



Non-Executive Directors (Voluntary)

Role: Non-Executive Director

Term: 3 Years

Hours: 4-8 hours per month

Reports to: The Board

About It's Not A Compliment:

It's Not A Compliment (INAC) grew out of a simple idea back in October 2019 – making the everyday better for vulnerable communities. What started as a brainstorming session for a fellowship task back in November 2019, soon turned into something more personal when INAC's co-founders, 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. And they were determined to share them.

Organisational context:

As a **grassroots, volunteer-run 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.

The work of INAC is held in high esteem by significant stakeholders as evidenced by securing our first two grants in 2021. It is a significant period of time for INAC as we work to deliver our inaugural grant-funded programs and develop strategies for our long-term organisational and financial sustainability.

Board context:

INAC is recruiting board members to lead and grow our new entity into the next phase of organisational maturity. The board will lead the strategic vision of INAC, consistent with our vision and core values, with a view to growth and sustainability.



Our Vision:

Our vision is to create a world where vulnerable communities no longer have to place limitations on their behaviours in order to feel safe when out in public.

We believe in 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 Core Values:

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

Our Goals:

1. Promote a more inclusive understanding of what street harassment is
2. Increase awareness of street harassment as a form of harm
3. Create a space where individuals with experiences of street harassment can safely and honestly share their stories
4. Disrupt common narratives surrounding street harassment
5. Fight for community-led, actionable policies focused on education and creating cultural change rather than criminalisation

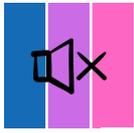
Vacancies:

As we are currently restructuring as a new entity and entering into a new phase as a grant-funded organisation, we are seeking Board Directors with specific expertise to offer leadership and governance at this critical juncture for INAC.

All Board Directors must have, or be working towards gaining, an understanding of the governance principles and obligations of a charity.

Board director portfolios we are currently recruiting for include:

- Legal (Secretary)



- Finance (Treasurer)
- Campaigning and Advocacy
- Fundraising, Marketing and Communications
- HR and People & Culture
- Policy, Compliance and Risk
- Stakeholder engagement

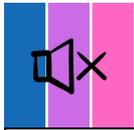
Please reach out to us if you have an area of expertise that is not listed that you believe may add value to the INAC board at this time.

We strongly believe that having a board that reflects the diversity of the community and the team leads to better decision making. This is why we strongly encourage applications from traditionally marginalised communities, including First Nation’s people, people from multicultural, migrant and refugee backgrounds and members of the LGBTIQ+ communities.

Responsibilities of the INAC Board

INAC Board Directors are responsible for:

Values	Leadership and governance that upholds the mission and values of INAC and ensuring all board decisions and actions are aligned with INAC values.
General	On being elected to the Board, undertake induction and training procedures as provided by the Board
Governance	<ul style="list-style-type: none">• Consider, debate, and vote on issues before the Board on the basis of the best interests of the organisation only.• Comply with INAC policies and in accordance with ACNC governance Principles• Contribute to evaluation of the organisation, the functions of the board and own board position/portfolio as per annual plan.
Planning	Lead, review and approve the organisation’s Strategic Plan, and support operational staff/volunteers with other significant plans (Business Plan, Communications Plan, etc)
Meetings	<ul style="list-style-type: none">• Attend all meetings, or, apologise in advance for absence• Where Board papers are circulated in advance of the meeting, read papers and consider issues before the meeting



	<ul style="list-style-type: none">• Contribute to the discussion and resolution of issues at meetings and otherwise as appropriate
Expertise	Provide expert and strategic advice to the Executive Officer, as required
Administrative & Management	<ul style="list-style-type: none">• Serve on at least one Board sub-committees per year• Lead, review and approve the organisation's systems for financial control and risk management• Understand the organisation's finances (including solvency)
Media	Make comments to the media only as provided in the organisation's Media Policy
Promotion	Promote the organisation in the community as opportunities arise and work towards advancing INAC's mission of achieving street justice for all
Fundraising	Participate enthusiastically in any fundraising approved by the Board
Legal & Ethical	<p>Avoid making any improper use of their position in the organisation.</p> <p>If they have any non-material personal conflict of interest, direct or indirect personal interest in any matter before the Board, or believe that the perception of such a conflict might arise, inform the Chair immediately and follow the Board's rulings as to proper procedure</p>

Key Selection Criteria of Board Directors:

INAC Board members are expected to:

1. Demonstrate a strong commitment to the mission and values of INAC;
2. Provide evidence of knowledge of ACNC and ASIC governance principles and demonstrate a commitment to working according to these principles;
3. Demonstrate experience in strategic planning that may come from business, management experience or not-for-profit organisations;
4. Lead a culture of collaboration, transparency and collegiality where board peers and organisational staff/volunteers feel engaged and respected;
5. Give a minimum of one month's notice in the event of resignation;



Time Commitment, term and expenses

Be available for Board duties, including:

- 2 x Half Day board meetings per year for purposes such as: strategic planning, operational planning, and board evaluation;
- Participate in virtual bi-monthly Board meetings, each no longer than 2.5 hours;
- Ability to effectively serve on at least one committee as required (subcommittees include: governance, finance, community engagement, fundraising.);
- A comprehensive induction will be provided which will require additional time commitment in the first 1-2 months;

We ask that all Board members commit to an availability of at least 4-8 hours per month for their Board duties with all meetings taking place virtually.

The initial term of appointment will be for 3 years. Led by the Chair, the board will contribute to ongoing self-evaluation.

This is a volunteer position. All pre-approved expenses will be reimbursed.

Expressions of Interest

To express your interest in joining the INAC Board in this role, please send a cover letter outlining your interest and experience relevant to the role and competency requirements, along with a copy of your Curriculum Vitae to itsnotacomplimentmelbourne@gmail.com by **26 October 2021, 5 PM.**