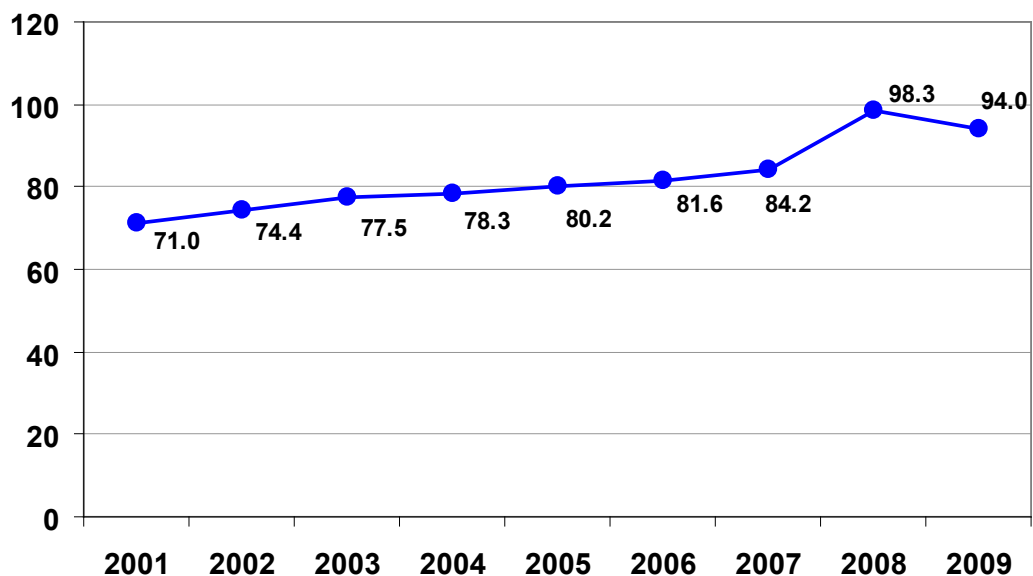


COMPOSITE EQUITY INDEX FOR 2008-09

In 2005-06, a single equity measure called the Composite Equity Index (CEI) was developed and reported for the first time. The CEI combines data on the representation and distribution of each of the four main diversity groups - women, Indigenous Australians, people from culturally diverse backgrounds and people with disabilities. The index measures the extent to which members of the diversity group are found at the lower classification levels. An ideal CEI is deemed to be 100. It is based on participation objectives set out in the *Equity and Diversity Plan for the Public Sector Workforce 2006-2009* and that each group is evenly distributed across salary levels. Under-participation of any group, or clustering of a diversity group in lower salary levels, will result in a score below 100. Over-representation, or clustering in the higher classification bands, may result in a score above 100. The CEI allows agencies to benchmark themselves against other similar public sector agencies as well as the public sector as a whole (see Appendix 9). The CEI for the Western Australian public sector continued to increase from 71 in 2001, until reaching a high of 98.3 in 2008. It has dropped to 94 in 2009.

Composite Equity Index for the public sector: 2001-2009



Note: The CEI has been calculated using the 2009 diversity objectives set out in EDP 2. They are: 13% for people from culturally diverse backgrounds; 3.2% for Indigenous Australians and 3.7% for people with disabilities.