

Dr Alan Charlton, PhD
Principal Research Officer
Community Development and Justice Standing Committee
Legislative Assembly, Parliament House
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West Perth WA 6005

via email: lacdjsc@parliament.wa.gov.au

Dear Dr Charlton and Committee Members

With only 18 per cent of the mining industry made up of women, and with less than one in five being managers, we know that women in male dominated workplaces are at higher risk of sexual harassment as cited by the Respect@Work: Sexual Harrasment National Report (2020).

We also know that more women on site and in senior roles leads to better workplace characteristics. This in turn improves workplace culture, increases safety outcomes and reduces the risk of workplace sexual harassment and assault.

The Equal Opportunity Commission prompted the formation of the inaugural group of CEOs for Gender Equity in 2012. Since 2016 we have grown to represent more than 50 CEOs from the corporate, not-for-profit and government sectors. CEOs for Gender Equity's vision is to boost women's workforce participation, lift productivity and increase economic growth by sustainably improving gender equity. We aim to inspire and influence other CEOs to "get gender on the agenda" by making commitments to gender equity to improve workplace characteristics and practices. We are a CEO-led membership organisation that is action-oriented, evidence-based and re-frames gender equity as a talent and business opportunity. We definitely don't aim to 'fix' women.

Our members acknowledge that change starts at the top. We engage CEOs to:

- Appoint more women to senior roles
- Conduct yearly gender pay gap audits and report results to the Executive and the board
- Remind ourselves that not all women need to behave like men to get promoted
- Equip leaders to dismantle systemic and discriminatory barriers
- Accept that more women have increasingly high levels of education, are joining the workforce in huge numbers and are wielding enormous spending power
- Find ways to maximise these giant societal shifts as market and talent opportunities

Members of CEOs for Gender Equity collectively have outpaced, on average, gender equity outcomes for workplaces. The attached end of year report highlights the difference between CEOs for Gender Equity companies and the broader State and National business community.

I am seeking an opportunity to present in person to the Committee and provide examples of good practices being undertaken by our members.

I can be contacted at _____
Committee's work.

_____ and I look forward to supporting the

Yours sincerely

Tania Cecconi
Executive Officer