

June 2009

Director's comment



MICHAEL PALERMO

Welcome to the June edition of The Key.

Since the last edition, the Office of Equal Employment Opportunity (OEEEO) has been working on a number of key activities to assist agencies improve representation in the five diversity groups across the sector.

OEEEO hosted its quarterly Diversity Forum on 18 June 2009, which focused on Employing People with Disabilities. The forum showcased the documentary produced by OEEEO on the Supported Work Team disability employment initiative.

The office has worked closely with public universities, local and state government agencies to assist them with their annual reporting requirements. To help public authorities with their equal employment opportunity planning, OEEEO provided consultancy services to agencies to assist them in formulating successful strategies for improving equity in the workplace.

Earlier this month, OEEEO was also proud to be involved in the in the Local Government Managers Australia Women in Local Government Conference 2009.

Articles detailing these achievements and activities are available in this edition of The Key.



Diversity forum – employing people with disabilities

The Office of Equal Employment Opportunity (OEEEO) hosted their second Diversity Forum for 2009 on Thursday 18 June at the Atrium Theatre. Michael Palermo, Acting Director of Equal Opportunity in Public Employment facilitated proceedings.

The forum was attended by 75 people from a diverse group of public sector agencies.

Some of the experiences agencies have had when employing people with disabilities were highlighted, as well as the support which is available to all public sector organisations when recruiting people with disabilities.

The forum took a new direction and opened with the launch of the Supported Work Team (SWT) DVD, which was followed by a panel discussion with people featured in the DVD. The SWT documentary showcased the benefits of employing people with disabilities in a structured team environment.

The audience then had the opportunity to interact with the panel who answered questions on their experiences with a SWT. The panel comprised of representatives from the University of Western Australia, the Public Sector Commission and South Metropolitan Personnel. Please read the full article on the SWT DVD in this edition.

The second part of the forum featured presentations from Disability Works Australia, EDGE Employment Solutions and the City of Wanneroo and focused on the benefits of using a disability employment network (DEN) provider and some of the experiences shared from using those different providers.

Thank you to all the participants who dedicated their time and to the OEEEO team for arranging a successful forum.

A full summary of the forum and the SWT DVD are available on the OEEEO website www.oeeo.wa.gov.au.

The next Diversity Forum will be held in September 2009.



From left: Maree Jones (Disability Works Australia), Will Beresford (Edge Employment Solutions), Kathy Christoffelsz (City of Wanneroo) with Michael Palermo.



From left: Beverley Cahill (South Metropolitan Personnel), Lara Stock (Supported Work Team member) and Ray Ryken-Rapp (University of Western Australia).



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Equal employment opportunity yearly reporting 2008-2009

By now all chief executive officers would have received a request from the Acting Director of Equal Opportunity in Public Employment (A/DEOPE) to submit their workforce diversity data to the Office of Equal Employment Opportunity (OEEO) by Friday 24 July 2009.

Reporting this data ensures agencies remain compliant with section 146 of the *Equal Opportunity Act 1984*. The data is used by OEEO to produce reports such as the DEOPE Annual Report and the *How Does Your Agency/University Compare?* report. These reports provide a snap shot of the progress made by the public sector in maintaining an equitable and diverse workforce.

To ensure the most accurate data is reported, agencies should ensure they resurvey their staff on a regular basis (For example, every two years) and collect data from new employees as they commence, using the recommended diversity questionnaire produced by the OEEO.

If you have any question regarding the diversity data collection process, please contact Paul Morgan, A/Director Public Sector Evaluation and Reporting on 9260 6636 or email paul.morgan@opssc.wa.gov.au.



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Supported Work Team DVD

The Office of Equal Employment Opportunity (OEEEO) is very pleased to see the representation for people with disabilities in the public sector workforce has exceeded government targets. OEEEO is confident that more improvement can be made by public sector agencies to provide increased opportunities for people with disabilities.

To promote disability employment across the public sector the OEEEO has produced a short documentary on the Supported Work Team disability employment initiative.

The Supported Work Team is an alternative way to employ people with disabilities. The initiative involves employing a group of three or four people with a range of disabilities who form a Supported Work Team. The team is supported by a field coordinator who is employed by a disability employment network (DEN) provider.

The documentary demonstrates the benefits of employing people with disabilities through such an arrangement, from both the employer and employee perspective.

The University of Western Australia and the Department of the Premier and Cabinet are two organisations that have had great success in implementing the initiative. The journey both these organisations took in implementing the initiative is highlighted in the documentary.

The documentary also provides information from South Metropolitan Personnel, a DEN provider, on how a Supported Work Team operates on-the-job.

The documentary was launched at the OEEEO Diversity Forum on 18 June 2009 and can be viewed on the OEEEO website www.oeeo.wa.gov.au



June 2009

OEEEO gives its support to women in local government

The Office of Equal Employment Opportunity (OEEEO) was proud to be a support sponsor at the Women in Local Government Conference which was held on Thursday 4 and Friday 5 June 2009.

The two day event, which was organised by Local Government Managers Australia (LGMA) provided a forum for professional women aspiring to be leaders in local government. The theme was about supporting women in local government with the knowledge and practical skills needed to advance their career.

The conference included keynote addresses from high profile women who shared their secrets of success. The personal triumphs of each presenter were shared with the audience and the opportunities that had presented themselves for each throughout their careers, highlighting some of the adversities they all had experienced.

As acting Director of Equal Opportunity in Public Employment (DEOPE), Michael Palermo was invited to host a panel session on Women in Leadership titled "Being a leader – more than a job title".

OEEEO has a good partnership with LGMA and looks forward to ongoing support towards increasing the representation of women in leadership in local government.

