

Workplace Diversity and Inclusion

Women in Leadership Action Plan

2017 - 2020



Our Commitment

Treasury's Women in Leadership Action Plan aims to foster gender equity and increase the representation of women in leadership roles. It provides a practical plan of action to help us become a more diverse and agile organisation as we seek to better reflect the community that we serve. This work aligns with our commitment to stop violence against women as an accredited White Ribbon Workplace.

The broader objectives of the Women in Leadership project include:

- ensuring Treasury is a workplace that supports and encourages diversity;
- creating a more agile and contemporary organisation;
- improving our capacity to develop and retain diverse talent;
- achieving productivity and organisational capacity gains; and
- improving our attractiveness and competitiveness in the job market.

Women in Leadership is a priority identified in Treasury's Corporate Direction. The Action Plan supports the achievement of our gender equity target of 50/50 by 2020. This plan also supports women with career aspirations at all levels, so that we can create a pipeline of future female leaders. Importantly, the activities in this Action Plan will benefit all staff.

Women in Leadership is part of our broader Workplace Diversity and Inclusion Framework. This Framework includes a range of strategies and plans to support Treasury's commitment to recognising and valuing all people for their diverse abilities and strengths.

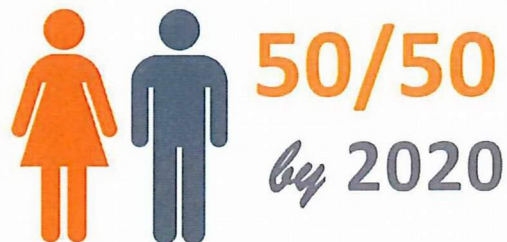
Five principles underpin this Women in Leadership Action Plan:

1. We are committed to addressing the structural, systemic and cultural barriers to gender equity within Treasury.
2. We are committed to improving diversity, including achieving a target of 50 per cent female representation in roles at Bands 8 and above by 2020.
3. Selection decisions will not be made just to meet our target. However, we will ensure that women have the opportunity and aspiration to participate and that unconscious bias is not impacting on our decision making.
4. We encourage discussion and transparency on the issue of gender equity and welcome suggestions on how to address barriers to achieving gender balance.
5. We recognise that the Women in Leadership Action Plan is part of a broader Diversity and Inclusion framework for Treasury.

I am very pleased with the high level of engagement and support for this initiative. I welcome your input as we continue to build a diverse and inclusive culture at Treasury.



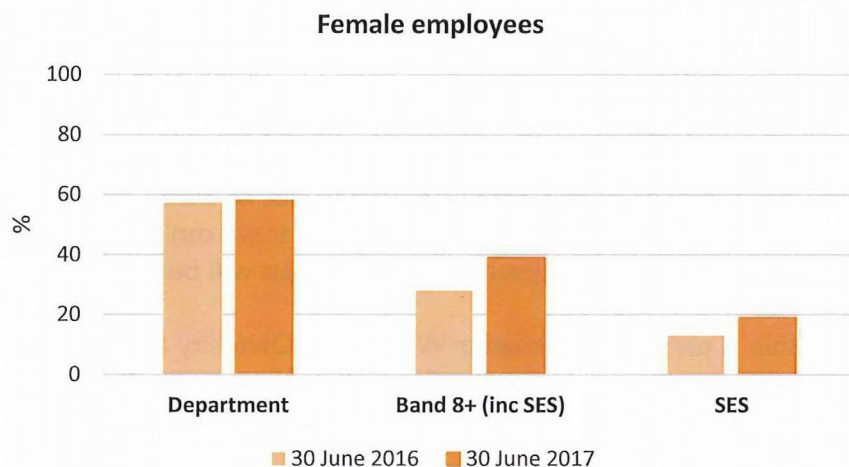
Tony Ferrall
Secretary



Background

As at 30 June 2016 just over half of Treasury's workforce was female (57 per cent), yet males represented 72 per cent of senior appointments (Band 8 or above) and 87 per cent of Senior Executive Service appointments (SES 1 – SES 4).

Since 30 June 2016 there has been an increase in gender diversity at senior levels within Treasury, with females representing 39 per cent of senior appointments (Band 8 or above) as at 30 June 2017. Males represented 81 per cent of Senior Executive Service appointments as at 30 June 2017.



This Women in Leadership Action Plan is developed within the context of a national movement towards gender equity, which acknowledges that gender inequity in Australia is a significant and complex social and cultural issue. Research shows that organisations with equal gender representation amongst their leaders are more productive and more successful.

This Action Plan supports the [Tasmanian State Service Heads of Department Gender Diversity Commitment](#). It is designed to address Treasury's gender imbalance by removing the structural, cultural and systemic barriers to equal gender representation. In doing so, we envisage the plan will contribute to broader cultural and social change.

In developing this Action Plan, the following activities were initiated to engage staff and obtain their views on the barriers and opportunities for women in leadership at Treasury:

- Secretary's Hot Topic Sessions on Treasury's gender imbalance (April 2016)
- Gender Equity Survey (May 2016)
- Staff Focus Groups (June - August 2016)

Appendix E outlines key milestones relating to this Women in Leadership Action Plan, as part of Treasury's broader commitment to workplace diversity and inclusion.

Focus Areas

Staff consultation, undertaken in 2016, confirmed broad support for Treasury's commitment to improving gender equity. The staff Gender Equity Survey and staff focus groups identified a range of opportunities and challenges to improve our performance in relation to gender equity, including:

- Leadership commitment
- Ensuring equity and fairness
- Attitudes to part-time/flexible work practices
- Recruitment and selection
- Understanding merit
- Unconscious bias
- Broadening applicant fields
- Learning and development
- Encouragement and support
 - Staying connected
 - Career conversations
 - Confidence and networking
- Promotion and career progression
- Flexible work practices
- Branch budgets/management
- IT support
- Job redesign
- Delegations

These focus areas have informed the practical strategies of this Action Plan (Appendix A). The Action Plan includes high level details of key activities/projects, the business area that is responsible for each activity, progress towards the achievement of each activity and an indication of what success looks like. More detailed project plans are developed for specific initiatives, as required.

The Women in Leadership Action Plan will be reviewed and revised as required.

Diversity and Inclusion

Women in Leadership is being pursued as part of Treasury's broader Diversity and Inclusion Framework.



A Diversity and Inclusion Reference Group was established in early 2017, with members from across Treasury. The initial focus of the Reference Group is supporting the implementation of the Women in Leadership Action Plan.

The State Service Diversity and Inclusion Framework (Appendix D) was released in early 2017. The Framework outlines the Tasmanian State Service's commitment to supporting workforce diversity and inclusion. It was developed by the State Service Management Office, in consultation with agencies. The Framework is designed to ensure that Tasmanian State Service workforce management practices and policies support people who work, or want to work, in the State Service.

The State Service Diversity and Inclusion Framework has three Action Areas. Initiatives in Treasury's Women in Leadership Action Plan are aligned with these Action Areas.

Action Area 1 - Building an inclusive and diverse workforce

Action Area 2 - Supporting our employees

Action Area 3 - Working together to create change

Governance

The Secretary is the project champion. The Executive Committee are the project sponsors. The Assistant Director, Office of the Secretary and the Manager, Human Resources will act as a joint steering team, responsible for the implementation of the Action Plan and ensuring that gender equity is integrated into Treasury's broader Diversity and Inclusion Strategy.

Treasury's Diversity and Inclusion Reference Group will assist with projects and activities that support diversity and inclusion at Treasury, with an initial focus on women in leadership. The Reference Group consists of staff from across Treasury, appointed from an expression of interest process in early 2017. The Reference Group met for the first time in March 2017 and continue to meet on a bi-monthly basis.

A dedicated Principal Project Officer, Women in Leadership coordinates activities, including cross-Branch collaboration, monitoring, reporting and stakeholder engagement. Reports are provided to the Executive Committee every six months.

Stakeholders

Project stakeholders include Treasury employees, the Treasurer and members of the community. Communication and engagement with key stakeholders is vital. We aim to ensure that all stakeholders have a shared understanding of:

- the need for, and benefits of, change;
- the Women in Leadership Action Plan and how this will impact on day-to-day decision making; and
- progress in meeting the aims and objectives of the project.

A Stakeholder Engagement Plan is set out in Appendix B.

Risk Management

A Risk Management Plan is set out in Appendix C.

Measuring Success

We will collect and publish data on a range of measures, including:

- staff perceptions in relation to gender equity issues at Treasury (measured through a follow-up abridged Gender Equity survey); and
- diversity data on various measures, such as: attraction of candidates for senior selections; leadership roles at Treasury; and staff accessing flexible work arrangements with such data being incorporated into regular reporting to the Executive Committee.

These performance measures will assist us to determine our progress in achieving 'what success looks like' under this Action Plan. Where possible, measures will be incorporated into existing reporting frameworks. Reporting will also feed into Treasury's requirement to report to the Tasmanian State Service Management Office on our progress against the Action Areas in the State Service Diversity and Inclusion Framework.

Appendices

Appendix A – Action Areas - Treasury's Women in Leadership Action Plan 2017-2020

Appendix B – Stakeholder Engagement Plan

Appendix C – Project Risk Management

Appendix D – State Service Diversity and Inclusion Framework 2017-2020

Appendix E – Workplace Diversity and Inclusion - Women in Leadership (30 June 2017)

Appendix A: Action Areas - Women in Leadership Action Plan 2017 - 2020

Action	Detail	Lead Branch	When	Progress	What success looks like
Action Area I - Building an inclusive and diverse workforce					
Ia) Unconscious bias, merit and inclusion.	<ul style="list-style-type: none"> Provide unconscious bias training for all staff via an online module. 	OTS/HR	Jul 2017	Complete ✓	Treasury staff have a shared understanding of unconscious bias. Gender balanced shortlists are achieved for all positions, where possible. The workforce is increasingly diverse at all levels.
	<ul style="list-style-type: none"> Train managers and key recruiters to effect quality recruitment, development and task allocation decisions that address the potential for unconscious bias. 		Sept 2017	Pending	
	<ul style="list-style-type: none"> Require gender balanced shortlists for selection processes at Band 7 and above. Where all efforts to achieve a balanced shortlist have been exhausted, the Panel Chair should discuss the reasons for any imbalance with Division Head/Secretary – if not, why not approach. 		June 2017	Complete ✓	
	<ul style="list-style-type: none"> Continue to promote the requirement for a gender mix on selection panels and, where appropriate, independent panel members. 		Ongoing	Ongoing ✓	
Ib) Review Branch establishment / budget model.	<ul style="list-style-type: none"> Consider options to implement an establishment/budget model that provides Branch Heads with more discretion to flexibly resource. Provide an options paper to the Executive Committee for consideration. 	HR/GFAB Reference Group	Dec 2017	In progress	Branch Heads have increased discretion to actively and efficiently respond to changes in resourcing needs.
Ic) Review existing corporate policies and practices that may limit inclusion and agility.	<ul style="list-style-type: none"> Identify any potential systemic barriers to improving our inclusion and agility as an organisation. <ul style="list-style-type: none"> Develop a program of work to remove/address any identified barriers. 	OTS/HR	June 2018	Ongoing ✓	Corporate policies and practices support Treasury's aim to improve gender equity and diversity.
	<ul style="list-style-type: none"> Consider other inclusive management practices to improve gender equity and make recommendations to the Executive Committee. <ul style="list-style-type: none"> Include the Women in Leadership strategy and the guiding principles of inclusive leadership in June/July 2017 and Jan/Feb 2018 performance management discussions, for staff at Bands 8 and above. 		June 2017	Complete ✓	

Action	Detail	Lead Branch	When	Status	What success looks like
1d) Modernise our workplace to increase agility	<ul style="list-style-type: none"> Widen the perception of workplace from 'desk within the building'. 	OTS/CMG PPB	Ongoing	Complete ✓	Treasury is a contemporary workplace that provides for an agile and diverse workforce in a rapidly changing environment.
	<ul style="list-style-type: none"> Plan for leveraging Parliament Square and modernising Franklin Square complex. 		Dec 2017	In progress	
	<ul style="list-style-type: none"> Consider issues and options re children in the workplace. 		June 2017	Complete ✓	

Action Area 2 - Supporting our employees

2a) Flexible work practices policy.	<ul style="list-style-type: none"> Develop and communicate a clear flexible work practices policy and approval mechanism to all staff. 	HR	Nov 2016	Complete ✓	Treasury employees have access to a range of flexible work options to support their unique needs. Flexible work practices are integrated into our way of working and the value of facilitating flexible work is recognised.
	<ul style="list-style-type: none"> Encourage open and transparent team discussions on flexible work. 		Ongoing	Ongoing ✓	
	<ul style="list-style-type: none"> Encourage male and female staff to access flexible work arrangements. 		Ongoing	Ongoing ✓	
	<ul style="list-style-type: none"> Encourage senior leaders to role model flexible working and share success stories. 		Ongoing	Ongoing ✓	
	<ul style="list-style-type: none"> Build an organisational culture that recognises the benefits of flexible work practices and has systems in place to ensure that flexible work is positively perceived by managers or staff. 		Ongoing	Ongoing ✓	
2b) Develop tools, information and support for implementing flexible work practices.	<ul style="list-style-type: none"> Increase manager/supervisor knowledge and skill in leading flexible teams, including job redesign, understanding technology etc. 	OTS / HR / ISB	Dec 2017	Ongoing ✓	Branch Heads effectively manage agile and diverse teams and inclusive practices are embedded in the way we do things.
	<ul style="list-style-type: none"> Develop a job share register to assist employees and managers with filling roles on a job-share basis. 			Not yet commenced	
2c) Ensure technology supports flexible and agile work practices.	<ul style="list-style-type: none"> Implement equipment trial (additional laptops and VPN devices) and assess longer-term demand for technology and report to Exec. 	ISB/CIS	Feb 2017	Complete ✓	Technology solutions are available to support Treasury's aim to be more diverse and agile and staff view technology an enabler to flexibility.
	<ul style="list-style-type: none"> Investigate opportunities for technology to further assist in achieving flexibility, for example meeting room video conferencing. 		June 2017	Ongoing ✓	
	<ul style="list-style-type: none"> Identify how the intranet can facilitate collaboration and flexible working as part of any broader intranet replacement project. 		TBC	In progress	

Action	Detail	Lead Branch	When	Status	What success looks like
2d) Provide support to build confidence in female staff to reach their potential.	<ul style="list-style-type: none"> Establish a peer support network facilitated by internal/external leaders. 	OTS / HR / L&D / CMG Reference Group	Dec 2017	Not yet commenced	Female Treasury staff have the confidence to apply for leadership roles. Meaningful career conversations occur for all staff, to identify opportunities to build skills and experience that support career progression.
	<ul style="list-style-type: none"> Continue to support balanced participation in the Leadership Toolbox and other L&D programs. 		Ongoing	Ongoing ✓	
	<ul style="list-style-type: none"> Encourage managers to build coaching skills and to have career development/planning discussions. 		Ongoing	Ongoing ✓	
	<ul style="list-style-type: none"> Offer resume design/interview skills workshops for all staff. 		TBA	Pending	
	<ul style="list-style-type: none"> Encourage sharing of success stories through in-house. 		Ongoing	Ongoing ✓	
	<ul style="list-style-type: none"> Training options for developing staff who express an interest in advancing their career. 		Ongoing	Ongoing ✓	
2e) Identify innovative low/no cost options to build skills and experience for all staff.	<p>For example:</p> <ul style="list-style-type: none"> opportunities to involve staff in cross Branch projects shadowing, networking story-telling sharing in-house expertise continue rotation strategy encourage mentoring relationships 	OTS/HR Reference Group	Dec 2018	In progress	Staff are able to access a number of low/no cost opportunities to further build relevant skills, experience and networks.
2f) Staying connected to retain talent.	<ul style="list-style-type: none"> Develop a working mothers/parents/carers checklist or toolkit. 	OTS / HR ISB / PPB Reference Group	Dec 2017	In progress	Staff on extended leave remain engaged and connected (to the extent that they choose).
	<ul style="list-style-type: none"> Ensure staff and managers are aware of the options for access to information and worksite while on extended leave. 		Dec 2017	In progress	
	<ul style="list-style-type: none"> Consider catch up learning sessions for mothers and babies. 		TBA	Not yet commenced	
	<ul style="list-style-type: none"> Promote 'keeping in touch' parental leave provisions. 		Dec 2017	In progress	
	<ul style="list-style-type: none"> Ensure staff are aware of the policy re staff retaining access cards when on long term leave. 		Dec 2017	In progress	

Action	Detail	Lead Branch	When	Progress	What success looks like
2g) Improve access to and participation in training and networking events.	<ul style="list-style-type: none"> Schedule meetings, learning and development and networking activities at times that are accessible (including for those with flexible work arrangements). 	All/HR Social Club	Ongoing	Ongoing ✓	Staff routinely schedule meetings, L&D and social events to ensure that all staff have the opportunity to attend.
	<ul style="list-style-type: none"> Run some social club events during 'parent/carer friendly' hours. 		Ongoing	Ongoing ✓	
	<ul style="list-style-type: none"> Be proactive in scheduling some Departmental events during 'parent/carer friendly' hours, ie end of financial year function. 		Ongoing	Ongoing ✓	

Action Area 3 - Working together to create change

3a) Actively engage staff at all levels to build a culture of inclusion that supports our diversity objectives.	<ul style="list-style-type: none"> Establish a Diversity and Inclusion Reference Group to provide ongoing input into, and support for, the development and implementation of the Women in Leadership Action Plan. 	OTS	Mar 2017	Complete ✓	Treasury staff are actively engaged in the aim to build a more diverse and agile organisation.
	<ul style="list-style-type: none"> Develop and implement a stakeholder engagement plan to ensure regular and effective communication with key stakeholders. 		Ongoing	Complete ✓	
	<ul style="list-style-type: none"> Incorporate Women in Leadership actions into future corporate planning activities (including Branch planning). 		Jun 2016	Complete ✓	
3b) Broaden applicant fields.	<p>Consider improvements to our recruitment and selection approaches to increase the number and diversity of applicants for Treasury roles, for example:</p> <ul style="list-style-type: none"> replacing selection criteria with one-page pitch; making our job adverts and Statement of Duties more contemporary; and continuing to promote all roles as flexible. 	OTS/HR	Dec 2017	In progress	Increased number of quality applicants for Treasury roles, in particular the number of female applicants for leadership positions.
3c) Participate/contribute to inter-agency initiatives to support improved gender equality in the Tasmanian State Service.	<ul style="list-style-type: none"> State Service Management Office - Gender Diversity in the Tasmanian State Service - Cross Agency Representatives Group Women Supporting Women Steering Committee Heads of Agency commitment Women's Strategy Inter-agency Group 	OTS/HR	Ongoing	Ongoing ✓	Treasury staff work collaboratively across government. Staff report back to Treasury and share learnings.

Action	Detail	Lead Branch	When	Progress	What success looks like
Action Area 4 - Accountability					
4a) Measure our success.	<ul style="list-style-type: none"> Develop an abridged Gender Equity survey to measure movement in staff perceptions on a number of key gender equity/women in leadership issues. 	OTS HR	Dec 2017	Not yet commenced	Meaningful measures are in place to regularly monitor and report on progress. Stakeholders are informed of progress in achieving the objectives of the Women in Leadership Action Plan.
	<ul style="list-style-type: none"> Report on key diversity measures to the Executive Committee on a six monthly basis. 	OTS HR/OTS	July/Jan annually	Ongoing ✓	
	<ul style="list-style-type: none"> Collect information on the take up of flexible working options via a Branch Head Flexibility Survey. 		Jul 2017	Complete ✓	
	<ul style="list-style-type: none"> Communicate progress against the Action Plan to all staff on a regular basis. 		Ongoing	Ongoing ✓	
	<ul style="list-style-type: none"> Report on key diversity data in the Treasury Annual Report. 		Oct 2017	Not yet commenced	
	<ul style="list-style-type: none"> Analysis of the People Matters survey. 		Unknown	TBA	
	<ul style="list-style-type: none"> Make contact with staff who have left Treasury to advance career goals. 		Dec 2017	Not yet commenced	

Appendix B: Stakeholder engagement / communication plan

Action	Target	Tool/Medium	Responsible	Date
Staff informed of focus group findings.	All Staff	Focus group report circulated via in-House. Intranet page published with hot topic presentation, survey and focus group results.	OTS	Nov 2016
Staff feedback sought on draft Action Plan.	CMG All Staff	Draft Action Plan provided to CMG for comment. Email from Secretary providing draft Action Plan to all staff for comment. Expression of interest called for Diversity and Inclusion Reference Group membership.	OTS	Dec 2016
Final Action Plan circulated to all staff.	All Staff	Secretary emails Action Plan to all staff. Action Plan is published on Intranet.	OTS	April 2017
Staff are engaged in the process through a Diversity and Inclusion Reference Group.	All Staff	First meeting of Reference Group held to provide input into the development and implementation of activities in the Action Plan. Regular meetings are held every two months. Members of the Reference Group form sub-groups to assist with implementing Women in Leadership initiatives.	OTS	Mar 2017 Ongoing
Staff aware of how we are currently supporting gender equity.	All Staff	Intranet page published with commentary on current initiatives/practices that support achievement of target. In-House article published – Nov/Dec 2016. Presentations to Branches on the Women in Leadership project.	OTS	Ongoing
Key messages regularly reinforced by Executive Committee and CMG.	All Staff	Executive Matters Forums – Dec 2016/Jan-Feb 2017/June 2017, In-house newsletter 'From the Secretary'. Branch Meetings. A storytelling presentation is prepared to reinforce the key messages of the Women in Leadership.	Exec / OTS CMG / HR	Ongoing
Treasurer and Head of State Service understand and support Treasury's direction.	Treasurer & Head of State Service	2017-18 Corporate Direction Presentation to the Treasurer Treasury Annual Report Annual Agency Report to Head of State Service	OTS	June 2017 Oct 2017 Oct 2017
Staff are informed on progress toward achievement of the Action Plan, and 50/50 by 2020 Women in Leadership target.	All Staff	Project Officer attendance at Branch Meetings. Intranet page updates published regularly. In-House articles. Gender Equity and People Matter Survey results communicated. Diversity and Inclusion Reference Group.	OTS	Ongoing

Members of the Tasmanian community are aware of, and have access to, Treasury's Women in Leadership Action Plan.	Tasmanian community	<p>Women in Leadership Action Plan is published on Treasury's external website.</p> <p>Women in Leadership Action Plan is promoted by networks, for example Women in Tasmania and the Women in Economics Network social media platforms and websites.</p> <p>Treasury Annual Report to include information on progress with the Women in Leadership Action Plan.</p>	OTS	Ongoing
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Appendix C: Risk Management

Risk/Challenge	Mitigation	Responsible	Date
Lack of leadership commitment.	<ul style="list-style-type: none"> The Executive Committee and Treasury leadership group has made a collective commitment, reflected as a priority in the Department's Corporate Direction. The Secretary is the project champion and the Executive Committee will act as Project Sponsors for the Action Plan. Senior leaders' role model practices consistent with the Action Plan. 	Executive CMG	Ongoing
Failure to effectively engage staff, in particular CMG and managers, in the Action Plan development and implementation.	<ul style="list-style-type: none"> Ensure staff have an opportunity to review and comment on the draft Action Plan and are kept informed on progress with key activities. Ensure CMG are regularly engaged in the development and implementation of key projects/activities. Ensure that where cross-Branch collaboration is required, this is actively managed and relevant Division and Branch Heads are on board. Establish a Reference Group to provide ongoing input/feedback and assist with implementation, stakeholder engagement and communication. 	OTS	Dec 2016 Mar 2017 Ongoing
Staff perceptions around the 50/50 target, merit and fairness.	<ul style="list-style-type: none"> The project principles have been developed to ensure all staff have a clear understanding of the purpose and objectives of the Women in Leadership initiative and to confirm our commitment to merit, equity and fairness. Key messages will be reinforced through ongoing stakeholder communication. 	OTS	Ongoing
Lack of human resources to implement actions.	<ul style="list-style-type: none"> A dedicated Project Officer role will be created to drive the development and implementation of the Women in Leadership Action Plan. Consider Branch resourcing implications and ensure Action Plan is integrated into Branch planning. Where possible, Project Officer to provide support to Branches responsible for implementing key actions. 	OTS	Feb 2017
Lack of clarity regarding roles and responsibilities, particularly given the significant cross over between OTS and HR.	<ul style="list-style-type: none"> A clear work plan, detailing roles and responsibilities will be developed between HR and OTS. Regular meetings between the AD, HR and Manager, OTS will be held to track progress with key actions and how this links to Treasury's broader Diversity and Inclusion Framework. The Project Officer will identify key decision points requiring collaboration and consultation between Branches. 	OTS/HR	Mar 2017
Lack of funding to meet the cost of initiatives.	<ul style="list-style-type: none"> Costs will be absorbed into existing budgets where possible. Additional funding bids will be submitted, as required, as part of the development of detailed project plans for larger initiatives. 	OTS/Branch	As required.

State Service Diversity and Inclusion Framework

2017 - 2020



What is diversity and inclusion?

It's **recognising, respecting and valuing** our differences and creating workplaces that are welcoming and supportive.



Our commitment

Building inclusive workplaces and having a workforce that reflects the diversity of the Tasmanian community.

What are the benefits?

Increased **sustainability**: more resilient and adaptable employees.

Higher **productivity**: employees are more engaged and motivated.

More connected to the **community**: employees represent the diversity of the community, and are therefore more responsive and connected.

Stronger **decision-making**: improved problem solving, appreciation of perspectives and innovation.



Action Area 1

Building an inclusive and diverse workforce

Action Area 2

Supporting our employees

Action Area 3

Working together to create change

Key things we are doing

Developing **toolkits to support inclusive recruitment** (advertising, supporting selection).

Establishing a **cross-agency Workforce Diversity and Inclusion Network**.

Developing a **Reasonable Adjustment Policy template** for agencies to support people with disability working (or wishing to work) in the State Service.

Establishing **partnerships and relationships with the community sector** to develop new initiatives.

Developing **toolkits on supporting inclusive workplaces** (e.g. inclusive events, supporting and managing disclosure of disability/ mental

Supporting **awareness of inclusive leadership and unconscious bias**.

Our Principles

Our employment opportunities are accessible to everyone..

Our employees are valued and respected.

We support our employees to be the best they can be.

For more information on the Framework, check out <http://www.dpac.tas.gov.au/divisions/ssmo>

Workplace Diversity and Inclusion

Women in Leadership

2016

January - March

-  **All roles flex** continued in advertising of job vacancies
- Agreement by Corporate Management Group** that women in leadership and improving diversity and agility are corporate priorities

April - June

- Secretary's Hot Topic Sessions** on Treasury's gender imbalance
- On-line Gender Equity Survey** conducted

July - September

- Staff Focus Groups** held
- 50/50 by 2020 gender target for Bands 8+** established

October - December

- White Ribbon Workplace accreditation** achieved
- Flexible Working at Treasury policy** launched
- Flexible Working workshops** held
- Quarterly internal reporting** of workforce gender statistics
- Women in Leadership intranet page** established



2017

January - March

- Diversity and Inclusion Reference Group** established
- Project Officer, Women in Leadership** commenced
- Women in Leadership Action Plan** finalised
- IT Road map for flexible working** published

April - June

- Remote access** for all staff to Treasury systems offered
- Flex Success** section added to In-House and promoted to staff
- Women in Leadership external webpage** launched
- Lunchtime Social Club** event trialled
- Women Supporting Women Forum** attended by relevant staff
- Women in Leadership Action Plan** shared on social media
- Caring for children and others** principles established
- Guiding principles for Selection Panel Chairs** circulated
- Gender balanced shortlists for Bands 7+** introduced
- Online Office 365 and Microsoft Teams** trialled by staff
- Executive Matters** sessions held

Workplace Diversity and Inclusion

Women in Leadership

In Progress

- **Women in Leadership presentations** to all Branches
- **Mobile devices by default strategy** commenced
- **Branch Head Flexibility Survey** being conducted
- **Online unconscious bias training** for all staff
- **Parenting and Wellness rooms** at all worksites
- **Meeting Room Video Conferencing** being trialled
- **Extended Wi-Fi solution for Franklin Square** being trialled
- **Ability to flexibly resource Branches** under review

On the Horizon

- **Performance Management discussions** with senior staff to include Women in Leadership and inclusive leadership
- **South Australia Treasury Chief Executive** to visit
- **Resources for Managers** available to support diversity and inclusion
- **Unconscious bias workshops** for senior staff
- **Curriculum Vitae training** available for staff
- **Staying Connected** resources for staff on long term leave

Current as at 30 June 2017

For more information visit treasury.tas.gov.au/about-us/careers/women-in-leadership

