

GMW

Diversity & Inclusion

2016-2020

Updated July 2018



Introduction



Why do we need a Diversity & Inclusion Plan?

To get the best out of our people.

To create a point of difference for our employees and the GMW business

To be a high performing organisation

What the Research tells us



Many companies agree with a diversity plan/strategy but are unsure how to implement

Diversity and inclusion plans generally fail if not led from the top (Exec. and Board levels)

Clear goals and objectives must be set and incorporated into policy and practices and are reported to ensure compliance (Exec and Board levels)

Current State at GMW – June 2018



716 Employees across GMW – 25% women and 75% men (on par with industry average)

177 females and 539 males – vast majority of males are in customer operations roles particularly in construction and water storage.

We have a culturally diverse range of employees from all walks of life

Future State



Diversity and Inclusion is embedded into our culture through policy process and practices

Diversity and Inclusion is driven by the leadership group of the business

Be known for our diverse and inclusive workforce and be an industry leader in diversity and Inclusion

Have reportable goals and objectives relating to diversity and inclusion (Exec and Board Level)

Ensure that our employees know that they are valued for their ideas, unique perspectives and background

Non Gender Targets



GMW will use the water industry targets as a guide

By 20/20

50/50 split of males to females in leadership positions (band D and above)

3% of our workforce will identify as ATSI

7% will identify as LGBTI

10% of our workforce will identify with a disability

20% of our workforce will speak a language other than English

25% of the workforce will work flexibly

35% of the workforce will identify as having Carers responsibilities

Non Gender current statistics 6/7/17



The follow statistics is based on the information supplied in the 2017 People Matters Staff Survey

Current GMW statistics	Industry targets
2% Indigenous	3% Indigenous
6% LGBTI *sexual orientation and gender diverse	10% LGBTI *sexual orientation and gender diverse
4% Disability	10% Disability
15% Linguistically diverse	20% Linguistically diverse
41% Work flexibly	25% Work flexibly
25% Carers responsibilities	35% Carers responsibilities

Increase in Non gender targets



- We will measure targets through our annual employee survey diversity questionnaire
- Partner with indigenous, migrant, accessibility and LGBTI groups
- Become known for inclusion through promotion, internally and externally.
- Create working groups in this space to ensure best practice
- Ensure all policies and processes are consistent with our D&I plan

Partnerships



Partner with local groups for the work and sponsorship programs,

- Lighthouse - Youth
- Rumbalara - Indigenous
- GV Pride - LGBTI
- Community Groups - Shepparton Ethnic Council migrant / refugee groups
- Accessibility - disability groups CTGV
- La Trobe, RMIT and Monash University – for qualifications
- GO Tafe – for qualifications

Work / Partner programs



Initiate work programs and opportunities

- Step up program – Existing , but could be expanded throughout the year - Family and Customers
- Career start program - for Graduates, Traineeships and Apprenticeships across all sectors of GMW to assist with employees transitioning into retirement - open up to wider community
- Job ready program - rolling intake of work experience students from disadvantage groups – resume preparation , interview skills, work experience in related fields – open to wider community

Next Steps



- Deliver on the diversity and Inclusion plan of action for the 2016-2020
- Set up a GMW D&I committee to assist with events and information sharing