

2024-2025

Women with Disabilities Victoria (WDV) Board



Position Description

The WDV Board of Directors is the voice of our members. The Board's job is to speak with and for women and gender-diverse people with disabilities, set the strategic direction of, and govern the organisation.

WDV is an organisation with many staff and responsibilities. Our work includes advocacy, representation, and implementing projects. We also raise awareness, through workforce training, about issues facing women and gender-diverse people with different kinds of disability across Victoria. We are inclusive of all who identify as women with disabilities, including transgender women and gender diverse people who identify as a woman/or align to womanhood.

The members of WDV elect Directors to represent them to lead the organisation. The Directors do this by:

- Ensuring WDV represents the voice of women and gender-diverse people with disabilities in Victoria.
- Setting strategic goals and a way forward.
- Making sure WDV money is spent wisely.
- Making sure WDV obeys any relevant laws and regulations.
- Leading and supporting staff to do work that is aligned with WDV's strategic goals.

Duties of All Directors

All WDV Directors must:

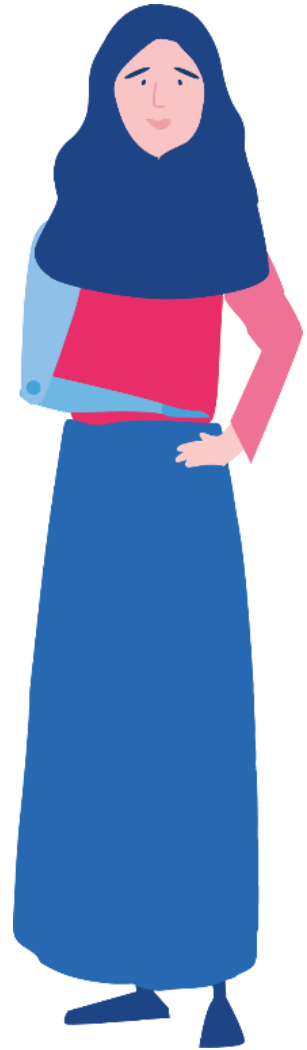
- Have a commitment and knowledge of WDV values, aims and objectives.
- Act in the best interests of WDV.
- Act with reasonable care and skill, to ensure work is carried out in a way that means the organisation has enough money to cover all costs.
- Ensure WDV complies with its legal, constitutional, and contractual obligations.
- Ensure WDV members receive an Annual Report which highlights the work WDV has done over the year as well as the end of year financial report.
- Recruit new Directors for the Board of Directors and co-opt members to Committees as needed.
- Tell other Directors about and manage any conflicts of interest.
- Set the strategic direction for the organisation.
- Meet minimum meeting attendance requirements and participate in work outside of meetings when needed. Applicants should consider existing commitments alongside this requirement.
- Recruit, appoint and supervise the Chief Executive Officer.
- Provide support and offer advice to the CEO.
- Ensure the person who has been chosen as the Chief Executive Officer is:
 - working well for WDV
 - has the support and resources to do their job.



Responsibilities of All Directors

Directors have a lot of responsibilities, and these include:

- Understanding the responsibilities of a WDV Director.
- Understanding the shared values of WDV.
- Safeguarding WDV's mission and vision – i.e., what WDV plans to achieve, where we want to be, and how we plan to get there.
- Attending and participating in all Board meetings and Committee meetings. Be aware that the average time spent on Board work (including Committee meetings) is approximate and that a minimum commitment of four hours per month, including work outside of meetings, should be a factor to be considered by all applicants.
- Extraordinary meetings may be required from time to time.
- Board training is held once or twice a year, typically in 4 hour sessions. These are not compulsory but strongly recommended. If a Board member is unable to attend in real time, the training sessions are usually recorded.
- Reading all the papers before the Board meetings.
- Asking questions during Board and Committee meetings to ensure understanding of all the papers.
- Respecting all other Directors' opinions, even if they are different from yours.
- Responding to all telephone calls and emails in a timely manner.
- Understanding the difference between the work of the Directors and the work of the staff.
- Developing and reviewing WDV's strategic plan with WDV members and



staff.

- Finalising and approving the annual budget and sign off on any items of expenditure outside the approved budget.
- Developing the job description for the WDV CEO, working closely with them, and monitoring their performance.

Board Meetings and Policies

- A minimum of six (6) meetings are held each year, per Committee and Board.
- Directors must attend a minimum of four (4), out of the scheduled six (6) meetings, per year unless a leave of absence is granted.
- All meetings, both Board meetings and Committee meetings, are held bi-monthly (every second month).
- Dates and times of all meetings are determined by the Board, with input from staff, following the AGM.
- All Board and Committee meetings are held online via Zoom, however, there may be occasions where Board members meet in person such as to attend WDV events or Board training sessions.
- WDV is committed to ensuring all Directors are provided the opportunity to contribute, attend, and participate in all Board activities. All Directors are encouraged to communicate any access requirements or reasonable adjustments they need to do their job as Board Directors.
- All Board agendas and papers are distributed one week prior to the meeting to enable Directors enough time to adequately prepare.
- A range of reports are presented at Board meetings including papers from the CEO, Treasurer, and Committee Chairs.
- Conflicts of interest (either real, potential or perceived) are declared at the start of each meeting.
- A nominal sitting fee is available for Board Directors to claim. Sitting fees may be claimed for attendance in Board and Committee Meetings, Annual General Meetings, workshops, and meetings as required to be undertaken to complete their legal and financial responsibilities. The fee is currently set at \$85 per meeting.
- Board Directors may be reimbursed for reasonable out-of-pocket expenses. Reasonable reimbursement of costs may include parking, fuel, public transport, childcare, professional training and development, or costs associated with assistance/support required.
- If there is a pattern of low participation and engagement with Board

obligations and duties, the Board Chair or Co-Chair can suggest, as per the Governance Handbook, that the member take leave, or seek support under the Board's Welfare Policy.

- All Board members have a right to access reasonable adjustments and have access needs met to enable participation.

Board Committee Descriptions

Appointment of Board positions and Committee memberships are decided once Board vacancies are filled and after the Annual General Meeting has concluded.

The Board delegates authority to Committees to deal with complex or specialised issues more effectively and to use Directors' time more efficiently. Committees of the Board undertake the detailed work which then forms the basis of items to be discussed and voted upon at Board meetings.

Committee meetings are typically held on alternative months to Board Meetings. However, some Committees choose to meet in the same month of the Board meeting.

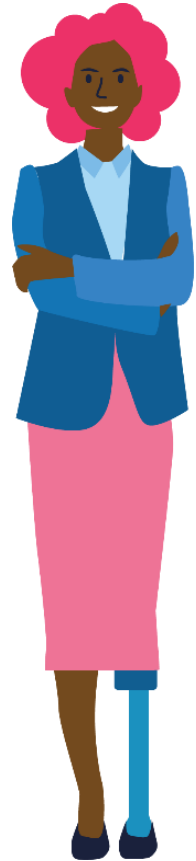
A brief overview of each Committee and its responsibilities can be found below:



Executive Committee

The Board Executive Committee consists of the WDV Co-Chairs, Vice Chair and Secretary.

- This Committee is **responsible** for setting Board meeting agendas and serving as a communications and support mechanism between the WDV Board and the CEO.
- The **Co-Chairs** lead the Board and manage its principal relationships. The Chairs have a clear delineation of duties as agreed by the two Directors.
- The role of the **Vice-Chair** is to act for the Co-Chairs when the Chairs are unavailable, or when the Chairs have delegated the Vice-Chair to act on their behalf.
- The role of the **Secretary** works closely with the Board Governance Officer to ensure correct records are kept and that all compliance obligations for the Board are met.

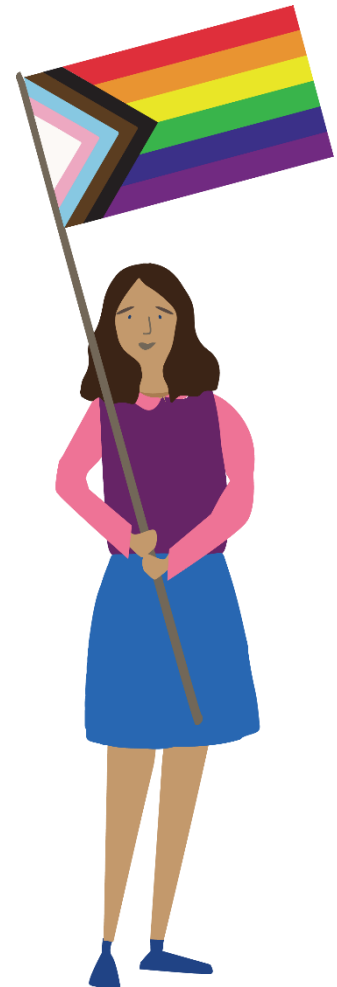


Governance Committee

- The **primary objective** of the Governance Committee is to assist the Board in exercising due care and diligence in discharging its governance responsibilities. In doing this the Committee will:
 - Review Board policies, systems, and procedures, including the WDV Constitution, and recommend improvements to existing processes and procedures where appropriate.
 - Ensure the Board's governance capacity is maintained.
 - Establish a comprehensive succession planning strategy.
 - Review and organise the Board induction program.
 - Ensure the principles of integrity, accountability, and transparency are maintained by Board members through an effective Code of Conduct/Ethics.

Finance & Risk Committee

- The **WDV Treasurer is the Chair** of this Committee.
- The role of the **Treasurer** is to organise and chair the Finance and Risk Committee and to work with relevant WDV senior managers to ensure that the organisation is trading solvently.
- The **primary objective** of the Finance and Risk Committee is to assist the Board in exercising due care, diligence, and skill in discharging its financial governance, operational oversight, and monitoring responsibilities. In doing this the Committee will:
 - Oversee the financial reporting process ensuring balance, transparency, and integrity of financial information is presented to external users.
 - Review internal financial control, the financial accountability framework, and risk management framework.
 - Monitor WDV's process for compliance with laws and regulations affecting financial reporting.



Brenda Gabe Leadership Award Committee

- The Brenda Gabe Leadership Award (BGLA) is a **bi-annual project** that acknowledges those who have made a positive impact on the lives of women with disabilities in Victoria.
- **One Board Director** sits on this Committee and acts as a liaison between Board and staff regarding the BLGA project.
- The **primary objective** for this Committee is to ensure the successful execution of the Brenda Gabe Leadership Award nomination process, appraisal, and ceremony.

