

ECU joins forces with the Committee for Economic Development of Australia (CEDA) to redress gender inequities

In an effort to increase diversity throughout organisations, some CEOs now have bonuses tied directly to meeting key diversity targets. The first event for the ECU-sponsored CEDA Women in Leadership series 2017, entitled 'Gender diversity and inclusion targets: CEOs leading the way', aimed to explore the practices of target setting and use of key performance indicators as a way to drive ensure real change in achieving gender equality.

ECU's Deputy Vice-Chancellor Cobie Rudd chaired the sold-out event and key note speakers included Edgar Basto, Asset President, BHP Biliton Iron Ore and fellow CEO's Lara Polini, Chief Executive Officer, AECOM and Patrick Hill, Senior Vice-President and General Manager, Asia Pacific – Buildings and Infrastructure, Jacobs.

Attendees from diverse industries were asked to consider the root causes of inequality in their working environments and to take note of the messages their organisational brand sends to people of all genders.

Tania Cecconi, Executive Director, CEOs for Gender Equity facilitated panel discussions and noted that only 1 in every 5 WA organisations currently provide annual pay audits. A point of concern was that such processes do not capture staff movements and hires that take place throughout the year.

The panel shared personal insights and experiences in addressing gender disparity, particularly in respect to achieving greater progression of women to senior echelons across sectors. By defining and creating key drivers that motivate tangible and sustainable change in organisational culture, speakers stressed the need to move away from tokenism and compliance-based mindsets, towards genuine sponsorship of women to achieve their career goals and broader increased uptake of flexible work practices at the local organisational unit level.

For more information on the CEDA Women in Leadership Series 2017, please visit the [website](#).



Picture: (left) Patrick Hill, Senior Vice-President and General Manager, Asia Pacific – Buildings and Infrastructure, Jacobs speaks at the first CEDA Women in Leadership series for 2017. Joining him are (centre) Cobie Rudd Deputy Vice-Chancellor (Strategic Partnerships) at ECU and (right) Lara Polini, Chief Executive Officer, AECO)