

# Inclusion and Diversity

June 2019

Wannon Water is committed to an inclusive workplace that embraces and promotes diversity, where everyone is treated with respect, and feels valued.

## Outcomes

We recognise that the pursuit of inclusion and diversity is a cultural journey that takes time.

Long-term outcomes include:

Inclusion & diversity is business as usual

Data provides insights

We are an Employer of Choice

We meet the needs of our people

Inclusion and diversity delivers performance

We represent the community we serve

## Themes

### Enablers:

Organisational human resource initiatives and programs that support equitable and inclusive outcomes.

### Cultural:

Organisational culture, behaviours and attitudes towards inclusion and diversity.

### Regional leadership:

We partner, learn and share inclusion and diversity knowledge with others in our region and sector.

## Initiatives

We will deliver on the Wannon Water Inclusion and Diversity initiatives and measurement framework.

Flexibility provisions	Recruitment processes
Secondments and shadowing	Corporate-wide training
Professional development	Cultural awareness
Promotion of social awareness days and events	Work 180 and accreditation
Participation in community initiatives	Career development planning
Higher duties	Employer of Choice
Executive and senior management support	Balanced shortlists and interview panels
Internal engagement workshops	Network of Wannon Water Women - NOW!
External speakers	Gender auditing
Member of Wata Waetnanda Community Group	WaterSHED intranet communications and story telling

## Targets

By 2023 we aim to have:

- 95 per cent of our workforce agree there are no inclusion and diversity barriers to success.
- 95 per cent of our workforce agree there is a positive culture towards all aspects of inclusion and diversity.
- At least 40 per cent of positions that manage teams are occupied by females.