

Calling out financial bias – ECU talks imbalance in the workplace

In the second event of the ECU sponsored Committee for Economic Development of Australia (CEDA) Women in Leadership Event series for 2017, increasing awareness of workplace financial bias was the central theme of discussion.

Distinguished guests included Tracey Spicer, author and media personality, Mary Delahunty, General Manager for HESTA, Andrew Hagger, Chief Customer Officer for NAB and ECU's own Deputy Vice-Chancellor (Strategic Partnerships), Professor Cobie Rudd presenting on global initiatives, commitments to gender pay equity and the need to increase gender diversity in STEM higher education.

Women today have around half of what men have in superannuation at the time of retirement – a product of numerous factors including time off for parental and caring responsibilities, gender pay inequities and the value placed on work across genders. ECU's current participation in the SAGE Pilot of the Athena SWAN Charter in Australia includes examining ways in which to ensure staff feel encouraged to return to work after parental leave. Influential factors include recruitment practices, remuneration reviews and flexible work practices aimed at supporting diversity.

Professor Rudd encouraged the audience to ask those 'tough' questions within their own organisations including how pay, loadings and higher duties are allocated to staff. According to the Workplace Gender Equality Agency, at the State level, only one in every 5 WA organisations have annual pay audits.

"We need significant cultural and social change in what we do and in how we define work", Professor Cobie Rudd said when referring to the dilemma staff face when being a carer/parent and having a career.



Picture: "We need to increase the economic participation of women through social outreach and education", Professor Cobie Rudd (right) presents at the CEDA event – 'Calling out financial bias and imbalance', 15 June 2017.