

Gender Equity Action Plan 2017-2020

Department of Agriculture and Fisheries

“Men’s and women’s different viewpoints, ideas and insights enable better problem solving and a gender-diverse workforce allows us to better serve our diverse customer base. Gender diversity in leadership will help DAF attract and retain talented women by demonstrating that gender is not a barrier to success.”

Principle

As stated in the Queensland Public Sector Gender Equity Strategy (the Strategy), our guiding principle is that women and men have the same rights, access and opportunities to:

- Employment and career success
- Meet family responsibilities
- Contribute to communities
- Lead and aspire to healthy, fulfilling, rewarding lives
- Attain economic independence

Purpose

The Department of Agriculture and Fisheries' Gender Equity Action Plan is centred on the Strategy's three key themes:

1. Visible and vocal leadership
2. Attraction and retention
3. Building capability

This action plan also contributes to the Queensland Government's Queensland Women's Strategy 2016-2021.

Gender Equity Action Plan					
Principle	Strategy	Action	Outcome	Timeframe	Responsibility
Visible and vocal leadership	Profile leadership roles	<ul style="list-style-type: none"> Continue to celebrate achievements of women through intranet news stories. 	Senior Leaders are supportive of women in leadership roles and champion increasing profiles.	Ongoing	Reminder emails from Human Resources
	Promote a range of tools and resources to reduce unconscious bias	<ul style="list-style-type: none"> Page published on intranet Unconscious bias presentation (YouTube) available on intranet BOM send email to all business group staff – encouraging participation 	Decisions (including recruitment) are based on business requirements, with gender bias removed.	Available from March 2017 Ongoing	Training element – Human Resources
	Ensure Working for Qld survey continues to monitor and inform effectiveness of strategies	<ul style="list-style-type: none"> Analyse results of Working for Qld survey questions to identify trends and potential areas of concern. 	Using survey data to monitor success of strategies and possible shifts in focus.	Ongoing	Senior Leaders
	Senior Leaders show commitment for <i>Not Now, Not Ever</i> – sending message that domestic violence is not tolerated.	<ul style="list-style-type: none"> Support victims of domestic violence in workplace through knowledge and implementation of directive. Continue to profile to business group messages on intranet. Promote uptake of online training module titled <i>Recognise, Respond, Refer: DV and the Workplace</i> Promotion of White Ribbon day, 25 November 	All staff aware of Senior Leaders' commitment to supporting staff who may be affected by domestic violence. Increase in completion of online training module <i>Recognise, Respond, Refer: DV and the Workplace</i>	Ongoing	Senior Leaders promote Human Resources provide information on training completion numbers
	Encourage celebration of International Women's Day in the workplace.	<ul style="list-style-type: none"> Event organised and Senior Leaders encourage attendance and participation. 	Increased awareness and profiling of successful women in DAF.	Annual Event - 8 March	Human Resources Senior Leaders promote

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Attraction and retention	Examine opportunities for engaging women into male dominated area in DAF	<ul style="list-style-type: none"> Advertising focussed on gender neutral based skills. DAF attend Grade 11/12 Career days – encourage pursuit of science/technology careers. 	Removing barriers and perception of gender based position from recruitment.	June 2017 and ongoing	Human Resources and HR Network
	Engagement during parental leave	<ul style="list-style-type: none"> Implement option for staff on parental leave to participate in workplace meetings and receive information about current events, relieving and development opportunities. 	When staff return from parental leave they will feel more connected, confident about their continued role and supported.	Available March 2017 Ongoing	Human Resources HR Network promote
	Use workforce data to inform recruitment and development approach	<ul style="list-style-type: none"> Leverage off PSC's Diversity Data Week 20-24 February 2017 to increase awareness of Census Data Current targets: <ul style="list-style-type: none"> Women in SO, SES (and above) – 50% Aboriginal and Torres Strait Islander – 3% People with disability – 8% People from non-English speaking background – 10% 	Increase data – more valid. Meets requirements of DG's PDA action under diversity. Available data informs strategic direction for diversity.	20-24 February 2017	Human Resources Senior Leaders promote
	Flexible workplaces	<ul style="list-style-type: none"> Implementation of flexible workplaces intranet page. Showcasing examples of best practice. 	Flexible options – balancing work/family/lifestyle. Health and safety benefits.	Available March 2017 Ongoing	Human Resources Senior Leaders promote

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Building capability	ANZSOG scholarships for Executive Fellows Program	<ul style="list-style-type: none"> When opportunities available, Senior Leaders ensure their nominations are gender inclusive. 	Leadership development for women.	When available	BOM email promote
	Development opportunities in regional areas	<ul style="list-style-type: none"> Continued participation in <i>Mentoring Matters – inspiring future leaders</i> program. Pilot program will be completed in 2017. Promotion of SARAS, DAF Achievers, Confident People Management, Incentive Program and Step Up Program, encouraging women to participate. 	Inclusive of women in regional areas to ensure development opportunities.	December 2017 Ongoing	Human Resources Senior Leaders promote
	Continue partnerships with universities to maximise opportunities for networking and progressing gender equality	<ul style="list-style-type: none"> Business partners/contacts ensure that job opportunities are communicated to universities. Look for opportunities to showcase partnership agreements/projects. 	All staff aware of DAF's commitment to partnerships and shared technology advances. Women encouraged to participate in DAF projects.	June 2017	Human Resources Senior Leaders promote