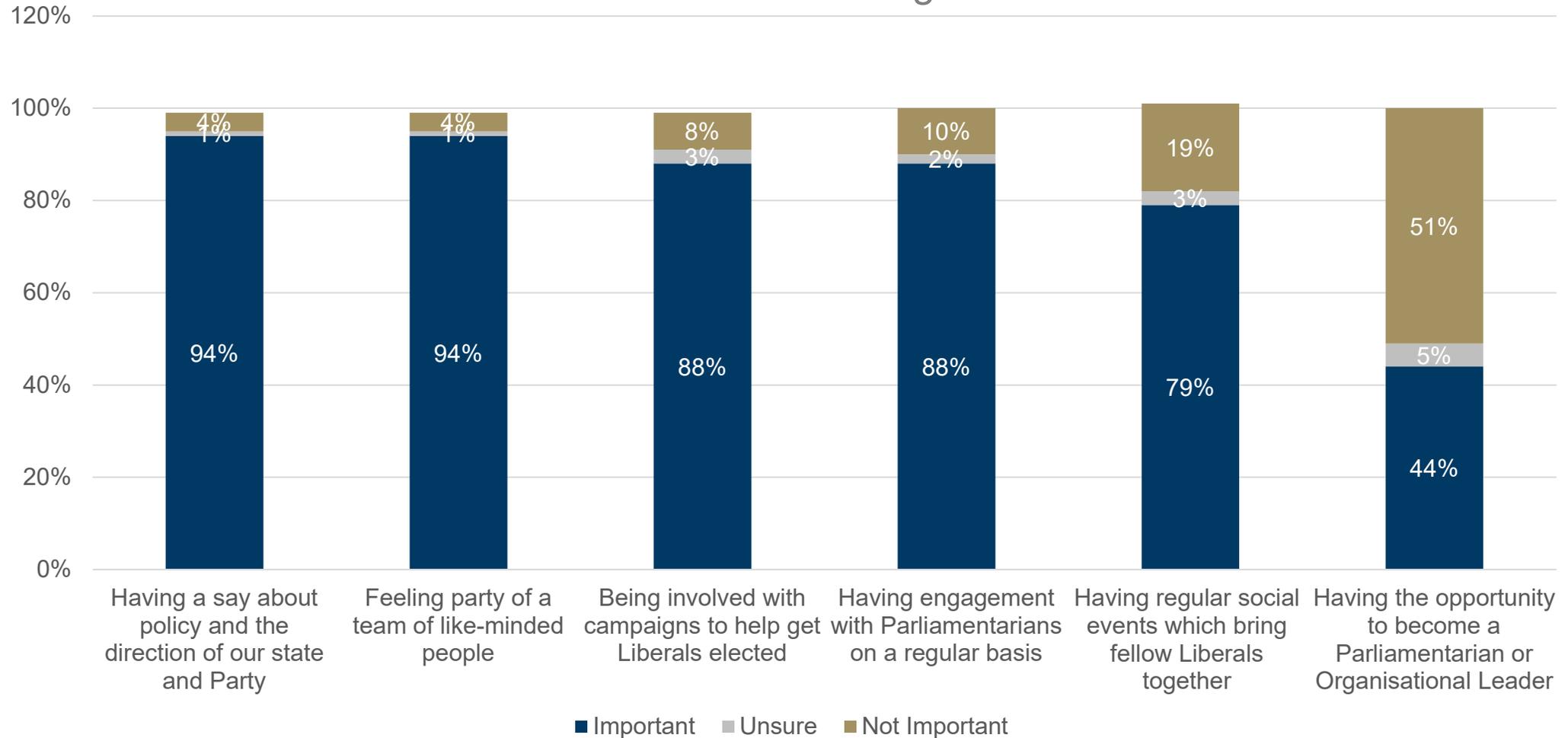
Women's Participation | How do you think the Liberal Party could better engage with women and encourage more women to join and participate in the Party?

Only 5 factors ranked 5% and above



Women's Participation | How important are the following issues to you?

National Average



Women's Participation | Do you agree or disagree with the following statements?

