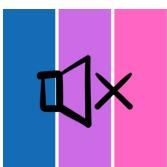


April 2022

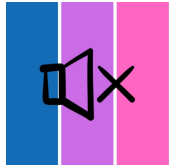
POSITION DESCRIPTION

BOARD CHAIR



It's Not A Compliment

Achieving Street Justice For All



OUR HISTORY

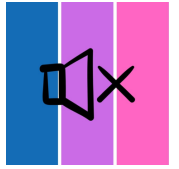
It's Not A Compliment (INAC) grew out of a simple idea – making the everyday better for vulnerable communities.

What started as a brainstorming session in September 2019 for a fellowship task soon turned into something more personal when INAC's co-founders, Aakanksha Manjunathaswamy and Annelise Lecordier, realised how common street harassment was for many in their circles. Regardless of their gender, sexuality or racial identity – anyone that could in some way be coded as 'other' had a story to share about a time a stranger had made them feel uncomfortable or unsafe in a public space.

What originally felt like a small, easily dismissable personal experience suddenly turned into something bigger – a flood of stories that could attest to a culture that was unfairly designating who had a right to exist freely in our streets. And they were determined to share them.

Since then, INAC has grown into a full-fledged organisation powered by a team of passionate volunteers united in their belief that no one should have to feel unsafe or less than for simply existing in public.

As a grassroots organisation fighting for the rights of all individuals to enjoy public spaces free of the fear of harassment, we run projects, workshops and campaigns that break through the normalisation of street harassment and encourage communities to challenge the age-old norms that make this type of harm possible in the first place.



OUR MISSION

Achieving Street Justice For All

OUR VISION

A society where street harassment is recognised as a form of harm in and of itself—not simply as a precursor to other forms of violence—where all individuals know what street harassment looks like, how to call it out and how to safely intervene to stop or prevent it.

OUR VALUES



INTERSECTIONAL



**COMMUNITY-
LED**



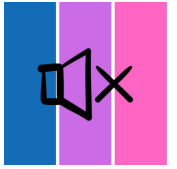
**ACCOUNTABLE
AND COMMITTED
TO LEARNING**



TRANSFORMATIONAL



COLLABORATIVE



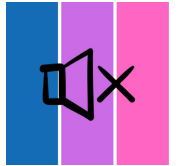
BOARD AND GOVERNANCE

Board of Directors

- Aakanksha Manjunathaswamy, Co-Founder and CEO
- Kathryn Bellion MAICD
- Laura Conti CA, CPA and AAICD
- Lisa Seary CPA and AICD
- Priya Serrao
- Steffi Chang CFRE MFIA

Board Committees

- Governance
- Finance
- Fundraising
- Community engagement (upcoming)



POSITION DESCRIPTION

Role: Board Chair

Hours: 10-15 hours per month

Start date: 13 June 2022

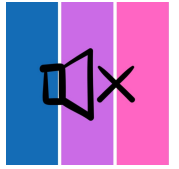
Reports to: INAC Board of Directors

BOARD CHAIR RESPONSIBILITIES

In addition to the duties and responsibilities of directors, there are two main aspects to the Chair's role. They are the Chair's role within the boardroom and the Chair's role outside the boardroom.

Inside the boardroom the role of the Chair is to:

- Ensure the Board operates as an inclusive, well-functioning team.
- Establish the agenda for board meetings in consultation with INAC management, so that:
 - time is allocated effectively;
 - the right matters are considered during the meeting;
 - matters are considered carefully and thoroughly; and
 - the board makes clear decisions and gives adequate guidance to management.
- Chair board meetings.
- Set the tone and foster a Board culture aligned with the organisation and strategy.
- Be clear on what the board has to achieve, both in the long and short term.
- Provide guidance to other board members about what is expected of them as Directors.
- Ensure that board meetings are effective in that:
 - the right matters are considered during the meeting (for example, strategic and important issues);
 - matters are considered carefully and thoroughly;
 - all directors are given the opportunity to effectively contribute; and
 - the board comes to clear decisions and resolutions are noted.
- Brief all directors in relation to issues arising at board meetings.
- Ensure that the decisions of the board are implemented properly.
- Ensure that the board behaves in accordance with the Code of Conduct.



- Ensure the Board undergoes an appropriate annual evaluation.

Outside the boardroom the role of the Chair is to:

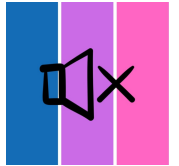
- Undertake appropriate public relations activities, as suggested by INAC management.
- Utilise networks to promote the organisation.
- Be the spokesperson for the company at the AGM and in the reporting of performance.
- Be the major point of contact between the Board and CEO.
- Be kept fully informed of current events by the CEO on all matters that may be of interest to directors.
- Regularly review with the CEO, and other staff as the CEO recommends, progress on important initiatives and significant issues facing the company.
- Provide guidance to the CEO.
- Initiate and oversee the annual CEO evaluation process.

SELECTION CRITERIA

INAC is committed to maintaining a strong, diverse and intersectional board where individual members bring unique strengths to the organisation.

We're searching for an individual who:

- Is passionate about social justice and creating safer communities for all
- Has strong knowledge, understanding, and practice of Intersectionality
- Approaches their work with integrity, humility, and with an eagerness to learn and contribute
- Has strong knowledge of governance
- Has significant experience as a non executive director and ideally, previous experience as a Board Chair
- Has in-depth knowledge of director and officer duties and liabilities;
- Has experience in operating at a senior strategic leadership level within an organisation
- Can act as an ambassador for INAC, and can use skills, knowledge and experience to promote the best interests of the organisation
- Has significant experience in successful fund-raising and income generation for Not for Profits.



REQUIREMENTS OF BOARD CHAIR

As the INAC Board Chair you will be required to:

1. Bring a strong commitment to INAC’s mission, vision and values,
2. Be willing and able to oversee governance & strategy matters,
3. Be available for Board duties, including:
 - a. 5 x 1-day board meetings per year (in-person meetings take place in Melbourne, when permitted) for purposes such as: strategic planning, operational planning and board evaluation.
 - b. Participate in 12 Board meetings every year.
 - c. Undertake two hours pre-reading prior to each board meeting.
 - d. Participate in a board committee(s) and/or working groups and assist the Executive Director in policy development and projects aligned to their skills as required (subcommittees include community engagement, governance, finance, fundraising.); and
 - e. Attend one major annual INAC event each year.

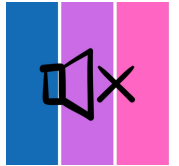
Board meetings are held monthly (via videoconference), with board committees meeting semi-regularly.

***NOTE: There will be certain periods of time where the board will convene meetings more frequently.**

DIRECTORS VALUES AND BELIEFS

INAC’s values are at the heart of our work and shape what we do and how we do it:

- Intersectional
- Community-led
- Accountable and committed to learning
- Transparency
- Sustainability
- Integrity



RENUMERATION

This is a voluntary role. However, pre-approved expenses will be reimbursed.

HOW TO APPLY

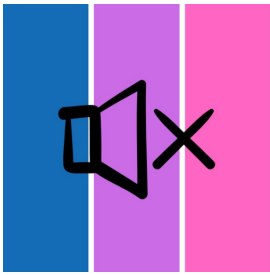
To express your interest in joining the INAC Board in this role, please submit:

- a cover letter outlining your interest, experience relevant to the selection criteria and requirements,
- a copy of your CV
- a completed skills, personal attributes, and diversity matrix that can be found [here](#), using the scoring system provided

through the submission portal on our website.

If you would like to have a confidential conversation about the position, please email Aakanksha Manjunathaswamy at aakanksha@live.com

Applications close on 26 June 2022 at 5 PM.



It's Not A Compliment

itsnotacomplimentmelbourne@gmail.com

itsnotacompliment.org



@itsnotacompliment



@itsnotacomplimentmelb



@notacompliment_



@its not a compliment

I can be changed by what
happens to me.
But I refuse to be reduced by it.

– Maya Angelou