

NOELA TAYLOR'S SPEECH

DIVERSITY FORUM 17/05/08 – Showing The Way

SLIDE 2

Good morning everyone and welcome. Before we start the sessions I would just like to run through some housekeeping. If you are parking anywhere close to this building could you please ensure that you display your parking voucher available at reception on your dashboard. Toilets are located in the reception area and evacuation points are located to the side and at the back of this room. After each presentation we will pass around a microphone so that everyone has the opportunity to ask questions of each presenter. Please set your mobile phones to silent. The purpose of this forum is to showcase strategies for creating a diverse public sector workforce in each of the diversity groups, women; youth; people from culturally diverse backgrounds; people with disabilities and Indigenous Australians. You will notice a kit containing all the information relating to today's forum – summaries of presentations – the *Showing the Way* publications– your program – summary of presenters and the evaluation form, on your seats.

There are extra copies of these kits so if you have someone else interested in this information please let one of the OEEO staff know. Alternatively, these resources can be accessed back at your offices via our website, www.oeeo.wa.gov.au, the web address is on the back of our publications.

SLIDE 3

Today's program will include:

- Welcome to Country
- Background (OEEO)
- Session 1: Women in Management
- Session 2: Indigenous Australians
- Session 3: People with Disabilities
- Session 4: People from Culturally Diverse Backgrounds
- Session 5: Youth
- Wrap up and Close (OEEO)

Just a reminder, at the end of each of the 5 presentations you will be provided with the opportunity to ask questions.

Now I would like to introduce to you Marie Taylor who will be providing us with the Welcome to Country.

SLIDE 4 MARIE TAYLOR SPEECH

Thank you Marie.

SLIDE 5 NOELA SPEECH

Given we have a lot of presentations here today, I'd like to get to our guest speakers as soon as possible. Before I do, I'd like to briefly outline the Government's Equity and Diversity Plan and the purpose of our *Showing the Way* publications.

SLIDE 6 EQUITY AND DIVERSITY PLAN

The Western Australian Government has a strong commitment to developing an equitable and diverse public sector workforce that is representative of the Western Australian community at all levels of employment. In June 2006, the Equity & Diversity Plan for the Public Sector Workforce 2006–2009 (EDP2) was launched by the Hon. Alan J Carpenter, MLA. The EDP2 summarises overall achievements since the first plan (2001–2005), and outlines Government targets for the employment of people in the diversity groups. The plan also suggests a range of possible strategies that can be used by agencies to assist in achieving sector-wide objectives.

SLIDE 7 SHOWING THE WAY

Here at OEE0, we're committed to developing an equitable and diverse public sector workforce. In response to the shortfalls identified between agency commitments and Government objectives in EDP2, OEE0 has produced a set of publications we've called 'Showing the Way'. These publications further our commitment to assisting agencies to meet diversity targets, and in the process, an intrinsically vibrant and flexible public sector workforce.

We've already received some excellent feedback from agencies on the *Showing the Way* publications. In putting these together, we've tried to create a quick and easy to follow reference guide with some useful ideas for meeting your diversity targets. As always, we are keen to make these publications as relevant as possible, so if you have any feedback we'd be more than happy to hear from you.

Now I would like to introduce you to **Peta Mabbs from WA Police**, who will be sharing her experiences of the Women in Management Program. The WIM program began as a recognition that women in senior public sector ranks are in too short a supply. In 2007, women represented a large proportion of the public sector workforce at 63%, however only 22.7% of senior positions were held by women, a problem we share with our private sector counterparts. It's always great to hear the human stories out of these programs, so please welcome Peta Mabbs.

SLIDE 8 PETA MABBS

Thank you Peta, for that great presentation. OEEO have recently completed an assessment of the Women in Management Program and have identified several positive outcomes, examples of which were highlighted in Peta's speech. The report will now be forwarded to the CEO Forum and we hope to see the program run again in some form in the near future.

As outlined in the EDP 2001-2005, representation levels for Indigenous Australians increased from 2% in 2001 to 2.5% in 2005, however the representation of Indigenous Australians fell 2.3% by 2007 which is a concern.

It now gives me great pleasure to introduce Sherena Bin Hitam from the Water Corporation, who is going to speak to us about the Water Corps partnership with the Clontarf Foundation.

Initiatives such as the Water Corps will go a long way to addressing this shortfall in Indigenous employment, and here to tell us all about it is Sherena, please welcome her.

SLIDE 9 SHERENA BIN HITAM

Thanks Sherena, what a fantastic initiative.

SLIDE 10- NETWORKING BREAK

I'm sure the presentations we've enjoyed already will provide you with plenty of fodder for discussion during the break. Please spend the next 35 minutes having a cup of tea or coffee and chatting with some familiar and not so familiar faces.

Representatives are available from various organisations at the back of the room for you to gain some additional information on how to support and increase the representation of the 5 diversity groups being discussed here today. Please feel free to approach them to discuss other opportunities available to your agency.

SLIDE 11 Michael Webb

Welcome back – There is no doubt we need to lift our game in the area of employment of people with disabilities. Over the past six years, the number of employees with a disability has improved marginally, however more needs to be done. Incidentally, our own office has produced a short documentary on a disability employment strategy that has been adopted by UWA and the City of Cockburn. The strategy has recently been also been implemented by the Department of Premier and Cabinet and my office is in the process of documenting their involvement. We hope to be in a position to release the documentary in the second half of the year and will keep you posted via our website.

I would now like to introduce you to Michael Webb from the Treasury Corporation who will be talking about how small agencies can improve their representation of people with disabilities. Welcome Michael.

SLIDE 12 SUSAN COUTTS-WOODS

Thank you Michael. Employment of people from culturally diverse backgrounds has never been easier in Western Australia. The well documented resources boom has brought thousands of immigrants to our State, a large proportion of which do not have English as a first language, in search of decent pay, a great lifestyle and all the other benefits Western Australia has to offer. Our challenge is to attract new and existing residents with culturally diverse backgrounds to the public sector. I would now like to introduce Susan Coutts-Woods from Gold Corporation who is going to talk about the benefits of a culturally diverse workplace to her agency's business. Welcome Susan.

SLIDE 13 VERN VAN ASWEGAN

Thanks Susan. This brings me to the final presentation of today's forum, from Vern Van Aswegan from the Department of Industry and Resources. DoIR has recently undertaken a large scale research project on attracting and retaining staff. DoIR recognises that attracting and retaining an increasingly educated and mobile youth workforce is an important part of their employment strategy and I welcome him to the microphone to talk about DoIR's approach.

SLIDE 14 – WRAP-UP AND CLOSE

Thanking all presenters

Thanking all attendees

Reminding of *Showing the Way* brochures

Reminding of Evaluation Form

Reminding of next forum