



2019

# DIVERSITY AND INCLUSION & WOMEN IN LEADERSHIP ROADSHOW

**Brisbane** 12<sup>th</sup> March • **Melbourne** 20<sup>th</sup> March • **Perth** 13<sup>th</sup> March

**Sydney** 9<sup>th</sup> April • **Adelaide** 10<sup>th</sup> April • **Canberra** 5<sup>th</sup> June

# MORNING OVERVIEW: DIVERSITY AND INCLUSION



THE UNIVERSITY OF  
WESTERN  
AUSTRALIA



As corporate Australia has known for some time, maintaining a diverse and inclusive workforce makes good business sense, while extensive international research suggests significant bottom line profit increases are just one of the benefits organisations are gaining.

Diversity and inclusion drive a deep-seated cultural change which embraces

innovation; allowing for creativity, agility and productivity increases. While there are still hurdles to overcome, the benefits and impacts of a diverse and inclusive workforce on team performance, customer service and the bottom line cannot be understated.

Public Sector Network's Diversity & Inclusivity Roadshow 2019 focuses on building management practices in diversity and inclusion.

## WHO WILL ATTEND?

- ▶ C-Suite Executives
- ▶ Directors and Managers of Human Capital
- ▶ Workplace Diversity and Inclusivity Managers
- ▶ Organisational development & workforce
- ▶ People & Culture
- ▶ Recruitment & Retention
- ▶ Talent managers



Learn how to streamline your workplace diversity and inclusivity programs.



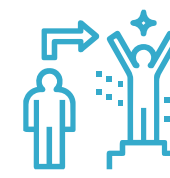
Develop and implement strategies to create a department-wide culture of diversity and inclusivity.



Strengthen management accountability by building up your leadership capabilities.



Discover how to ensure your recruitment processes and policies are discrimination free.



Gain insights into overcoming resistance to change and reinvigorate the social and cultural makeup of your department.

# MORNING AGENDA: DIVERSITY AND INCLUSION



8:15am	Registration Opens	10:30am	Morning Tea and Networking
8:45am	Welcome from Public Sector Network and Conference Chairperson Chair: <b>Fadzi Whande</b> , Manager – Inclusion and Diversity Manager, <b>University of Western Australia</b>	11:00am	<b>A Public Service for Everyone: The Urgency of Diversity</b> Cultural Change - The social model of disability; Making diversity a reality - the importance of quotas; and The unrealised benefits of disability <b>Senator Jordon Steele-John</b> , Senator for Western Australia, <b>The Australian Greens</b>
9:00am	<b>Keynote Opening Address</b> <b>Diversity and Inclusivity in the Australia Public Sector: examining existing workplace policies to determine where to focus next</b> - Developing an effective method of measuring how successful your existing Diversity and Inclusion (D&I) strategies are and why D&I is essential to your agency; - Understanding the critical economic factors supporting diversity and inclusivity as a departmental focus; and - Examining international best practice to enable a holistic approach to design new processes and policies to promote diversity in the Australian Public Sector. <b>Fadzi Whande</b> , Manager – Inclusion and Diversity Manager, <b>University of Western Australia</b>	11:30am	<b>Panel Discussion: How to recruit &amp; retain without discrimination</b> One of the most significant risks to a D&I workplace is what is known as unconscious bias or hiring, and promoting, in our image. Extensive research, from local and international sources, has long proven the benefits of D&I in the workplace both economically and in the areas of efficiency and problem-solving. This panel discussion examines how to; - Develop recruitment strategies to generate the most diverse pool of suitable candidates; - Link your talent management and succession planning to your D&I strategy; - Use D&I to increase your public recognition and enhance your agencies reputation; - Establish measurable D&I KPIs, analytics and reporting for your current, and future, recruitment needs.  <b>Panel Chair: Dr Farida Fozdar</b> , Associate Professor, <b>School of Social Sciences</b> and <b>Chair of the UWA Cultural and Linguistic Diversity Working Group</b>  <b>Panellists:</b> <b>Sally Bradbrook</b> , Manager - Human Resources, <b>Horizon Power</b> <b>Virginia Miltrup</b> , Manager - Strategy, People and Performance, <b>City of Kalamunda</b> <b>Carissa Bywater</b> , Director – Corporate and Strategy, <b>City of Bayswater</b> <b>Johannes Nel</b> , Associate Director Talent & Organisational Development, <b>UWA</b>
9:30am	<b>Considering culture - improving productivity, creativity and effectiveness through building cultural inclusion</b> - The changing cultural demographics of our communities and the challenges / opportunities this presents for institutions - Innovative approaches for promoting culturally inclusive organisations - The role that local governments can play in building inclusive communities <b>Sarah Janali</b> , Team Leader Cultural Diversity & Community – Community Services Administration, <b>City of Stirling</b>	12:15pm	Closing remarks from the Chair
10:00am	<b>Strengthening management accountability by building leadership capabilities</b> - What leaders need to know when managing diverse teams: it's not just gender diversity that needs to be part of the discussion; - Developing leaders who can avoid the risk of 'group-think,' and other limiting thought behaviours; and - Educating leaders on how to create high-performance business units by leveraging their team's diverse perspectives and backgrounds. <b>James Jegasothy</b> , Director Community Engagement and Strategy, <b>Office of Multicultural Interests</b>	12:25pm	Lunch and Networking

# AFTERNOON OVERVIEW: WOMEN IN LEADERSHIP

**As politicians in Australia continue to focus on Quotas and whether they are useful or not the Australian Public Sector, at all levels of government, has gotten on with the job of ensuring gender equality and female leadership are given the importance they are due.**

A recently released report, Roadmap to 50x50 Power and Parity in Women Leadership, published by the Wilson

Centre in New York showed quotas are still needed as they 'appear to signal a genuine commitment to improving representation,' and that around the world, including Australia, the public sector is 'flourishing with women in leadership,' highlighting the need to 'leverage this success to break down glass walls to other sectors.

After a sell-out national roadshow in 2018, Public Sector Network is

pleased to be able to continue this vital discussion in 2019.

The Public Sector Network Women in Leadership Roadshow 2019 builds on the importance of developing clear policies and strategies to increase female representation at the most senior levels of the Australian Public Sector while laying a firm foundation for future leaders to follow.

## WHO WILL ATTEND?

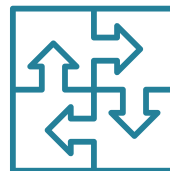
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Learn to communicate with authenticity and impact.



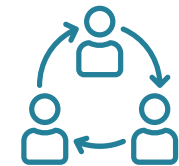
Gain exclusive insights into how female leaders navigated their way to the top.



Examine the difference between leadership and power to ensure true equality.



Develop knowledge of the most persistent barriers to gender equality in leadership and best practice strategies to overcome them.



Increase awareness of 'bias disruptors,' and how they can improve recruitment initiatives.

# AFTERNOON AGENDA: WOMEN IN LEADERSHIP



12:40pm	Registration
1:00pm	Welcome from Public Sector Network and Conference Chairperson Chair: Fadzi Whande, Manager – Inclusion and Diversity Manager, University of Western Australia
1:15pm	<b>Opening Keynote</b> <b>Future-proofing equality for the next generation</b> This session focuses on the strategies and commitments the Public Sector is making to ensure gender equality for the future generations. <b>Tania Cecconi</b> , Executive Officer, CEOs for Gender Equity Inc
1:45pm	<b>My Journey – One on One with a Public Sector Leader</b> My journey brings to Public Sector Network's Women in Leadership Roadshow 2019 an intimate, personable, and insightful session detailing the challenges, mistakes, biases and persistent obstacles female leaders in the Australian Public Sector have faced and overcome. Each city will host a special guest from the Public Sector to take us on a detailed, and educational, journey through their careers, leaving attendees with insights into how to navigate their successful career paths. <b>Lee - Anne Smith OAM</b> , Deputy Mayor, Councillor - East Ward, City of Cockburn
2:15pm	<b>Pathways to leadership: examining the policies and strategies advancing female leadership in the Australian Public Sector</b> - Understanding and identifying the most persistent barriers to leadership; Recognising the successful policies and practices enabling women to attain leadership positions; and - Examining women's current representation at the executive and public administration levels of the Australian Public Sector and the steps needed to achieve accurate 50/50 representation. <b>Rhona Hawkins</b> , Executive Manager - Corporate Services, Shire of Chittering
2:45pm	Afternoon Tea and Networking

3:15pm	<b>Creating power parity: gender equality only works if power is equally distributed</b> - Measuring the power held by female leaders across the sectors of the Australian Public Sector; - Examining the capacity to influence decision-making by highlighting the formal power, public perception and governance of the leadership position; and - Smashing through the glass wall: ensuring female representation across a multitude of sectors not just the traditionally feminised sectors of the public sector. <b>Rhonda Hardy</b> , Chief Executive Officer, City of Kalamunda
3:45pm	<b>Panel Discussion: Building on past successes to further progress female leadership in the Australian Public Sector</b> - Identifying systemic and structural barriers to increased female leadership and the reforms and drivers needed to overcome them; - Improving the understanding of department heads and front-line managers on female leadership and embedding workplace reforms to create a level playing field for new and existing recruits; - Examining how unconscious bias can manifest in the workplace and how the use of bias disruptors can be successfully implemented to improve the department's recruitment processes; and - The power of part-time: increasing the capacity, and usage, of flexible work arrangements for both male and female employees and the role this plays in helping to break down the glass ceiling.  <b>Panel Chair: Dr Josephine Muir</b> , Associate Director, Business Transformation, Marshall Centre for Infectious Diseases and member of the UWA Gender Equity Working Group  <b>Panellists:</b> <b>Vicki Morris</b> , Deputy Chief Executive Officer, Shire of Brookton <b>Jonathan Throssell</b> , Chief Executive Officer, Shire of Mundaring <b>Karen Oborn</b> , Chief Executive Officer, Shire of Carnamah <b>David MacLennan</b> , Chief Executive Officer, City of Vincent
4:30pm	Closing remarks
4:40pm	Conference close

# ABOUT US



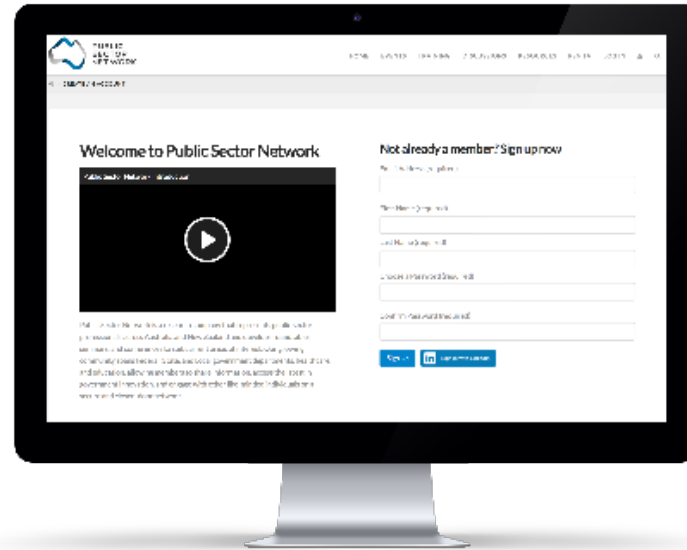
## About us

Public Sector Network is a young, diverse company that exists to help government break down silos, collaborate, and work together for better outcomes for citizens. We believe that public sector is forced to be one of the most innovative and resourceful industries in the world. Rather than constantly solving the same problem, government can improve citizen services whilst saving time - and money - by sharing and learning from other agencies, departments and councils.

## PSN Events Pty Ltd

A Subsidiary of Public Sector Network Holdings Pty Ltd

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34/60 Margaret Street  
Sydney NSW 2010



Excellent event, great conversations & a platform to interact with the right government contacts & partner community.



A very relaxed ambience... customers really letting down their guards not feeling as threatened by industry and vendors.



Great event from beginning (planning) to end. One of the best events we have sponsored in terms of conversations had at booth, opportunity to promote our brand. PSN did an amazing job of event management. Well done.



The roadshow was a great way to see what others are up to and provides invaluable networking opportunities to further our learning.



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