

# Diversity & Inclusion Plan

## 2016-20

Our People  
Our Planet  
Our Community  
Our Business

Strengthening through diversity



**WESTERNPORT**  
WATER.

## Table of contents

Message from the Managing Director	2
Introduction	3
Our commitment	3
What is diversity?	3
Achieving our objectives	4
Our workforce at a glance	5
Opportunities	5
Cultural transition	6
Our targets	6
Progress towards our targets	7

## Message from the Managing Director

At Westernport Water, we recognise the possibilities and benefits of diversity and inclusion in our workplace. To nurture the full potential of our workforce, we are investing in our people, and creating an environment that enables us to achieve our goals whilst creating a culture we are all proud of.

We strive to be an innovative, high performing corporation, with a reputation that is valued by current and prospective employees. We are implementing a number of strategies with specific actions and initiatives designed to foster a high performing team and support a great working environment. These strategies include this Diversity and Inclusion Plan, a Reconciliation Action Plan, a Corporate Social Responsibility Strategy and an Organisational Development Strategy.

To support the cultural shift we are re-shaping the Corporation and putting in place measures to provide a solid foundation and clear focus for the future.

This Plan was approved by the Board in 2016.



Peter Quigley  
Managing Director



Roland Lindell  
Chairperson

## Our diversity and inclusion vision

To be an innovative employer of choice with an actively diverse workforce that enhances our business and the lives of our people and stakeholders.



## Introduction

In February 2016, the Minister for Water, the Hon Lisa Neville MP, and the Secretary of the Department of Environment, Land, Water and Planning (DELWP), outlined the Government's initiatives around gender equity and diversity, and requested water corporations provide an action plan to implement them.

The response was a Water Industry Diversity Strategy that captured specific targets which all Victorian Water Corporations would commit to achieving by 2020. The strategy considers all aspects of diversity, but calls for an initial focus on gender balance.

This Diversity and Inclusion Plan (DIP) otherwise known as "the Plan", aims to define what Westernport Water wants to achieve over the next few years with regard to diversity and inclusion, taking into account industry targets.

## Our commitment

We are committed to making innovative changes to current practises to ensure an inclusive work environment where all employees are treated with respect and feel valued and supported.

Through the implementation of this plan, Westernport Water aims to better understand and reduce the barriers to a diverse workforce, identify opportunities to increase workforce diversity and embed an inclusive culture into the way we work.

We know our customers will benefit from this plan, by creating an environment where employees thrive and contribute to the provision of services to our customers.

## What is diversity and inclusion?

### Diversity

Diversity embraces the different ways in which people identify in relation to their gender, cultural background, sexual orientation, indigenous background, and disability. It can also include other areas such as age, ethnicity, religious beliefs, working styles, educational levels, professional skills, work and life experiences, socio-economic background, job function, marital status and family responsibilities.

### Inclusion

Inclusion occurs when a diverse group of people feel valued and respected, have access to opportunities and resources, and can contribute their individual perspectives and skills to the success of the organisation.

#### The five areas of diversity as defined by the Victorian Public Sector are:

**Gender equity** - recruitment processes, internal movement, termination, wage and other patterns and behaviours that can lead to the different treatment of males and females in the workplace

**Culturally and linguistically diverse (CALD)** - members of the population who are born in a country other than Australia, or speak a language other than English at home

**Lesbian, Gay, Bisexual, Transexual and Intersexual (LGBTI)** - members of the population who identify as LGBTI

**Aboriginal and Torres Strait Islander (ATSI)** - members of the population who identify as ATSI

**Disability** - those who identify as having a disability



# We will become a corporation that

## ... is as diverse as the community we serve:

- by building a workforce reflective of our community's diversity we will better understand and accommodate all members of our community
- by supporting and accommodating for the LGBTI, CALD and the Disabled workforce, we will open up our talent pool giving us greater access to talented individuals
- by providing employment opportunities for Aboriginal and Torres Strait Islander People
- by providing procurement opportunities for Aboriginal owned businesses through the procurement policy

## ... embraces different perspectives:

- by creating a diverse culture and embracing cultural diversity
- by creating a corporation that is progressive, inclusive and socially responsible
- by moving from a compliant culture to an open and inclusive environment

## ... supports its people to achieve fulfilling careers and lives:

- by attracting and retaining the right people, regardless of gender, age, race or disability
- through the provision of flexible work arrangements and a modern workplace that supports our employees
- by creating appropriate support mechanisms and networks to ensure our workforce has a healthy and safe working and home environment

Culturally and linguistically diverse





Gender equity

## Our workforce at a glance

The following table highlights some key diversity data used to assist with the targets identified in this plan:

Category	WPW (June 2016)	Vic Water Industry	Vic Public Sector	Our Local Community
% of workforce female	35%	33%	67%	51%
% of workforce women in non traditional roles	0%	No data	No data	No data
% of women in executive roles	25%	16%	44%	No data
Identify as LGBTI	6%	3.5%	No data	No data
Identify as ATSI	0%	0.5%	1.0%	0.7%
Identify as CALD	13%	4.8%	19.5%	19.5%
Identify as having a disability	4%	2%	3%	6%

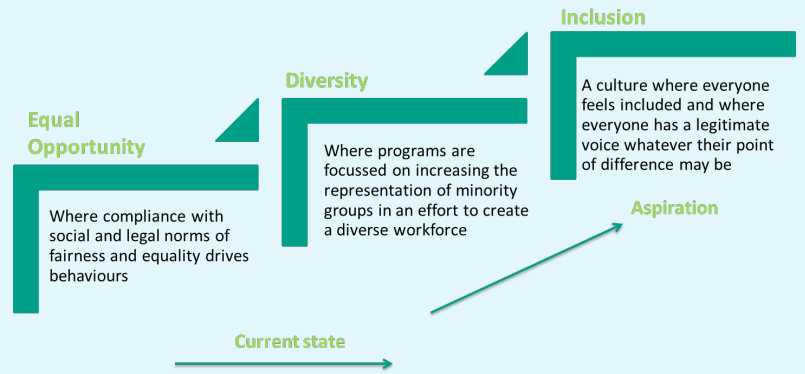
## Opportunities

Opportunities for improvement identified by Westernport Water are listed in the following table.

Category	Opportunity
Gender equity	This area is a first priority. We will open up more leadership opportunities and roles for women in non-traditional careers.
Flexible & Carers Working Arrangements	Become an employer of choice by providing flexible working arrangements to help employees achieve work life balance.
Disability	We have identified a range of activities and initiatives to remove barriers to employment and support a diverse workforce that values people of all abilities.
LGBTI	We have higher than average numbers of people identifying as LGBTI, and we will continue to nurture this inclusive culture.
ATSI	Currently zero staff identify as ATSI. We will put in place initiatives and targeted recruitment strategies to employ people who identify as ATSI.
CALD	We are measuring well in this aspect with representing our local community, however there is an opportunity to further promote acceptance of CALD employees and their positive contribution to a diverse workforce.

# Cultural transition

Currently Westernport Water meets all legislative requirements from the *Fair Work Act* and Equal Employment Opportunity legislation, but we are keen to transition from this compliance culture to an inclusive culture – a transition WPW is about to undertake.



## Our targets

Westernport Water has committed to a range of diversity and inclusion targets reflective of the Victorian Government's Industry Diversity and Inclusion Strategy, and of our community. Identified through data analysis, these targets provide clear direction and meaningful measures of success.

### 1. Gender equity

- By June 2017, 33% of senior managers (direct reports to GM and MD) will be female
- By June 2020, 50% of senior managers will be female
- By June 2018, we will have made four placements of females in non-traditional (Operations, Field Maintenance, Engineering) roles

### 2. Flex and carers

- By June 2017, we will see a 10% increase in part time / job share / flexible work arrangements
- By June 2020, we will have 25% of our workforce under flexible arrangements.
- By June 2020, 35% of our workforce will identify as having caring responsibilities outside of the workplace (for children, elderly family or friends or a person with a disability)

### 3. LGBTI

- By June 2020, 7% of our workforce will identify as belonging to the LGBTI communities

### 4. Disability

- By June 2018, we will employ two persons with a long term disability or special needs
- By June 2020, 10% of our workforce will have an identified disability

### 5. ATSI

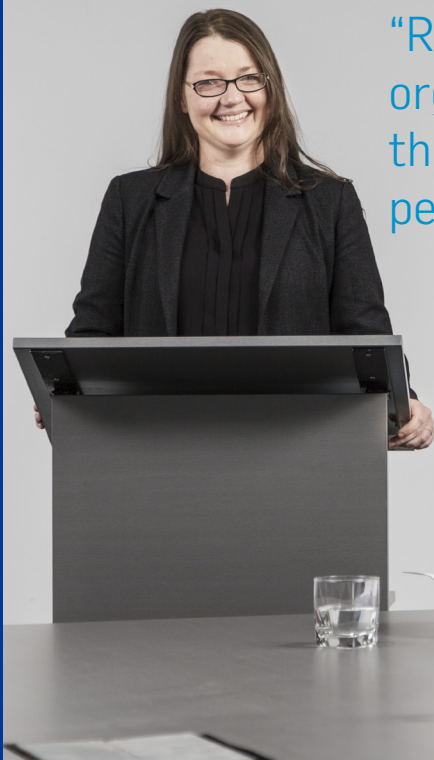
- During 2017, we will employ two ATSI employees (one youth traineeship)
- By June 2020, 2.5% of the workforce will identify as Aboriginal or Torres Strait Islander

### 6. CALD

- By June 2020, 20% of our workforce will speak a language other than English at home

**Flexible working arrangements**





“Research shows that when an organisation better represents the community they serve, they perform better.”

Gender equity

## Progress towards our targets

	Targets & Progress June 2017	Targets June 2018	Targets June 2020
<b>Gender equity</b>	<p><b>Target:</b> 33% Senior Management will be female</p> <p><b>Achieved:</b> 47% in 2017*</p>	<p><b>Target:</b> 4 placements of females in non-traditional roles</p>	<p><b>Target:</b> 50% Senior Management will be female</p>
<b>Flexible &amp; Carers</b>	<p><b>Target:</b> 10% increase in part time, job share, &amp; flexible work arrangements</p> <p><b>Achieved:</b> 12% increase in 2017 People Matter Survey</p>	-	<p><b>Target:</b> 25% of our workforce under flexible arrangements</p> <p><b>Target:</b> 35% of our workforce will have caring responsibilities</p>
<b>LGBTI</b>	<p><b>Achieved:</b> 10% of staff identified in 2017 People Matter survey</p>	-	<p><b>Target:</b> 7% of our workforce will identify as belonging to the LGBTI communities</p>
<b>ATSI</b>	<p><b>Target:</b> We will employ two ATSI employees (one youth traineeship) during 2017.</p> <p><b>Amended Target:</b> We will employ two ATSI employees by December 2017</p>	-	<p><b>Target:</b> 2.5% of the workforce will identify as Aboriginal or Torres Strait Islander</p>
<b>Disability</b>	-	<p><b>Target:</b> We will employ two people with a long term disability or special needs</p>	<p><b>Target:</b> 10% of our workforce will have an identified disability</p>
<b>CALD</b>	-	-	<p><b>Target:</b> 20% of our workforce will speak a language other than English at home</p>

\*There is currently an odd number of manager positions available at Westernport Water, making 50/50 impossible to achieve.



Strengthening through diversity



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