



WOMEN IN
PLANNING
NETWORK
WESTERN AUSTRALIA

July 2023

Activity Report

Proudly supported by



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Acknowledgement of country

We acknowledge the traditional owners of the land and waters in Western Australia and nationally. We pay our respect to their elders past, present and emerging and extend that respect to all Aboriginal and Torres Strait Islander peoples.

A little bit about us

Our mission is to connect, inspire and support women in planning and allied fields

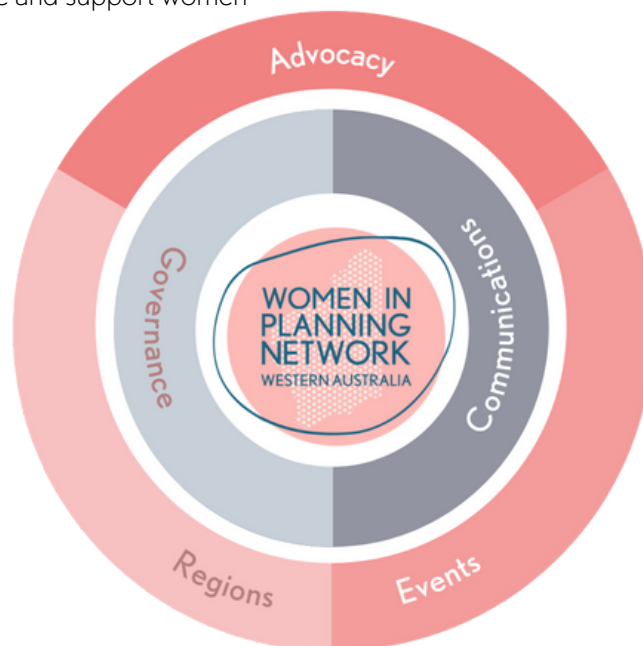
The Western Australian Women in Planning Network (WPN WA) started as an idea between a handful of colleagues about the need to connect, inspire and support other women working within planning and allied built environment professions. We reminisced about earlier networks where we gained valuable personal support and have maintained those friendships over the course of our careers.

We wanted to provide the same opportunity for women in our industry, from those starting their academic journey to end of career, because we know the value that these connections can make.

WPN WA comprises women from the planning and allied built environment professions and our ambition is to connect, inspire and support women from across the WA sector.

We mobilise our mission through our WPN WA Award, advocacy, regional outreach and by providing low cost events and opportunities that recognise the important work women are doing both within and outside the sector. Our events and initiatives provide a safe and comfortable space to share successes, insights and lessons learned along the way..

We are a small not-for-profit organisation, supported by industry sponsors the Planning Institute of Australia (PIA) Western Australia (WA) Division. Each year we support a nominated charity with speaker gifts and fundraising through our events.



A message from our Convenor

It's with great pleasure that I present the WPN WA Activity Report for 2023, a culmination of the Network's events and initiatives for 2022 -23. As a supported Network of the Planning Institute of Australia WA (PIA WA) Division, this annual report has been prepared for the PIA WA State Manager for circulation to the PIA Divisional Committee. There is a growing momentum of Women in Planning Networks across Australia supported by PIA and it is envisaged that this will lead to greater collaboration particularly in the advocacy and professional development space.

The WPN WA leadership group has overseen and facilitated a variety of activities in metropolitan Perth, regional WA and online engaging with and ever-expanding network as our profile develops. The roles of our Leadership Group have consolidated into advocacy, events and regional outreach areas of focus supported by improved administration and communications protocols and style branding. Thanks to Cassie Barrow and Jo Dowsett (formerly Ruby Pettit) for taking the lead on these initiatives. I would also like to acknowledge the valued members of the leadership group who have left the group during the year taking up new professional roles and or parental duties but continue to be champions for the network.

A major focus is to capacity build within the Leadership group and succession planning ensuring the long-term success of the Network. This year, a new co-convenor role was created, with Cassie Barrow taking on the role with her characteristic enthusiasm and dynamism which has driven many improvements in the Network's function and event delivery.

The WPN WA Award conferred at our signature sell out International Women's Day (IWD) breakfast function in March continues to grow from strength to strength. Congratulations to Karen Wright and Maria Cooke, our WPN Award Winners for 2023. With this momentum excitingly there will an additional new award for 2024 recognising a recipient in earlier stages of their career or pathway back into their career.

The Leadership Group continues to seek improvement on how best to support the network and advocate for positive change. In May 2023, the Leadership Group workshopped issues taking into consideration member survey feedback, and this informed our upcoming events and advocacy priorities. I'm also delighted that we have seven new enthusiastic Leadership Group members stepping up to take a more active role. I encourage you to find out more about WPN WA and keep updated on upcoming events on our [website](#) and subscribe to the mailing list and our socials. There are many ways to engage with WPN WA as we continually seek partners and collaborations to connect, inspire and support our members throughout WA.



Leadership Group

WPN WA is not possible without the commitment and hard work of our Leadership Group

Our Leadership Group oversees the the network's activities and engagement with members facilitating regular functions and events. We each contribute to the group for a minimum term of two years. The roles of our group include advocacy, events and regional outreach which is supported by our governance and communications functions.

Leadership Group members are outlined below, with those marked with an * having concluded their term with WPN WA in 2023 and will be replaced through our expression of interest currently underway. We would like to thank our dedicated Leadership Group for making another year of the WPN WA possible.

| Name | Role | Name | Role |
|--------------------|--|------------------------|--------------------------------------|
| Claire Franklin | Convenor | Johanna Dowsett | Communications Lead |
| Cassie Barrow | Co-Convenor | Abbey Goodall | Regional, advocacy & communications |
| Melissa Bailey | Advocacy Lead | Alice Baldock* | Regional, advocacy & communications |
| Vicki Lummer | Secretary | Danielle Castaldini* | Regional |
| Kathy Bonus | Treasurer | Emma De Jager | Award Convenor |
| Cath Blake-Powell | Communications & events | Jocelyn Baister | Parental leave |
| Katrina Shoobridge | Communications & advocacy | Solo(miia) Kurochkina* | Communications & events |
| Ruby Petitt* | Communications | Emily Salvisberg* | Communications, events & sponsorship |
| Tara Gloster | IWD event lead & advocacy (parental leave) | | |

Strategic workshop 2023

Our strategic workshop to continue to deliver on our mission to connect, inspire and support



The WPN Leadership Group gathered in May 2023 to discuss our achievements this year, and to set out a program of events and advocacy initiatives.

Through our recent survey and event feedback, we heard from our network that:

- Favourite events are our Lunch and Learn events, and our annual International Women's Day breakfast.
- We need to continue to use our events to promote and give the spotlight to exemplar female speakers.
- The network is interested in participating in an online or in-person forums facilitated by WPN for sharing your challenges and triumphs.
- There is a desire to see a second WPN WA award category introduced to recognise emerging female professionals.

- Updates from the Leadership Group via e-news and our social media channels is valued with good level of engagement.

This feedback has been incorporated into forward planning for the next year to 18 months. This includes continuing to enhance our International Women's Day breakfast, as our premier event of the year, and our Lunch and Learn sessions, using these occasions to showcase women in our profession. We are also pleased to advise we are working behind the scenes to create a new award category for emerging female professionals and developing a forum for our network to discuss experiences as you suggested.

This workshop also helped us to define which roles are needed within the Leadership Group to deliver our mission to connect, inspire and support our network long term.

WPN WA Women in Planning Awards

Recognising outstanding women for leadership in the profession

Sponsored by Shape Urban and supported by PIA, this award is about valuing and promoting the positive contribution made by women in the sector, and recognising the impact their leadership has on our profession, the built environment and community.

Building on the success of our inaugural award program and winner, Elyse Saraceni, the 2023 award was launched at PIA's World Town Planning Day event and closed in January 2023.

Our Award Convenor, Emma de Jager, and judging panel of industry leaders were set the challenge of determining the 2023 award winner.

Thank you to our judges for lending their time and expertise to our award and supporting WPN WA:

- Marion Fulker AM, Adjunct Associate Professor, UWA
- Elyse Saraceni, Inaugural Award Winner
- Vicki Lummer, PIA WA State Manager
- Ray Haeran, PIA National Board Director

a word from our Award Convenor, Emma de Jager

This award is a great way to identify and promote inspirational female role models in the planning industry and serves as an opportunity to celebrate and increase the visibility of successful women moving up through their career and mentoring the future generation of female planners.

I would like to thank our award sponsor, judging panel, Leadership Group and the continuing support of PIA for making this initiative possible.

I would also like to again congratulate our award winners for 2023, our commendee and our finalists for their outstanding efforts in the sector and being a part of our mission to support, inspire and connect women in the planning industry and allied fields.



Our 2023 award winners

Recognising outstanding women for leadership in the profession



Congratulations to Karen Wright and Maria Cooke, our 2023 award winners!

Due to the high calibre of nominations and excellence demonstrated, the judging panel agreed that the WPN WA award would be co-conferred to two highly worthy candidates with an award commendation also being given.

Karen is the Regional Director of Urbis (Perth) where she leads and supports a team of multidisciplinary professionals and has dedicated her career to supporting both public and private sectors shape better cities and communities.

Maria is a Director of Planning and Sustainability at the City of Kwinana, Maria has appointed and mentored a number of women in senior roles facilitating a diversity of perspectives and innovative approaches leading to more out of the box thinking. Maria was instrumental in guiding the City's first Sustainability Strategy in 2022.

Both winners exemplify leadership and support for women in the profession, and we were thrilled to recognise them, and Bronwyn Slater, element advisory with an Award commendation.

Events

We hold a series of events for different budgets and with varied formats to suit busy lifestyles. The events range from informal gatherings to guest talks from a range of career perspectives and sectors.



Over the last 12 months the WPN WA has delivered:

- August 2022 - Our Second Birthday
- September 2022 - PIA Conference Networking Breakfast with presentation from Elyse Saraceni & Conference Panel Discussion chaired by our Convenor, Claire Franklin discussing the outlook for women in the built environment professions.
- December 2022 - End of Year celebration
- March 2023 - International Women's Day breakfast & Award presentation
- March 2023 - Lunchbox and Learn on Place, Art and Culture with Kate Parker and Tegam Patrucco from element for Perth Design Week
- April 2023 - WPN WA supported our Award winner Karen Wright as speaker for the PIA WA Young Planner Summit talking to our next generation of planners and built environment professionals on workplace culture and how to facilitate positive change.

We look forward to bringing you more of our events and collaborations over the coming year.

event feature: International Women's Day & Award presentation

WPN WA convenes an International Women's Day event with guest speakers each year in March. This is our largest event of the year providing an opportunity for both women and men from planning and the allied built sector professions to hear from speakers within and outside of our industry talk to the annual International Women's Day theme.

The WPN WA hosted another sell-out breakfast at the Melbourne Hotel on Wednesday 8 March. Sponsored by the Western Australian Planning Commission (WAPC), we celebrated International Women's Day and the United Nations Women's theme of Cracking the Code.

Opening the event with a Welcome to Country by Freda Ogilvie and then our Award ceremony, our Event MC, Vicki Lummer (PIA WA State Manager) facilitated a Q&A session with our inaugural IWD Award winner, Elyse Saraceni (Maketic), where Elyse had the opportunity to recognise the inspiring women who have shaped who she is, and the importance of women supporting other women.

This message was reinforced by our keynote speaker, Nat Medhurst, who provided an overview of her career and life defining moments, with a focus on the importance of mental health, supporting other women and the need to talk about fertility in elite sports.

Raffle ticket sales at the event meant we raised an incredible \$625 for Zonta House Refuge Association to support their work with women and children who have experienced family and domestic violence.

A big thank you to our Award sponsor, Shape Urban, and our event sponsor, WAPC, for making this event and Award possible.



Regional outreach

Engaging with women in the regions remains a strong commitment of WPN WA. Our regional Leadership Group members ensure regional WA interests remain in focus when organising events and other initiatives.



On the last Tuesday of nearly every month, our regional representatives host our online virtual Lunchbox and Learn with a series of women presenters on various planning projects/issues or initiatives to support our regional network. WPN WA also hosts events in the regions to coincide with other planning conferences and functions, to bridge and expand on regional connections and encouraging more communication between them.

Our regional outreach continues to grow in popularity and we are actively seeking opportunities for expanding our reach to the central and northern regions of WA and providing opportunities for live streaming of Perth events.

Over the past 12 months WPN WA has delivered:

- Four online lunchbox and learn presentations from -
 - Rebecca Spencer from Hames Sharely on their Parental Leave Policy
 - Nicole Roukens from the Shire of Broome on the Town Beach Guwarri Project
 - Jessica Stojkovski MLA, Parliamentary Secretary to the Minister for Planning on place making, sustainability and planning
 - Vicki Lummer on the Urban95 Project
- End of Year event in Albany and Bunbury
- Regional Networking Breakfast with speaker Kristen Pyrz-Brown Chief Executive Officer of the Albany Chamber of Commerce and Industry (ACCI).



Advocacy

We provide a platform to advocate for women's interest within the industry to promote equitable and inclusive cities and regional communities.

In December 2021, PIA's National Board approved a Gender Equity Policy. This policy drafted by PIA members throughout Australia aims to promote gender equity, both within PIA, and across the planning profession more broadly. This gender equity policy is a crucial first step and focuses on the measures that PIA can take across multiple levels.

The policy is structure around four policy principles:

- PIA will ensure gender equitable outcomes in all PIA policy, initiatives, and activities.
- PIA will support gender equity within the planning profession
- PIA will promote diverse career paths, leadership, and business ownership.
- PIA will advocate to government, business, and the community to achieve gender equitable outcomes within the places and communities for which we plan

With the policy now in place, PIA National has established a PIA National Gender Equity Working Group to develop an action plan and lead on actions to deliver on these policy principles. The Leadership Group and PIA WA members Abbey Goodall and Melissa Bailey are on this working group which is intending to report back to the PIA Board in late 2023. Further information and updates can be found on the PIA website.

With Women in Planning Networks now established across most of Australia, the PIA National Congress in May 2023 was an opportunity for members of PIA Women in Planning Networks across Australia to meet informally over breakfast. The response to the event was very positive and a more formal WPN event is proposed for the PIA congress program in 2024 as the networks in each State and territory gain momentum.

Communications

Our communications and engagement team helps us to deliver on our mission to connect, inspire and support our network



This year our communications and social media leads have been busy keeping our members engaged across many channels, as well as extending our reach in the sector. Our website is receiving good visitation and WPN WA has an active presence on LinkedIn and Instagram. We also send a regular E-newsletter and mailouts for event promotion.

Our key channels are:

- Our improved newsletter format and mailouts to keep our network informed of what is happening across the sector and resources
- Regular updates on the WPN WA LinkedIn page with focused content on industry discussions on how to plan for women in cities, and advocacy for maternity and paternity leave
- Regular posts on Instagram to promote events, initiatives and resources of interest to our members and provide a platform for sharing our event photo gallery
- Sharing of content through the PIA WA chapter, the WA Young Planners and other allied groups such as Perth Design Week
- Providing updates and resources via our website as the key resource and landing page

Engagement

The WPN WA's efforts are defined through our engagement with our network.

*"Thank you for this wonderful opportunity and forum. A very well thought out event, I look forward to the next"
(network member)*

*This was great to see women being highlighted with their amazing professional achievements."
(a male colleague)*

Every year we ask for feedback to ensure we are delivering diverse, exciting and relevant events and activities that deliver on our mission. The Network was asked to undertake a short survey following the IWD event.

With well over 250 people engaging across our events, it is

important to us to offer a wide range of opportunities that meet our members needs across location, time, content and place.

Thank you to everyone who contributed to our annual survey, with special mention to Melanie Young who won a free ticket to a WPN event in 2023 for her entry!

Governance

The WPN WA is considered a [Special Interest Network](#) under the banner of the PIA.

The WPNWA is not a policy or decision-making body for the PIA WA but may provide advice, information and ideas to the PIA WA Committee for consideration. The WPN WA Convenor provides monthly updates to the PIA WA Divisional Committee. This Report is prepared for the PIA WA State Manager for circulation to the PIA Division Committee on an annual basis. The WPN WA Terms of Reference (TOR), which are reviewed at least on an annual basis, can be accessed on the [WPN WA website](#).

PIA provides support for our events with Dean Webster, PIA's Events and Marketing Coordinator, working in the background at the majority of our successful events. We are also supported by PIA in promoting our activities through the PIA Enews, on the PIA website and social media.

Through PIA National we are also linked to the Women in Planning networks across the nation and are able to share ideas and advocacy for common interests and issues.

our 2023 charity

WPN WA as part of its outreach supports a charity on an annual basis to raise awareness and support the charity's initiatives.

[Zonta House Refuge Association](#) was the selected charity for 2023 nominated by network members. Zonta House is a specialist service that provides safety, essential relief and support to women who have experienced family and domestic violence (FDV). Zonta House's focus is to deliver high quality, innovative services to prevent and reduce family and domestic violence, providing intervention opportunities and support services to assist in the recovery of women and children who have experienced FDV.

We are proud to have continued our partnership with Zonta House over the past 12 months, with WPN WA raising over \$1000 for the charity!



Action plan for 2023-24

Based on our Strategic Workshop and review of the past 12 months, the WPN WA has established an action plan across eight focus areas to connect, inspire and support our network over the next 12 months



EVENTS

Lunch and Learn

6 sessions (minimum) annually, combination of online and in-person.

Breakfasts

Continue to offer as part of the PIA Regional and State Conferences.
Continue this format to celebrate International Women's Day.

Speaker Spotlight

Provide greater opportunities to profile our members and celebrate the achievements of female professionals.

Networking

Continue to offer casual opportunities mid-year and end of year, including in the regions where possible.



AWARDS

New Category

Launch the new award category targeted at professionals that have up to 8 years' experience and have emerging leadership capabilities.

Supporting Nominations

Provide a learning opportunity to help people develop their skills on preparing award nominations.

Transparency

Increase transparency by profiling the members of the judging panel.

Increase Reach

Promote the awards to allied professionals.



COMMUNICATIONS

Social Media Presence

Maintain our presence on WPN WA social media platforms and continue to strengthen the WPN WA website.

Grow & Diversify Following

Create a public LinkedIn page to increase following and a wider audience
Target new demographic through enhanced communication approaches.

Keep Members Up-to-Date

Maintain regular email communications, with quarterly newsletters

Review our approach

Review and update our Communications Strategy



ADVOCACY

The National Agenda

Continue our involvement on the National Advocacy Group and progress our work associated with the PIA National Gender Equity Policy.

Increase Evidence

Obtain more data from our members, to assist our advocacy work.

Maintain & Enhance Resources

Keep our resources on our WPN WA website contemporary and diverse.
Promote these resources through our e-newsletter.

Support forum

Explore the establishment of an online or in person forum, facilitated by the WPNWA for sharing challenges and triumphs.



REGIONAL ENGAGEMENT

Connection with Metro

Seeking regional connect sponsor to allow us to share our metropolitan based events with our regional members.

Events

Continue to offer online Lunch and Learns, with topics that are relevant to the regions.

Offer more informal networking and 'catch up' opportunities.

Increase Reach

Seek to engage with other regional areas, beyond the south-west and great southern (Albany).



CHARITY

Theme

Support a charity that works in the housing space and supports providing shelter for women in need.

Fundraise

Raise donations through taking a component of the ticket price for paid-events.

Aim to fundraise \$1,000 (minimum) in total across the years' events.

Raise Awareness & Educate

Raise awareness about the supporting charity and educate about homelessness issues.



MEMBERSHIP

Increasing our Numbers

Continue to grow our member base overall.

Diversify our Membership

Attract emerging professionals, young planners and students.

Engage & Seek Feedback

Continue to conduct annually engagement with our members to seek feedback on our efforts and activities.



GOVERNANCE

Leadership Group Meetings

Hold monthly meetings, predominately online.

Sub-Group Meetings

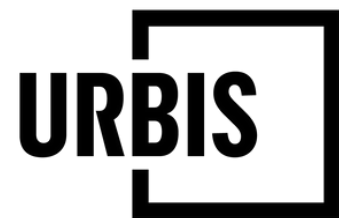
To be held on an as needed basis, to progress particular matters.

Engagement with PIA WA

Maintain clear communications with PIA WA and continue to provide advice on particular matters

Our sponsors and supporters

With the support of these organisations, WPN WA is able to deliver on our mission to connect, inspire and support women in planning and the built environment



As a non-for-profit organisation WPN WA is conscious of providing a range of professional networking opportunities at low cost to members. The events held to date would not have been possible without the sponsorship and in-kind support from across the sector.

Our deepest thanks go to our sponsors and supporters over the past 12 months.

This includes:

- PIA WA for their support in delivering our events program
- WAPC for their sponsorship of our IWD breakfast event
- Shape Urban as our Award sponsor
- Moharich and More as our State Conference Breakfast sponsor
- Urbis and Franklin Planning for our charity raffle donations