

Board director responses to key attributes

AASW Bylaws E4(b)(iii)

<p>1. Professional integrity.</p> <p>Committed to the professional standards and ethics of the social work profession. Committed, organized, promotes accountability and able to place the needs of the broader organisation/profession over personal values or interests. Shows courage and independence.</p>	<p>Throughout my career I have conducted myself with professional integrity and ethical practice. I am committed to the social work profession, which is evidenced through my active membership of the AASW. Joining as a student in 2016, I have engaged in the AASW mentor program as a mentee and a mentor, co-convenor and now convenor of the VIC Mental Health Social Work practice group for several years and co-facilitated the Ethical Dilemma's in Mental Health Social Work group. I currently hold the VIC BMC Vice President role since 2024. I held committee membership of the VIC Grampians Region Social Work practice group for three years, supporting members throughout covid, and as a student supervisor, I encourage students and new grads to become active members the AASW. As an accredited MHSW, I support and encourage supervisee's in building professional practice reflective of AASW professional standards. My value of ethical practice led me to join Federation University's Human Research Ethics Committee (HREC) for 4 years.</p>
<p>2. Cultural awareness and humility.</p> <p>Values diversity, aware of the importance of creating culturally safe relationships and communicating appropriately and inclusively.</p>	<p>I have worked with diverse people in Australia and overseas; I value diversity and endeavour to apply an intersectional lens in my professional and personal life. I have lived and worked in the UK and South East Asia undertaking International community development work in Thailand, Indonesia and recently in Vietnam working with victim survivors of sex trafficking, and people with vision impairment, and sustainability programs.</p> <p>I approach situations with maturity, respect for diversity and a focus on empowerment. I have effectively used skills to engage with diverse groups and individuals always with respect for diversity and sensitivity to individual needs, values and beliefs.</p> <p>Through Evans Training Consultancy business, I worked with the Australian Vietnamese Welfare Assoc to develop and facilitate programs for new immigrants. I am committed to diversity and have undertaken cultural competence training and delivered cultural competence training across a range of educational programs, Through my work with diverse individuals and groups I have learnt the difference between cultural awareness, competence and safety, and the need to provide an environment that is culturally, spiritually, emotionally and physically safe for all. In working from a culturally safe framework, I endeavour to provide an environment that values and empowers people to actively participate and carry out culturally significant tasks as part of service delivery.</p>
<p>3. Critical thinking.</p> <p>Demonstrates critically reflective skills and the ability to analyse complex issues, weighing up options as part of a robust analytical decision-making process.</p>	<p>Teaching and lecturing roles at Swinburne University TAFE, Deakin and Federation Universities and experience on Federation's HREC, have helped me develop critical analysis and reflective skills and the capacity to communicate complex concepts, especially with international and diverse students.</p> <p>Through my tertiary studies and undertaking honours and masters' level research projects in psychology and social work, I have learnt the importance of evaluating evidence and arguments to inform robust analytical decision making and developed a robust conceptual and analytical ability and knowledge and skills in qualitative and quantitative research.</p>

<p>4. Communicates constructively.</p> <p>Is articulate, persuasive, diplomatic, self-aware and reflects on personal impact and effectiveness. Listens and responds constructively to contributions from others.</p>	<p>Through my coordinator/ manager roles in community services at Nadrasca, Yorralla and Southern Cross Care, I have been responsible for writing policies and procedures, project submissions and evaluation reports, as well as reports for committees of management, ethics committee and government authorities related to funding arrangements and service outcomes.</p> <p>At Swinburne TAFE, Deakin and Federation Universities, I have written educational materials and training modules, facilitator and learner guides, and developed competencies in both TAFE and University, and have produced an Honours thesis, which I presented at conferences. I value reflective practice and feedback regarding my communication style and approach, and value building consensus through listening and constructive responses to enable all voices to be heard.</p>
<p>5. Focuses strategically.</p> <p>Takes a broad perspective, can see the big strategic picture, and considers long-term impacts. Demonstrates relevant governance and /or leadership experience.</p>	<p>In successfully operating a small training business for six years, I was required to take a big picture perspective and consider long term investments and impacts to gain strategic advantage and work effectively in partnership with registered training organisations to deliver programs across the community sector. I have worked with stakeholder reference groups, committees of management and government agencies to develop new programs and services and broker solutions to identified delivery issues and meet client and stakeholder expectations and satisfaction. Experience and education understand the need to step back and take a big picture longitudinal view of the service sector, balancing client needs to meet funding requirements and organisational as well as funding body expectations.</p> <p>I have held various management and leadership positions, where I was responsible for program management, policy development, stakeholder and committee engagements and reporting. At Swinburne I collaborated on several partnership projects, working closely with industry and government representatives, including the Victoria Govt. DHHS <i>Tilting our practice</i>, Child Protection Family Violence Practice Framework, as per Recommendation 29 of VIC (2015-16) Family Violence Royal Commission (State-wide). And had a lead role in the development and delivery of the Council for Homeless Persons: workforce capability project, for housing staff across the state.</p>
<p>6. Collaborates in the best interests of the Association.</p> <p>Is a team player, flexible, cooperative and creates partnerships.</p>	<p>I have worked in multidiscipline teams and in collaboration with stakeholders and govt. departments to build productive and mutually beneficial partnerships. I have worked with committees and stakeholder groups to build relationships and broker shared solutions to meet needs in new areas and develop innovative programs. I have developed and maintained effective working partnerships with a diverse range of stakeholders, often with different viewpoints and approaches and in difficult circumstances, to identify the most effective course of action and meet stakeholder requirements. I enjoy working with a team, and value the positive outcomes of collaborative practice. I endeavour to act with respect for diversity and am committed to maintaining effective working relationships, striving to build shared goals and enhance partnerships. I have worked in the best interest of the AASW, in committee roles with Grampians Region Social Work practice group, VIC Mental Health Practice group, the Ethical Dilemmas group and as the VIC Branch Management Committee Vice-President.</p>