



Australian Government

Workforce Australia

Actions: Reviewing workplace policies

Progress towards sustainable gender equality, diversity and inclusion requires best practice to be integrated into the design and operation of key policies and processes. Policy and process design which embed the organisation's gender equality objectives can help address potential inequities in decision-making. Organisations review policies and processes regularly to ensure they reflect changes in the external environment, such as legislative changes.

Where to find information:

- Australian Human Rights Commission: [Sex discrimination](#) | [Australian Human Rights Commission](#)
- Australian Human Rights Commission: [Gender Diversity](#) | [Australian Human Rights Commission](#)
- Workplace Gender Equity Agency: [Gender strategy](#) | [WGEA](#)
- Workplace Gender Equity Agency: [Pay and gender](#) | [WGEA](#)
- Workplace Gender Equity Agency: [The Gender Pay Gap](#) | [WGEA](#)
- Workplace Gender Equity Agency: [Pay equity](#) | [WGEA](#)

What immediate actions you can implement:

- Review current policies and procedures to ensure that the gender and diversity objectives of your organisation are embedded and are reflective of legislative changes (e.g. Fair Work Ombudsman).
- Identify and disrupt bias across the talent lifecycle by using the [Fixing the system not the women resource](#).

Scenario:

[Dalrymple Bay Coal Terminal P/L](#) participated in Career Revive, as part of the 2019 intake, to address internal barriers to female participation and progress diversity strategies highlighted in the business' Culture Plan. An important factor for DBCT P/L, was ensuring that their executive committee actively sponsored and drove diversity and inclusion activities.

As part of the Career Revive initiative, DBCT P/L focussed on improving workplace flexibility and inclusive recruitment. To begin with, DBCT P/L conducted an end-to-end review of its recruitment approach. Focus areas included:

- Simplifying job criteria to diversify applicant pools
- Removing gendered language from advertisements
- Communicating DBCT P/L's employee value proposition
- Highlighting the businesses commitment to diversity and
- Strengths-based interviews, rather than competency-based interviews.

DBCT P/L also considered whether specific roles in the business could be made more flexible. The COVID-19 pandemic accelerated these activities and led to rapid adoption of remote work.

DBCT is currently looking at improving their parental leave policies and the supports for employees returning to work following a period of leave.

Having focused on building business maturity, DBCT P/L believe they are well positioned to implement a Supported Returner Program, which is a key aim of the Career Revive initiative.

