



Diversity Equity Inclusion & Belonging

We Belong Plan

City of Melville 2023 - 2027



City of
Melville

Our World has Changed and the Future is Now!

- The **nature of the world has changed** - Tech innovation & information availability. Human knowledge doubles every 12 hours (compared to every 13 months in 1982) creating risks and opportunities to which we must constantly adapt.
- The **nature of work has changed** – more collaborative, innovative, and creative.
- The **nature of the workplace has changed** - remote work, changes to flatter structures and faster decision making.
- The **nature of choice has changed** - from multiple to infinite choices. Location in choice of job, freelancing and gig economy, flexibility and balance.
- The **nature of the workforce has changed**- diversity means different expectations.



Employees and candidates yield greater negotiating power



There are existing difficulties attracting talent

Organisations are already struggling to fill key roles **Unfilled vacancies** are at an all time high



Constraints to **skilled migration, generational shifts**, new and often precarious forms of employment and individualism of employment relationships add additional pressure

The pandemic has slowed 'normal' turnover rates

The year to Feb 2021 had the lowest rate of AU workers changing jobs since 1972

7.5%



Pre-pandemic, turnover sat at around

10.9%



Wellbeing to be prioritised

Over 1/3 of workers consider their employer the main source of mental health support.

37%



Almost half of AU workers were already experiencing mental health challenges before the pandemic

Employees are ready for change and one size 'fits nobody'

The pandemic has led to employees **rethinking purpose** in their work (and life more broadly)



Employers need to design an EVP that recognises how nuanced employee preferences are and dial up relevant levers

Melville Way

Inclusion and belonging are key ingredients to a successful organisation in today's world. An organisation which can attract and retain happy and healthy employees delivering excellent customer service in a safe and empowering environment. An organisation which enjoys high-performing teams, agility and which delivers better business outcomes.

Four-year plan – 2023 to 2027

Initiatives supporting:

1. People with disability
2. First Nations people
3. Women
4. People of diverse sexualities and genders
5. Culturally and linguistically diverse people
6. Young People
7. Over 55's





“We Belong” Plan Initiatives focused on Women





Highlights

- Women in Leadership Program for current and aspiring female leaders. Equipping aspiring female leaders with confidence and support to apply and step into future leadership roles.
- Confidential and supportive menopause program.
- Succession planning for high performing women for senior leadership positions.
- Annual gender pay gap audits.
- Paid parental leave focused on the primary carer and available to both male and female employees. *Includes return to work leave.*
- Family and domestic violence leave and training for leaders on recognising, supporting and referring.
- Mandatory training on sexual harassment.
- Annual organisation-wide celebration of International Women's Day.
- Participation in DCA's Inclusive Employer Index survey.



Why should we belong?



Thank You



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Melville