



Welcome to this NAWO Executive Forum

Respect@Work

BALANCING GENDER IN
OPERATIONS

● VISIT NAWO.ORG.AU





**HEAL
COUNTRY!**

NAWO CORPORATE MEMBERS

You are in great company.

A community of organisations aligned to NAWO's vision to see gender diversity valued and balanced at every level in operations.



Nine Levers for Gender Balance

Layer 1 – Leadership, Communication Frameworks & Action



Unwavering leadership commitment to inclusion & diversity



Engaging & supporting leaders as role models

3



Clearly articulating the benefits of diverse teams at all levels

Layer 2 – Principles, Policy, Practice & Process



Fostering a values based, inclusive & respectful culture every day



Getting the basics right, policy, goals reporting & accountability



Embracing a diverse talent pool through hiring, promotion development & remuneration

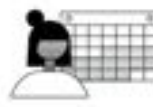
Layer 3 – Supporting Successful Work/Life Integration

7



Enabling parents to 'share the care'

8



Effectively managing transitions to & from extended leave

9



Actively identifying & supporting flexible work options

The Agenda

- **1:00 PM** NAWO welcome & introduction - Louise Weine, NAWO CEO & Megan McCracken, NAWO National Board Chair
- **1:15 PM** presentation and Q&A with Sex Discrimination Commissioner Kate Jenkins
- **1:40 PM** presentation from Kurt Gillam, Executive General Manager - PERSOLKELLY Australia & Jema Cameron, Group Manager Organisational Development - Programmed
- **1:55 PM** presentation from David Ruddell, VP Development & Coal Transactions - BHP Minerals Australia & Fiona Vines Global Head of Inclusion & Diversity and Workforce Transition
- **2:10 PM** Q&A facilitated by Louise Weine
- **2:25 PM** five minute break
- **2:30 PM** Breakout sessions
- **2:55 PM** Closing reflections & comments - Louise Weine & Megan McCracken

NAWO EXECUTIVE FORUM

Guest Speaker

KATE JENKINS
SEX DISCRIMINATION COMMISSIONER



NAWO EXECUTIVE FORUM

Guest Speakers



KURT GILLAM
EXECUTIVE GENERAL MANAGER
PERSOLKELLY AUSTRALIA



JEMA CAMERON
GROUP MANAGER
ORGANISATIONAL DEVELOPMENT
PROGRAMMED

Workplace Equality & Respect Cultural Change Initiative

NAWO Executive Forum

16 August 2021

Programmed's indicators for change

- Following the release of the “**Respect@Work**” Report – it alarmingly told us that 1 in 3 people have experienced sexual harassment at work in the past 5 years.
- Our 2020 Engagement Survey engagement indicators were telling us that there is a genuine interest in employee wellbeing (69%), demonstrated commitment to gender equality (72%) and employees have the ability to voice contrary opinions (71%)
- Feedback was not backed up by an employees' willingness to raise concerns or make a complaint, providing indicators of potential systemic issues with our organisational approach and capability to provide a safe and clear process for handling allegations or complaints.
- With personal safety leadership, care and empathy and diversity, inclusion and equality at our very core, we, as an organisation and business leaders, need to respond to the calling by taking time to recognise and take action.
- Our organisation, we decided that we wanted to strive to be a leader, to get on the front foot!

Project Unity was created

Aim: A holistic approach to promoting employee safety, wellbeing, security and empowerment across all levels of the organisation

5 phased approach

1. Cultivate a zero-tolerance commitment to all forms of bullying and harassment. Clear and public policy statements.
2. Ensure systems are available to enable employees to “Speak Up” in a confidential and secure manner.
3. Focus on creating a respectful and inclusive team culture that empowers employees, cultivates compassion and resilience.
4. Strengthen internal confidence and understanding of domestic and family violence and equitable conduct.
5. Adopt an intentional action based approach to incidents of harassment, bullying and inappropriate behaviours in the workplace.

Open Door

Open Door is a confidential, safe, simple and secure way to report any concerns or issues relating to bullying, harassment, assault or misconduct.

- Unique QR Code or Link to access from anywhere
- Anonymous (unless you choose to disclose)
- Confidential
- Customisable – Unique Posters & Codes can be used for different sites/workplaces
- Toolbox Talks to support implementation



Open Door

If something at work is not right, don't ignore it, report it.

Everyone has the right to **feel safe**. Open Door is a **confidential, safe, simple and secure** way for you to **report** any **concerns or issues** relating to **bullying, harassment, assault or misconduct** in the the workplace.

All reports are **strictly anonymous** unless you wish to disclose your identity.

Enter the verification code opendoor to verify that you are a real person not a bot.

zero harm 

“

Everyone has the right to be safe in their workplace, at home and in their community”

- Glenn Thompson, Managing Director / Group CEO

NAWO EXECUTIVE FORUM

Guest Speakers



FIONA VINES

**GLOBAL HEAD OF INCLUSION &
DIVERSITY AND WORKFORCE
TRANSITION, BHP**



DAVID RUDELL

**VP DEVELOPMENT & COAL
TRANSACTIONS
BHP MINERALS AUSTRALIA**

Safety Share

A safety event occurred in our workplace causing harm to an employee

An investigation into the event was initiated by management

Following the investigation it was determined the conduct of another employee had caused the safety event

The respondent's employment was terminated and an email communication issued advising the employee had been terminated due to a breach of the Code of Conduct

Safety Share

A safety event occurred in our workplace causing harm to an employee

The employee who was harmed raised the issue with management because others who witnessed the safety event did not

An investigation into the event was initiated by management

The employee who was harmed was interviewed as part of an investigation into the event

Following the investigation it was determined the conduct of another employee had caused the safety event

The employee who was harmed was not contacted following the interview, was not advised of the outcome and was not advised that the employee who caused the harm would be terminated

The respondent's employment was terminated and an email communication issued advising the employee had been terminated due to a breach of the Code of Conduct

The employee who was harmed has not been offered any support or had any contact at all from anyone subsequent to the interview

THANK YOU

FOR INVESTING YOUR TIME TO SPEAK WITH US TODAY



TALENT BEYOND
—BOUNDARIES—



Drought Angels
Supporting our Aussie Farmers



fitted for work



Suited to Success
helping people overcome barriers to employment

Shooting Stars



 **NAWO**



Get involved!



NAWO National Association of Women in Operations (Co. Page)



NAWO Network News! (Group)



NAWO – National Association of Women in Operations



@nawo_au



@womeninoperations

NAWO Podcasts

