

Diversity and Inclusion Framework

South East Water is committed to ensuring our workforce represents the community we serve. We do this to improve our ability to innovate, enhance customer consultation and engagement and boost employee engagement.

Implementation Enablers

- Establish an employee diversity and inclusion task force to oversee the strategy and measures
- Specific training and education for people leaders at all levels
- Continually monitor all stages of the employee life cycle to minimise bias and encourage greater diversity

	 Life stages A mix of experience and age	 Abilities Access for all abilities	 Gender Gender equity, if not why not?	 CALD Cultural and Linguistic Diversity	 Indigenous Aboriginal and Torres Strait Islander	 LGBTIQ Where everyone feels included
What is the Opportunity?	<ul style="list-style-type: none"> • How do we ensure appropriate support is available to employees at all life stages? • How do we encourage knowledge transfer and reduce knowledge loss? 	<ul style="list-style-type: none"> • How do we ensure our workforce mirrors the composition of people with a disability in the community? 	<ul style="list-style-type: none"> • How do we position South East Water as a leader in gender equity in the water sector? • How do we ensure remuneration, growth and development opportunities are equitable regardless of gender? 	<ul style="list-style-type: none"> • How do we ensure the CALD composition of our workforce at all levels represents the community we serve? • How do we increase cultural awareness and respect to enhance engagement, performance and opportunities for all employees? 	<ul style="list-style-type: none"> • How does South East Water engage and strengthen its relationship with local Aboriginal and Torres Strait Islander people and the wider community? • How does South East Water increase the proportion of Aboriginal and Torres Strait Islander employees at all levels of the organisation? 	<ul style="list-style-type: none"> • How do we create a work culture that welcomes employees of diverse genders and sexualities? • How can we ensure our Equal Employment Opportunity policies provide a safe and inclusive work environment?
Year 1 FY 16/17	<ul style="list-style-type: none"> • Expand current engagement survey to include diversity and inclusion questions • To support carers, assess childcare availability and affordability and develop actions and a business case to address 	<ul style="list-style-type: none"> • Support the active engagement and recruitment of people with disabilities through building strong partnerships with local disability employment providers • Enhance the level of disability awareness through communication, education and supporting community events 	<ul style="list-style-type: none"> • All employees undertake unconscious bias training • Conduct organisational pay equity analysis between men and women and actions to address imbalances • On behalf of South East Water, the Managing Director is a visible and committed champion of change • Develop policy, procedure and strategies to address Violence against Women 	<ul style="list-style-type: none"> • Establish accurate workforce profile of our CALD community at South East Water 	<ul style="list-style-type: none"> • Explore opportunities with local schools, university, TAFE and government to establish work experience, vacation work and meaningful employment 	<ul style="list-style-type: none"> • Prepare submission to Pride in Diversity for the Australian Workplace Equality Index which is a national benchmark of organisation's inclusivity of LGBTIQ employees
Year 2 FY 17/18	<ul style="list-style-type: none"> • Introduce targeted employment offerings to help attract and retain employees from different life stages, including under 30's and over 50's • Ensure recruitment and selection panels have gender, age and CALD representation where possible 	<ul style="list-style-type: none"> • Uplift mental health activities within our wellbeing program 	<ul style="list-style-type: none"> • Review recruitment practices and processes to attract a diverse talent pool 	<ul style="list-style-type: none"> • Conduct cultural competence and anti-racism training 	<ul style="list-style-type: none"> • Develop a South East Water Reconciliation Action Plan in collaboration with local community 	<ul style="list-style-type: none"> • Leadership education to raise LGBTIQ awareness
Year 3 FY 18/19	<ul style="list-style-type: none"> • Establish succession planning and transition programs that anticipate changes in employee's lifecycle and lifestyle 	<ul style="list-style-type: none"> • Develop a Disability Employment Strategy 	<ul style="list-style-type: none"> • Partner with schools, TAFEs and universities to encourage women to enter traditionally male-dominated areas 	<ul style="list-style-type: none"> • Raise public image as an organisation that is perceived as culturally diverse and engages with its CALD communities 	<ul style="list-style-type: none"> • Launch the South East Water Reconciliation Action Plan 	<ul style="list-style-type: none"> • Actively support LGBTIQ communities, internally and externally
Baseline measures of success by 2017	<ul style="list-style-type: none"> • Establish a baseline of employee's perception of availability and access to flexible work for all life stages 	<ul style="list-style-type: none"> • Build strong relationships with local disability providers including first access to employment vacancies 	<ul style="list-style-type: none"> • Gender pay analysis is embedded into annual remuneration review and baseline gap is established 	<ul style="list-style-type: none"> • A cultural profile is established to inform year 2 objectives 	<ul style="list-style-type: none"> • Memorandum of understanding is established with local community groups to improve employment opportunities for Aboriginal and Torres Strait Islander people 	<ul style="list-style-type: none"> • Pride in Diversity application is submitted to the Australian Workplace Equality Index (AWEI) to establish a baseline benchmark on inclusion
Aspirational measures of success by 2021	<ul style="list-style-type: none"> • Annual Engagement survey indicates an inclusive and flexible workplace culture for all life stages 	<ul style="list-style-type: none"> • The representation of people with a disability reaches 10% 	<ul style="list-style-type: none"> • The pay gaps between men and women at all classification levels is under 2% • The representation of women in leadership positions is 50% 	<ul style="list-style-type: none"> • Baseline cultural survey shows significant shift in the cultural diversity of our workforce profile 	<ul style="list-style-type: none"> • The representation of Indigenous Australians is 1.0%, in line with Government expectations 	<ul style="list-style-type: none"> • Achieve Bronze Employer status with the Australian Workplace Equality Index (AWEI), the national benchmark on LGBTIQ inclusion