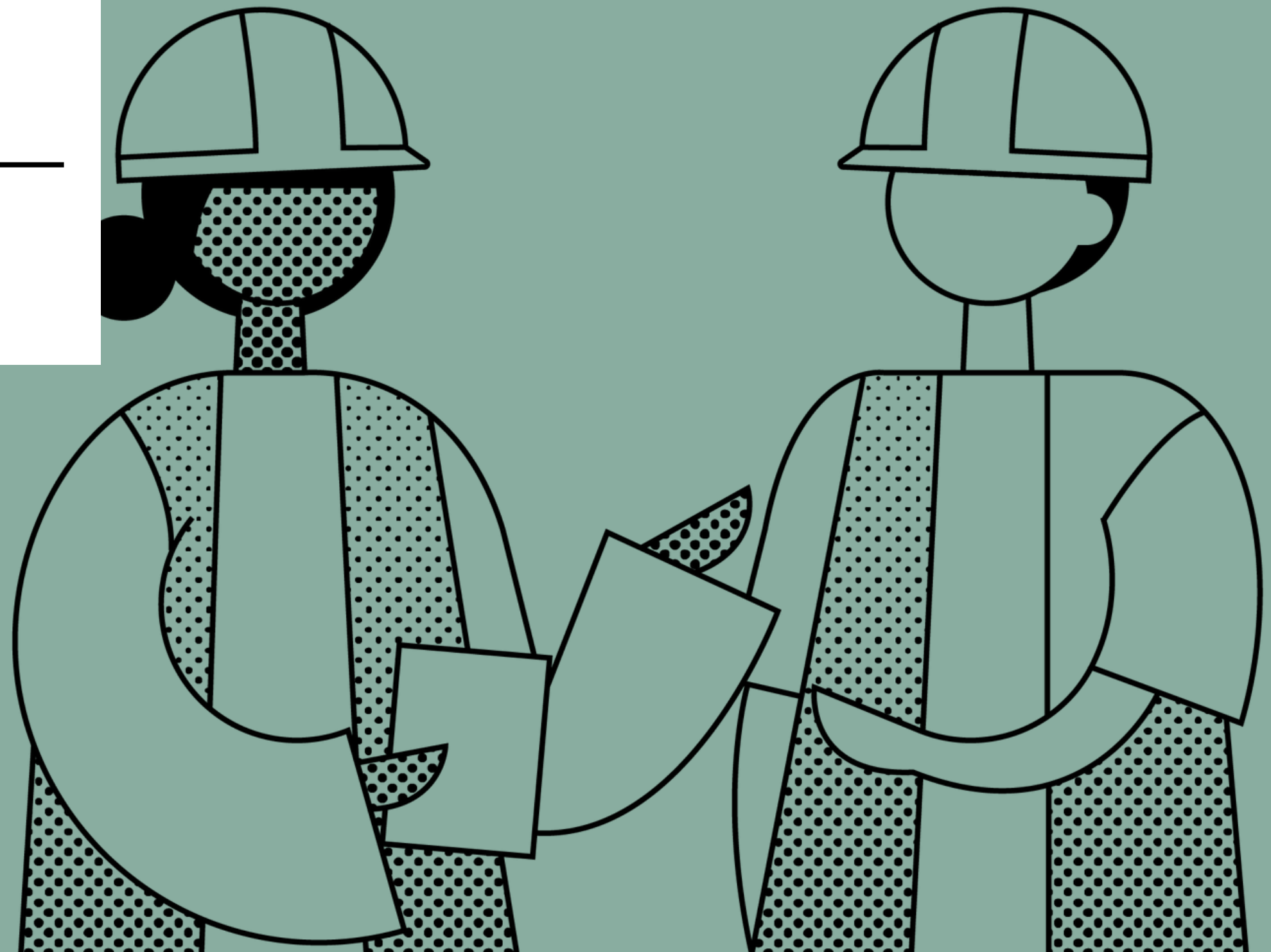
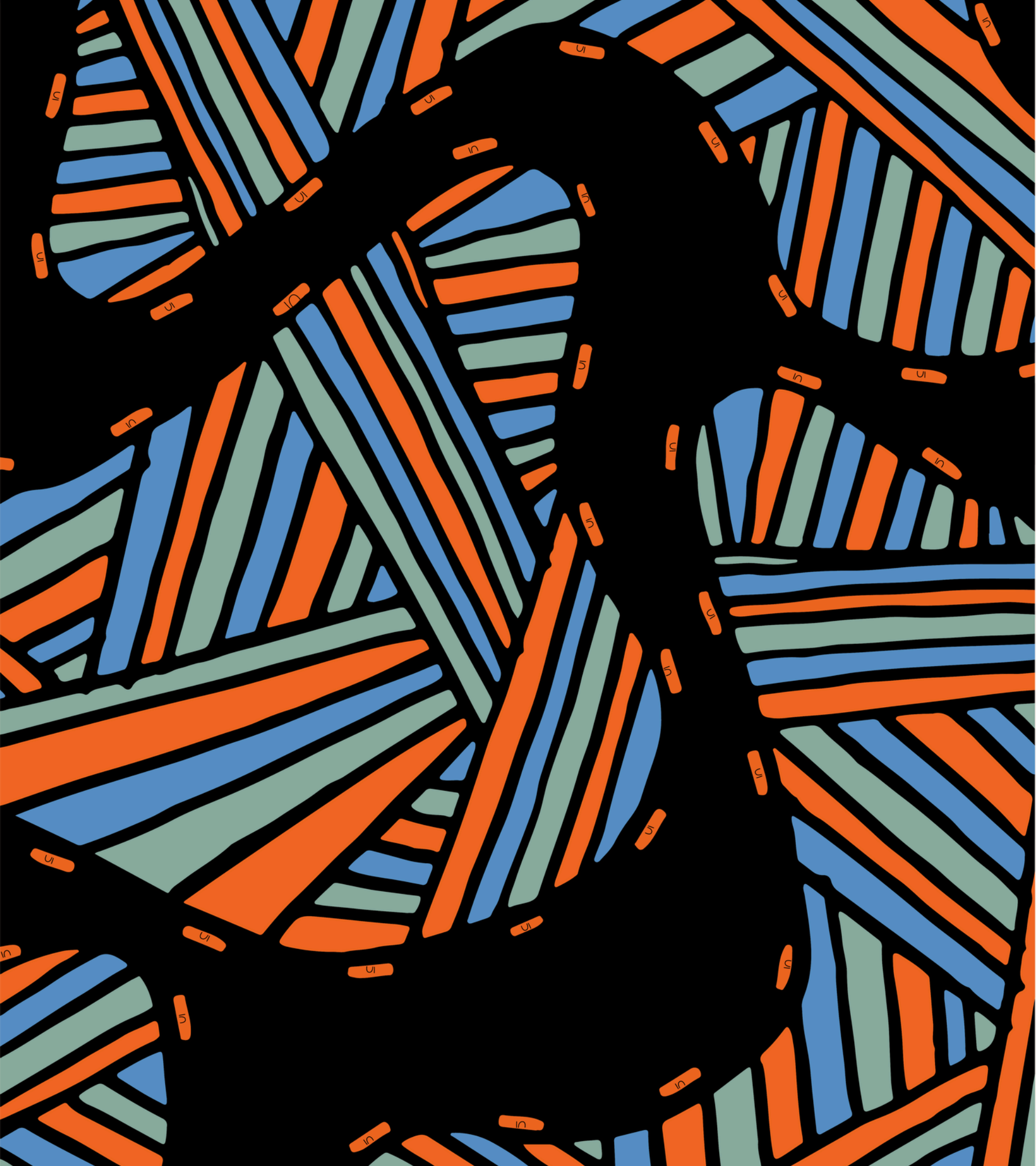


NATIONAL WEBINAR AND KNOWLEDGE SHARE

# Unlock Inclusive Recruitment

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ACKNOWLEDGEMENT OF COUNTRY

# “Kiiraka”

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BY ARTIST NARELLE OSBORNE

Australia as a whole from its land to its people is diverse and has many layers.



# Knowledge Share Forums

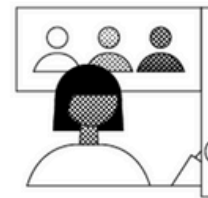
NAWO hosts Knowledge Share Forums for front line leaders and Executive Forums for senior leaders.

Topics are driven by our Nine Levers for Gender Balance – actionable levers your organisation can pull in order to better attract, retain, develop and promote top talent from much broader, and more diverse pools.

## Nine Levers for Gender Balance

### Layer 1 – Leadership, Communication Frameworks & Action

1



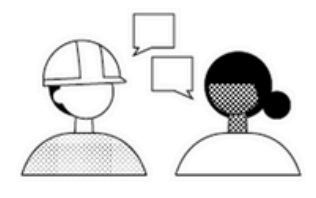
Unwavering leadership commitment to inclusion & diversity

2



Engaging & supporting leaders as role models

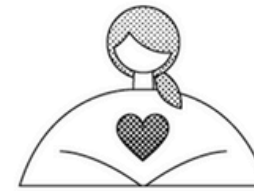
3



Clearly articulating the benefits of diverse teams at all levels

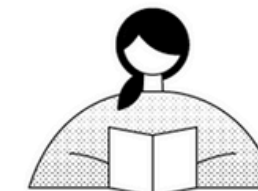
### Layer 2 – Principles, Policy, Practice & Process

4



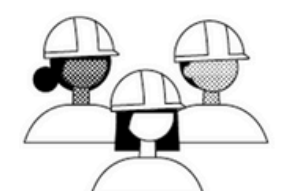
Fostering a values based, inclusive & respectful culture every day

5



Getting the basics right, policy, goals reporting & accountability

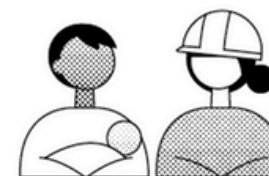
6



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

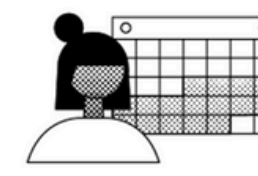
### Layer 3 – Supporting Successful Work/Life Integration

7



Enabling parents to 'share the care'

8



Effectively managing transitions to & from extended leave

9



Actively identifying & supporting flexible work options

# What is inclusive recruitment

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- Value diversity
- Minimise bias, and
- Enable a diversity of talent to be sources, assessed, selected and appointed.

It includes inclusive practices from before a job is even advertised, all the way to onboarding successful hires.

Diversity Council of Australia, “Inclusive recruitment”

# What's the data telling us?

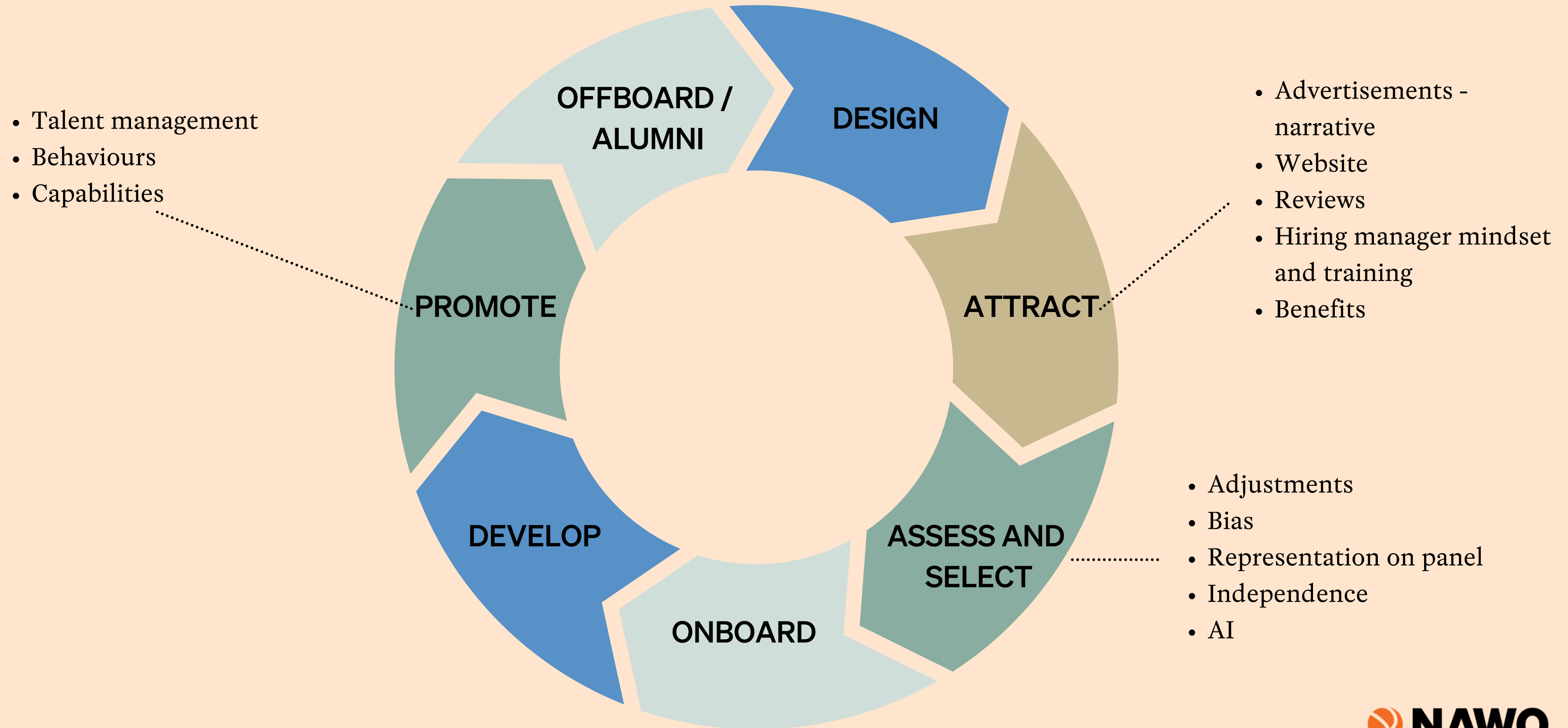
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- 1 in 10** women think their employer is taking **meaningful steps** to fulfil its commitment to gender equality
- ~50%** of women don't think their employer's **commitment to supporting women** has increased over the past year
- <50%** feel support by their employer to **balance work and personal commitments**
- 1 in 4** of women do not want to progress into a senior leadership position in their organisation because of **company culture**
- 95%** of women believe that requesting or taking advantage of flexible work opportunities will **negatively affect their career progression**
- 43%** of women have experienced **non-inclusive behaviours** in the workplace in the past year

**Lack of flexibility and poor work/ life balance are among the top reasons why women changed jobs in the last year**

# Employee lifecycle

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# **Culture add vs Culture fit**



Suggested guiding principles for inclusive recruitment:

- 1. Equitable**
- 2. Adaptable**
- 3. Attitude**
- 4. Curious**

# Common biases found in recruitment

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## **Gender bias**

You give preferential treatment to one gender over another

## **Confirmation bias**

Seeking and finding evidence that confirms your beliefs

## **Association bias**

Hold on to a quality / behaviour as a reason to hire someone

## **Similarity bias**

You perceive people who are similar to you more positively

## **Blindspot bias**

You give preferential treatment to one gender over another

## **Anchoring bias**

You rely too heavily on the information initially received

## **Recency bias**

You place greater importance on recent events

## **Authority bias**

You are less likely to challenge someone in power

## **Consensus bias**

Conform to each-others' ideas so as 'not to rock the boat'

## **Scarcity bias**

You place more value on resources that are scarce

## **Reciprocity bias**

You feel obligated to reciprocate actions or favours

## **Generational bias**

You may treat people differently because of their age



# Checklist

Cross check your approach  
against leading practice in  
inclusive recruitment

- ✓ Imagery - ads, website, social media
- ✓ Language and terminology - avoid gender charged words e.g. determine vs. collaborate and superlatives e.g. world class
- ✓ Role title and job descriptions
- ✓ Capability - eliminate the nice to haves from the selection criteria
- ✓ Potential - lifelong learning
- ✓ Working environment description
- ✓ Providing practical inclusion training to hiring managers and recruiters
- ✓ Flexible working
- ✓ Assess applicants using a skill and strengths matrix
- ✓ Let your values shine and promote how your company promotes DEI
- ✓ Showcase benefits and volunteering and employee activities that are aligned to purpose

# Welcome to our panel

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**Lucie Alexander**

Energy Training Manager  
Programmed



**Patrick Tierney**

General Manager - Major  
Projects  
Programmed Training  
Services



**Mohana Ghate**

Human Resources Business  
Partner - Supply & Corporate  
Functions  
Diageo

# Let's discuss

1. What policy and process improvements would enable better inclusive and intersectional recruitment practices in your organisation?
2. What are the pros and cons of setting specific diversity targets on your recruitment outcomes?
3. What does culture add vs culture fit mean to you? (Include examples)

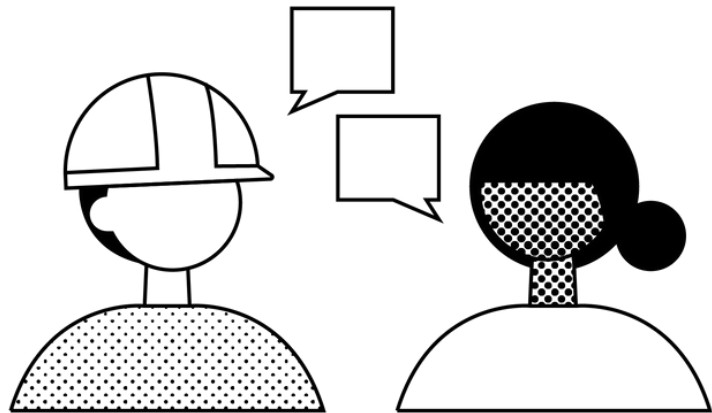
# Get involved with NAWO

## Mentoring

Applications now open for our transformative mentoring program created specifically for women and allies in Operations.

Options include:

- 1:1 mentoring
- Mentoring circles
- Gender Equity Men (GEM) Program, for men who are looking to become even better gender equality allies in the workplace

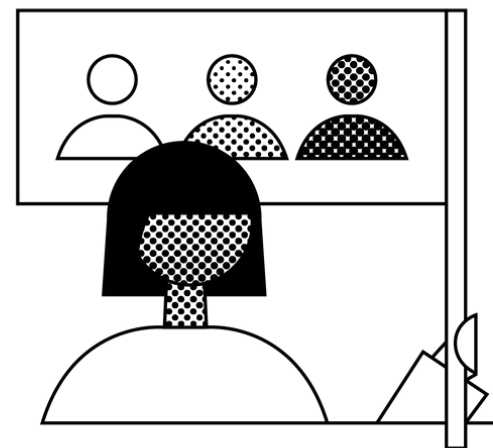


## Events

In-person events across the country, plus online sessions.

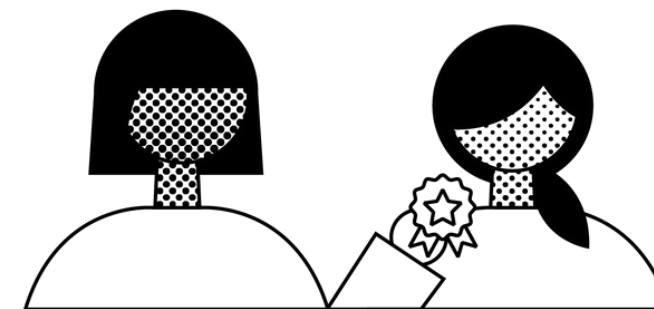
Upcoming online events:

- 31 Oct: Operation Respect: Applying an intersectional lens to policy and practice
- 31 Oct: Check In & Chat with Zena Harman, Fortescue
- 14 Nov: End of Year Mentoring Alumni Celebration



## Resources

Access a range of resources including webinar recordings and articles - all part of your NAWO membership - at [nawo.org.au/portal](https://nawo.org.au/portal)



## Socials

Follow us on our social media channels:

-  NAWO National Association of Women in Operations  
NAWO Network News
-  NAWO – National Association of Women in Operations
-  @nawo\_au
-  @womeninoperations
-  NAWO Podcasts

