

From: Kirsten Davies [<mailto:kirstyd@tpg.com.au>]
Sent: Wednesday, 16 January 2013 7:45 PM
To: Women
Cc: kate.wilson@mq.edu.au; Paul Beggs
Subject: feedback re reporting on WGE Act

Dear Ms/ Sir,

As a female academic at Macquarie University I have been invited to provide some feedback on future reporting re the *Workplace Gender Equality Act 2012* by our Director, Equity and Diversity, Kate Wilson (copied in to this email). Let me say from the outset that my expertise is not in the field of gender equity but I do work extensively with diverse communities in: planning, policy, participation and engagement.

In the first instance I would like to sincerely thank and applaud all those involved with getting the Act passed. It is a wonderful achievement in the history of Australia and marks concrete progress nationally and internationally in terms of gender equity.

I have had a look at the questions you are asking regarding reporting requirements and would like to offer a few general comments surrounding how you collect data in the future.

- I propose that reporting needs to be approached on a series of levels with differing requirements e.g. large, medium and small businesses and government agencies. I suggest that medium and small businesses will be the most difficult to engage (due to lack of human and other resources) but are probably the most important to target. If you haven't already done so, it may be helpful for you to look at the multi levels of the Global Reporting Initiative (GRI) reporting <https://www.globalreporting.org/Pages/default.aspx> which includes but is not specific to gender equity, GRI may provide some inspiration.

- I hope that you will design the reporting method to capture/ monitor those women in the work force with 'quieter voices' who don't ordinarily speak up due to: cultural reasons, language/ literacy barriers and/ or fear of losing their jobs. This group includes women who are: new migrants, Indigenous, younger, older, have special needs and/ or from low socio economic and/ or poor educational backgrounds. I suggest that addressing gender equity for these women is prioritised.

- I propose that you adopt a mixed methods approach to reporting. One that captures quantitative (remuneration, number of women on boards etc) and qualitative (written and / or verbal accounts/ narratives) data.

- Whatever system you adopt is one of continuous improvement and review.

This is all probably stating the absolute obvious, but I hope it is of some use. Please make further contact if I can be of any help and I am happy for you to attribute these comments to me.

Kindest regards for a wonderful 2013 ahead,

Kirsty Davies

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