



**Southern
Rural Water**

Managing Water. Serving Communities.

May 2018

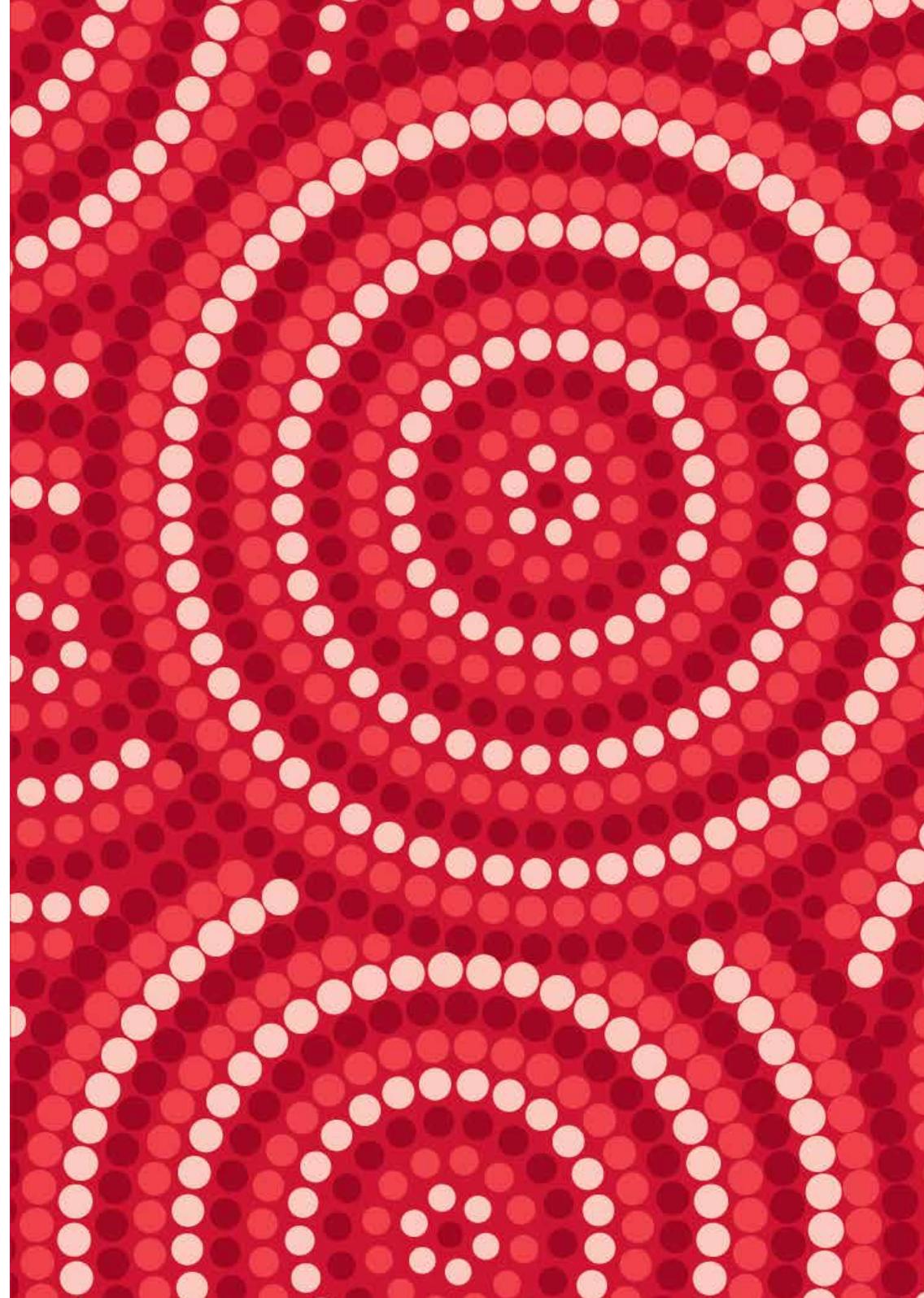
Diversity and Inclusion Strategy 2018-2020



Acknowledgement

We acknowledge the traditional owners of the land on which we operate.

We pay our respects to their Elders, past and present and emerging.



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What is diversity and inclusion?

Diversity

Diversity is about the mix of people in SRW. It includes all the differences between people in how they identify in relation to their age, caring responsibilities, cultural background, disability, gender, Indigenous background, sexual orientation, and socio-economic background, and their profession, education, work experiences, and organisational role.

Inclusion

Inclusion is getting this mix to work – creating an environment where a diversity of people are respected, connected, and progressing and contributing to SRW's success. Inclusion occurs when a diversity of people experience:

- feeling valued and respected for who they are in their working environment
- feeling connected to and accepted by their co-workers
- opportunities to develop their career and progress
- the encouragement to contribute their talents to their SRW.

Why diversity and inclusion matters

Diversity is central to innovation. It brings forth new and better ways of doing things, helps us to harness the benefits of technology and improve the efficiency and quality of our services. Inclusion is the key to unlocking this potential. When we value workplace diversity and inclusion we see benefits such as higher employee engagement, improved performance, greater innovation, retention of talent, improved employee wellbeing and lower levels of unlawful behaviour such as harassment and discrimination.

Our diversity and inclusion journey

Celebrating our achievements

Our diversity and inclusion journey so far has been guided by our previous strategy and plans which have helped us to increase the diversity of our workforce and foster an inclusive workplace.

2013

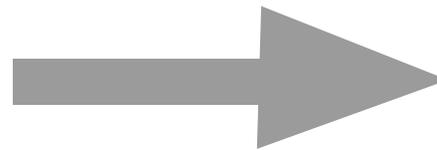
0% women in executive positions

20% proportion of women working at SRW

5% Proportion of employees aged under 25

3% women in professional and field roles

3% Aboriginal and Torres Strait Islander staff



2018

37% women in executive positions

7% women holding field positions

20% of women holding engineering positions

Aboriginal and Torres Strait Islander trainee program

New EA incorporates NAIDOC week and Ceremonial Leave for Aboriginal and Torres Strait islander staff

AWEI Bronze Employer Status

29% proportion of women working at SRW

8% proportion of employees aged under 25

36% women holding degree-required positions (other than engineering)

Improved access to SRW positions for people with a disability

Use of gender neutral language in new Enterprise Agreement and SRW policies and guidelines



Our diversity and inclusion vision

Our goal is to ensure all our people feel respected, valued and included and have access to equal opportunity, which encourages them to contribute at their full potential.

We want to attract and bring people to our workplace with new and different perspectives and experiences, which will enhance innovation and performance at SRW.

This strategy, takes us beyond compliance, recognising diversity and inclusion as a key business enabler and a business imperative. Our strategy provides a roadmap to foster diversity and inclusion in our workforce, helping us make positive contributions to social inclusion and workforce participation.

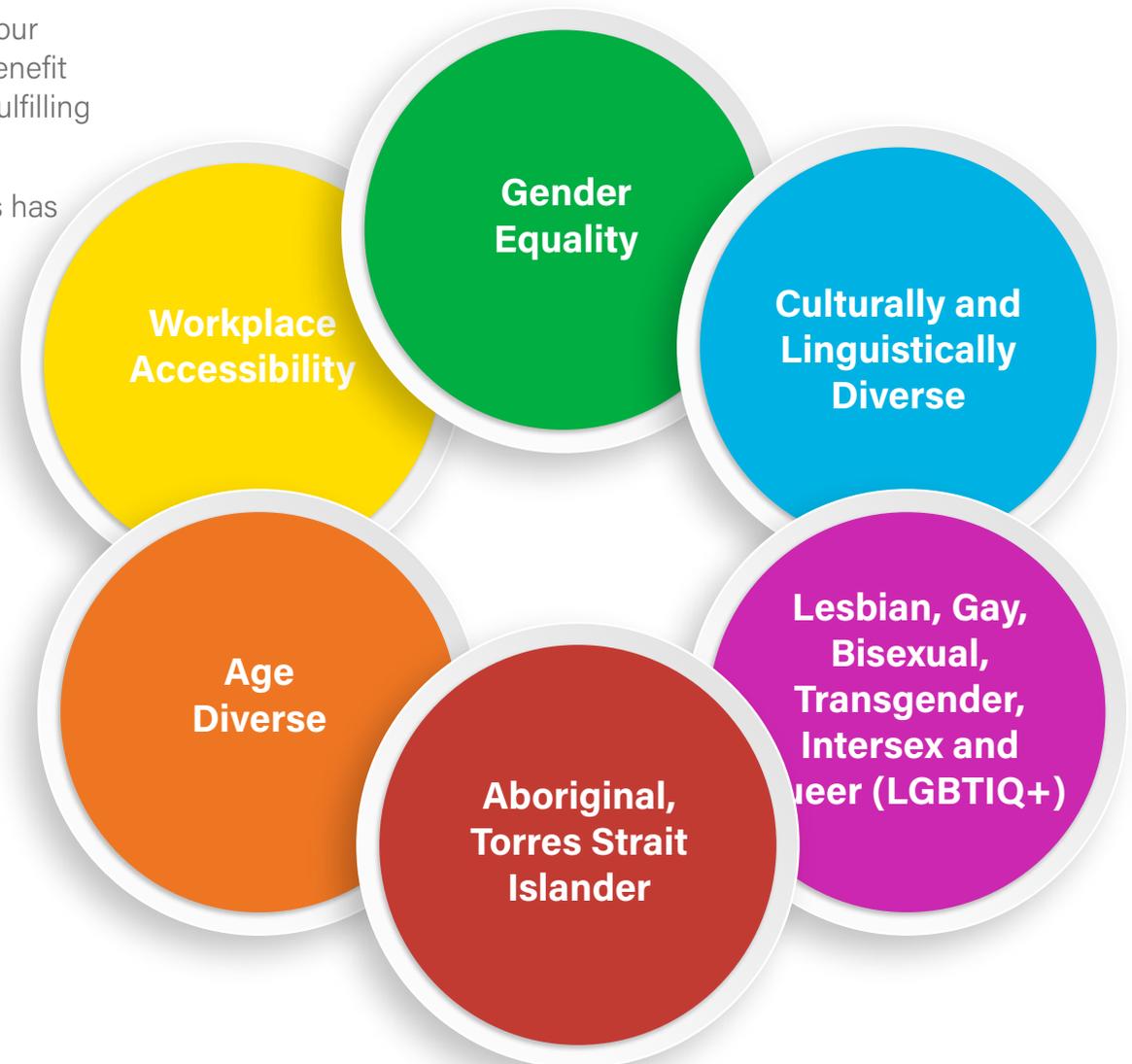




Our commitment to action

We have committed to a range of actions designed to build upon our inclusive workplace culture, develop a diverse workforce for the benefit of performance and productivity and support our people to have fulfilling and productive working careers.

We acknowledge that staff may identify some diverse groups. This has been addressed by outlining our commitments to action.





Our commitment to action

A diverse workforce is critical to achieving our vision of “excellence in rural water management, driving growth and customer productivity in southern Victoria” and we have a strategic focus on creating a safe, healthy, diverse and caring workplace.

Fostering diversity in the SRW workplace is also required by the VPSC Code of Conduct and our Trademark Behaviours, in particular, United and Respect.

We intend to achieve our goals by setting clear targets and action plans to help us meet them. There are several workforce targets we aim to achieve by 2020 and these will be the focus of programs and activities outlined in our Action Plan.

To drive our commitment into action we have identified five key focus areas:

- Education and Communication
- Measurement and Reporting
- HR Policy and Practice
- Governance



Education and Communication

We will:

create cultural change through education and communication.

All employees will understand the importance and benefits of diversity.

We will treat each other with respect to provide a welcoming and inclusive position.

Measure and Targets

- We are seen as an employer of choice with a reputation for championing diversity and inclusion and supporting people to reach their full potential.
- Our people feel respected, valued and have a sense of belonging that inspires confidence and innovation.

Measurement and Reporting

We will:

track the progress and outcomes of our actions against targets that show we have a diverse and inclusive workforce.

Measure and Targets

- We have regular dates and communications to staff about progress.
- We report to the executives and board about the effectiveness of the initiatives.
- Results from surveys show whether our staff think that SRW is an inclusive work environment where individual differences are respected and valued.
- All employees feel respected and valued.

HR Policy and Practice

We will:

have fair and inclusive recruitment and HR policies and practices, which support people from diverse backgrounds, perspectives and experiences.

Measure and Targets

- We meet our VicWater Diversity Targets.
- Our people are representative of the Victorian community, and people from diverse groups are encouraged to apply for available positions.
- We support flexible work practices that allow our people to balance work and life commitments.

Governance

We will:

have a diverse, organised, influential and highly effective Diversity and Inclusion Committee.

Measure and Targets

- We have expanded our Diversity and Inclusion membership.
- Our committee members are active and seen as advocates for the plan's actions across the organisation.
- We meet the plans outcomes by the end of 2020.