



Office of Equal Employment Opportunity

Working towards a more diverse workforce in Western Australian public authorities

The Office of Equal Employment Opportunity (OEEO) is responsible for ensuring that all public authorities (including state public sector, local governments and public universities) prepare and implement Equal Employment Opportunity (EEO) Management Plans, in accordance with the *Equal Opportunity Act 1984* (the Act).

What does OEEO do?

The OEEO works closely with public authorities. Through our office we:

- provide a customised consultancy service to assist public authorities with the development of their EEO Management Plans;
- provide advice on the design and implementation of specific strategies to meet equity and diversity needs;
- provide access to a range of tools and reference materials to assist with planning and evaluation strategies for achieving a diverse workforce;
- monitor, evaluate and report on the progress made by public authorities towards achieving a diverse workforce;
- provide advice on diversity data collection and equity index calculations; and
- facilitate regular Diversity Forums on equity and diversity topics.

The Director of Equal Opportunity in Public Employment (DEOPE)

The Director of Equal Opportunity in Public Employment (DEOPE) is a statutory officer appointed by the Governor, who is responsible to the Minister for Public Sector Management for the performance of functions outlined in Part IX of the Act. Part IX of the Act applies to all public authorities including state government, local government and public universities.

The objects of Part IX of the Act are:

- to eliminate and ensure the absence of discrimination in employment in public authorities on all the grounds covered by the Act; and
- to promote equal employment opportunity for all persons in public authorities.



What does the DEOPE do?

The role of the DEOPE is to:

- advise and assist public authorities to develop EEO Management Plans;
- evaluate the effectiveness of EEO Management Plans in achieving the objects of the Act;
- monitor and report to the Minister on the operation and effectiveness of EEO Management Plans; and
- undertake investigations into matters relating to the development and implementation of EEO Management Plans.

How we differ from the Equal Opportunity Commission

The OEEO does not provide advice to individuals on their rights and responsibilities under the Equal Opportunity laws, including discrimination and redress, nor do we investigate or attempt to conciliate complaints of discrimination. Contact the Equal Opportunity Commission for such matters, by phone on (08) 9216 3900 or email to eoc@eoc.wa.gov.au.

Guides and resources

The OEEO provides a range of guides and resources to assist with equity and diversity planning, including the “Showing the Way” series of brochures. Guides and resources can be accessed from our website at www.oeeo.wa.gov.au/publications/index.htm.

Subscribe to “eeoshare”

The OEEO has established an email forum for human resource and equity and diversity practitioners. We regularly post diversity information on eeoshare such as the Diversity Bizz bulletin, The Key newsletter and information on upcoming events such as the quarterly Diversity Forums. Members can also pose questions or start a discussion about diversity issues.

Subscribing to eeoshare is easy. Just visit the website ww2.dpc.wa.gov.au/enetworks and follow the prompts.

How can I contact the OEEO?

Consultants are available to assist public authorities with equity and diversity planning and developing effective EEO Management Plans. For more details please contact the OEEO or visit our website.

Telephone: (08) 9219 6000

Toll free: 1800 676 607

Fax: 08 9219 6040

Hearing impaired callers: 133 677

Email (OEEO online enquiry): deope@opssc.wa.gov.au

Web: www.oeeo.wa.gov.au

