



Gender Equality Commitment Statement

We embrace diversity and acknowledge that equality is part of valuing our people.



Our department seeks to attract, develop and retain the right people with the necessary capabilities—wherever they are and whoever has them.

We have made progress towards a gender-balanced workforce but it is about more than just numbers for our department—inclusion is our goal.

We are committed to a gender-inclusive and equitable workplace and to developing and implementing solutions to remove any practices that hinder that goal.

We aspire to have the type of culture that encourages and enables all employees to thrive—regardless of gender.

We all have a role in creating and modeling a gender-inclusive and equitable workplace. By working together to understand and break down potential barriers, we will drive the change we seek.

Deliberate and intentional action is needed to embed inclusive leadership behaviours, systems and practices that accept and harness the potential of everyone. We will do this by:

- ensuring all genders are equally included, valued, empowered and rewarded
- ensuring the business case for gender equality (both as a social imperative and as a business asset) is understood and embraced at all levels
- fostering an environment of authenticity and openness which allows all employees to fully participate and have every opportunity to succeed
- providing gender neutral outcomes where all employees benefit
- promoting a supportive work environment and providing appropriate flexible work options for all employees to balance professional and personal commitments, and
- actively challenging and addressing structural and cultural impediments to enhance gender equality through career progression.

Changing our cultural and organisational practices to embrace diversity, inclusion and flexibility is our department's commitment to the entire workforce.

Daryl Quinlivan
Secretary