



AASW

Australian Association
of Social Workers

Role purpose statement: Aboriginal Director

1. Company overview

The Australian Association of Social Workers Limited (“AASW” or the “Association”) is the lead national association for Australian professional social workers. The Association sets the benchmark for professional education and practice in social work. AASW has a strong voice on matters of social inclusion, social justice, human rights and issues that impact upon the quality of life of all Australians. The Association seeks a close and collaborative relationship with educational institutions, industry, government, client associations and the community. AASW acknowledges the critical importance of the contribution made by Aboriginal and Torres Strait Islander members.

AASW has corporate responsibility for promoting and self-regulating the social work profession in Australia. AASW represents social workers by ensuring the sustainable development of the profession, the maintenance of accountability and compliance with benchmark standards, and the promotion of professional identity. Membership offers social workers the opportunity to work collectively to contribute to Australian society, its communities and institutions in a way that is dedicated to improving social inclusion and social wellbeing.

2. Duties and responsibilities of an AASW Director

Under the *Corporations Act*, the Aboriginal Director has no additional power or authority above that of an Ordinary Director.

A Director’s responsibilities include the following:

- (a) fulfil their duties as Directors under Corporations law, common law and ACNC Governance Standard 5 (as the Association is a registered charity);
- (b) provide leadership to the Association, particularly in the areas of ethics and culture;
- (c) actively contribute during Board meetings to ensure the Board effectively fulfils its role and achieves its strategic direction;
- (d) positively represent the Association at industry events or other stakeholder engagements, as required;
- (e) model the Association’s values; and
- (f) act in accordance with the Association’s Constitution, ByLaws, Board Charter, Director Code of Conduct and associated policies and protocols.

3. Director’s commitment and knowledge

All Directors are required to:

- be actively involved in Board and Committee activities as required;
- be prepared for all Board and Committee meetings;
- undertake individual reading or research and attend any seminars, conferences or other activities which will enhance their contribution to the Board;
- undertake professional development during the term of their appointment to continually enhance their skills and knowledge of corporate governance, in accordance with the Board Charter;
- attain and maintain an appropriate level of financial literacy;
- make reasonable inquiries to ensure that AASW is operating efficiently, effectively, and legally towards achieving its objectives;
- undertake diligent analysis of all proposals and submissions placed before the Board or Committee;
- be independent in judgement and actions and take all reasonable steps to be satisfied as to the soundness of all decisions taken by the Board; and
- be familiar with their legal duties and responsibilities as a Director and maintain currency of that knowledge.

In addition, all Directors must make their utmost effort to attend all Board and relevant Committee meetings and as many other Board-related events as possible. This ensures that:

- the workload of the Board is shared among the Directors;
- Board deliberations involve the input of all Directors which is important given that the Board relies on its collective skill set; and
- the Board is able to achieve the necessary quorum.

4. Essential attributes

The Association's ByLaws sets out the skills, attributes, knowledge and qualifications (the "key attributes") considered desirable in being elected or appointed as a Director of AASW. They include:

1. Professional integrity
2. Cultural awareness and humility
3. Critical thinking
4. Communicate constructively
5. Focus strategically
6. Collaborate in the best interests of the Association.

5. Nominations for Aboriginal Director

Nominees for the designated Aboriginal Director position shall provide, at the time of nomination, to the Association three 'working criteria' as confirmation of Aboriginal heritage¹ (all these things must apply):

- i) being of Aboriginal descent;
- ii) identifying as an Aboriginal person;
- iii) being accepted as such by the community in which the nominee lives or formerly lived.

¹ Guideline has been sourced from the Australian Institute of Aboriginal and Torres Strait Islander Studies; a body established by the Commonwealth Government pursuant to an Act of Parliament in 1989.