

A DIVERSE and INCLUSIVE Tasmanian State Service

Heads of Department | Our Commitment to Gender Diversity

March 2019 to June 2020

In August 2016 we committed to genuinely making a difference to diversity and inclusion in the Tasmanian State Service by focusing on the barriers to gender equity.

And we have been making a difference.

We have achieved our target of 40% women in the senior executive two years ahead of target, and are on track to achieve our ultimate goal of 50/50. We recognise that this is only one indicator of progress. It is important that we continue to keep the momentum of change until we have a truly diverse and inclusive workplace for everyone.

We remain committed to achieving our vision for a Tasmanian State Service where diversity is valued, and everyone is respected and treated equally and fairly.

For the next 18 months we will actively lead and support diversity and inclusion initiatives at a departmental and whole of Service level, that:

- Maintain the momentum
- Examine and monitor our gender profile across the entire workforce
- Support our managers
- Change our culture
- Create opportunities and celebrate success

While these initiatives focus on gender equity, they form part of our overall commitment to initiatives and work under the Tasmanian State Service Diversity and Inclusion Framework.



Jenny Gale
Head of the State Service
Secretary, Department of Premier and Cabinet



Tony Ferrall
Secretary, Department of Treasury and Finance



Mike Pervan
Secretary, Department of Health



Kathrine Morgan-Wicks
Secretary, Department of Justice




Ginna Webster
Secretary, Department of Communities
Tasmania



Kim Evans
Secretary, Department of State Growth



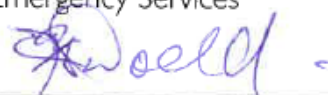
John Whittington
Secretary, Department of Primary Industries,
Water and Environment



Darren Hine
Secretary, Department of Police, Fire and
Emergency Services



Tim Bullard
Secretary, Department of Education



Jenny Dodd
CEO, TasTAFE

Our actions for the next 18 Months

March 2019 – June 2020

WHAT WE WILL DO

WHEN

Maintaining the momentum

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| • Promote the business case for change | April 19 |
| • Develop and implement a Whole of Service diversity and inclusion communication plan | April 19 |
| • Develop a toolkit for leaders and managers to lead discussions on gender equity | June 19 |
| • Explore and define merit in the Tasmanian State Service context, including holding SES Forums on merit, diversity and inclusion | December 19 |

Examining and monitoring our workforce

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| • Monitoring and reporting on performance and effectiveness of strategies | From April 19 |
| • Data analysis and monitoring of gender representation across occupational groups and classification levels | September 19 |

Supporting managers

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| • Implement and promote the <i>Middle Managers Role in Progressing Gender Equity Leading Practice Guide</i> | From May 19 |
| • Develop a guide for managing resourcing levels in a flexible work environment | June 19 |
| • Develop a guide and provide training to lead an inclusive workplace | October 19 |

Changing the culture

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| • Improve parental leave provisions to support non-birth parents in raising families | April 19 |
| • Release Whole of Service Flexible Workplace Policy | April 19 |
| • Improving our recruitment practices | |
| - Trial different mechanisms to identify and remove bias from Senior Executive recruitment | From July 2019 |
| - Develop training module for selection panels on recruiting for diversity and addressing biases | August 19 |
| • Language in Statement of Duties and Awards are gender neutral | August 19 |
| • Understanding and addressing bias – forum for all SES | October 19 and March 20 |

Creating opportunities and celebrating success

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| • Recognise and celebrate women in the Tasmanian State Service – action plan | From March 19 |
| • Continue to offer a range of programs targeting women including Be Bold, and Confidence to Lead | March 19 – March 20 |
| • Provide training and support for women in how to apply for leadership and management roles | September 19 |
| • Identify and promote opportunities for women to gain broader experience in leadership and management roles, cross-agency placements and private/NGO sector | October 19 |