

# GENDER EQUALITY Implementation and delivery plan

## COMPLETED

- Publish our Gender Equality Commitment Statement
- Conduct assessment to benchmark current performance using Workplace Gender Equality Agency Diagnostic Tool
- Submit targets and associated action plan to Secretaries Equality and Diversity Council
- Develop a Family and Domestic Violence Reference Guide
- Facilitate focus groups and let's talk sessions to explore gender equality issues

## MID 2017

- Engage with portfolio agencies and support a collective approach to gender equality
- Adopt an 'if not why not' approach to flexible work practices and ensure support is in place to maximise success
- Pilot family and domestic violence training
- Rollout training to improve unconscious bias awareness for managers and leaders
- Develop a regular gender equality reporting framework to actively measure progress

## END 2017

- Implement a targeted talent management program
- Establish connections and direct pathways for the ICT pipeline
- Participate in University of New South Wales (UNSW) research program – achieving a sustainable gender-equitable culture
- Develop a 'keeping in touch' and 'reconnect' program for staff on extended leave
- Deliver seminars on superannuation options for employees

## MID 2018 and beyond

- Develop and implement a workforce plan for the Veterinary and Meat Export Services Stream
- Implement interventions arising from UNSW research program
- Extend work to maximise flexible working within the department e.g. job sharing
- Support staff in navigating difficult career transition points e.g. capability interchange
- Examine opportunities to improve gender equality through the next enterprise bargaining process