

# PROGRESSING DIVERSITY

This section provides detailed information on the representation and distribution of diversity groups for public sector authorities.

The Office of Equal Employment Opportunity (OEEO) analyses data on the representation of diversity groups and their distribution at all levels of the public sector. For reporting purposes, diversity groups include women, Indigenous Australians, people from culturally diverse backgrounds, people with disabilities, youth and mature-aged workers. Equity is determined on the basis of the representation of each diversity group at all levels of the workforce, including senior executive and management positions.

Each year public authorities report on their demographic profile to the Director of Equal Opportunity in Public Employment (DEOPE). This data allows the DEOPE to assess the effectiveness of an agency's EEO Management Plan. In 2008, agencies were introduced to a new way of reporting diversity data through the national Workforce Analysis Comparison Application (WACA) data collection system.

To gauge employee perceptions about equity and diversity matters in public authorities the OEEO also conducts Employee Perception Surveys. The survey program endeavours to survey large agencies approximately every five years and ensures a balance of agencies in any given reporting period. To collect and interpret the data a range of methods is used, as detailed below.

## Representation

The level of representation of a diversity group is measured as a percentage of the workforce who responded to the OEEO recommended diversity survey. Sector and individual public authority performance is compared against community representation figures (as drawn from the Australian Bureau of Statistics 2001 Census) outlined in the objectives of the *Equity and Diversity Plan for the Public Sector Workforce 2006 -2009* (EDP2).

The OEEO recognises that since the launch of the EDP2 the Australian Bureau of Statistics (ABS) has released data from the 2006 Census for diversity group representation across Australia. This is provided in the relevant sections below for planning purposes beyond the current equity and diversity plan.

## Distribution

The distribution of diversity groups across salary levels is determined using the equity index. The equity index measures 'compression', which is the extent to which members of a diversity group are found at the lower classification levels. An equity index of 100 indicates an equitable distribution of a diversity group. An equity index of less than 100 indicates compression of a diversity group at the lower salary levels of an organisation.

## Decision-making influence: management tiers

The ability to influence decision-making is measured by identifying the representation of a diversity group in the top three tiers of management, which includes the senior executive service, senior and middle management.

## Employee perceptions about the treatment of different diversity groups

Employee perceptions on equity and diversity are assessed using an Employee Perception Survey. The survey questions employees on their perception of management and their attitude towards respective diversity groups. The questions relate to issues such as identifying the use and acceptance of offensive and inappropriate behaviour. The surveys cover the period from July 2008 to June 2009.