



WOMEN'S JOB — CREATION FORUM / 2020

AGENDA

Tuesday 11 August

9.15 – 9.20am	Welcome – Women's Job Creation Forum MC, Helen McCabe
9.20 – 9.25am	Welcome to Country – Aunty Donna Ingram
9.25 – 9.35am	Minister for Women Launch Minister for Foreign Affairs and Minister for Women, Senator the Hon Marise Payne
9.35 – 9.45am	State of Play: Women in the Workforce Libby Lyons, Director, Workplace Gender Equality Agency
BREAK – 15 mins	
10.00 – 11.00am	Panel Session 1: 'Jobs for Women – Creating Opportunities for All' <ul style="list-style-type: none">– STEM – Prof Lisa Harvey Smith, Women in STEM Ambassador– Construction – Denita Wawn, CEO, Master Builders Australia– Placement and training models – Mikaela Stafrace, CEO, Women CAN– STEM – Laura Tyler, Chief of Geoscience and Asset President, Olympic Dam, BHP– Safe workplaces – Kate Jenkins, Sex Discrimination Commissioner
11.00 – 11.30am	Panellist Q&A – including virtual questions from the 'floor'
BREAK – 45 mins – Case studies highlight reel	
12.15 – 1.15pm	Panel Session 2: 'Making Work Flexible for All' <ul style="list-style-type: none">– Normalising flexible work – Stephanie Reuss and Victoria Stuart, CEOs, Beam– Rural women – Rechelle Leahy, National Rural Women's Coalition– Flexibility and diversity – Melinda Cilento, CEO, CEDA– STEM – Dr Bronwyn Evans, CEO, Engineers Australia
1.15 – 1.45pm	Panellist Q&A – including virtual questions from the 'floor'
1:45 – 2.00pm	Closing Session – Reflection by Women's Job Creation Forum MC, Helen McCabe

s47C & s47E(d)

0925 – 0935

Minister for Women Marise Payne

0935 – 0945

State of Play: Women in the Workforce – Libby Lyons, Director, WGEA

WGEA promotes and improves gender equality in Australian workplaces by working with employers to provide advice, practical tools and education to help them improve their gender

performance. WGEA also works with employers to ensure they comply with reporting requirements under the Workplace Gender Equality Act 2012. It then uses this data to develop benchmarking reports.

s47C, s47E(d)

Libby Lyons was appointed Director of WGEA in October 2015. She oversees the process that gathers gender equality data from more than 10,000 employers, covering more than 4 million employees. Libby has initiated a strategy to maximise the Agency's dataset. This is expanding the reach and impact of gender reporting nationally and internationally. Prior to joining WGEA, Libby worked in corporate affairs and government relations, including leading BHP's Olympic Dam corporate affairs division, as well as senior roles at Atlas Iron, Alcoa, the Western Power Corporation and Telstra.

s47C, s47E(d)

On the panel we have:

1. Prof Lisa Harvey Smith, Women in STEM Ambassador
2. Denita Wawn, CEO, Master Builders Australia
3. Mikaela Stafrace, CEO, WomenCAN
4. Laura Tyler, Chief of Geoscience and Asset President, Olympic Dam, BHP
5. Kate Jenkins, Sex Discrimination Commissioner

s47C, s47E(d)

The first ~~panelist~~panellist is:

Professor Lisa Harvey Smith

Lisa is an astronomer and Professor at UNSW. She is also the government's Women in STEM Ambassador. She is a member of the Australian Space Agency's Advisory Committee and has previously worked as CSIRO's project scientist for the Square Kilometre Array – a continent-spanning next-generation radio telescope that will survey billions of years of cosmic history. Lisa was a presenter on ABC's Stargazing Live and has appeared on stage with Apollo astronauts including Buzz Aldrin. She is a regular science commentator on TV and radio and author of *When Galaxies Collide* and bestselling children's book *Under the Stars: Astrophysics for Bedtime*.

s47C, s47E(d)

Denita Wawn - CEO Masters Builders Australia

DW was appointed Chief Executive of Masters Builders Australia in 2017. She has 20 years' experience as an advocate for industry and employers. Her previous roles include CEO of the Brewer's Association and Deputy CEO of the National Farmers' Association and Executive Director of Australian Hotels Association in Tasmania.

s47C, s47E(d)

Mikaela Starfrace CEO, WomenCAN Australia

WomenCAN Australia is dedicated to assisting women and girls to attain financial independence and autonomy through education, skills development and supported pathways into employment.

It connects qualified tradeswomen to places where vulnerable women are accommodated for the purpose of providing facilities maintenance and support services.

Mikaela is an MBA-qualified lawyer, who has spent years providing insurance, risk, governance and regulatory compliance advice. She has served as a company director on government boards & industry associations and was Chief Examiner for insurance law at Monash & Melbourne Universities.

In 2019, she founded a social enterprise called WomenCAN Australia and a charity called The Placement Circle. The mission for The Placement Circle is to assist women become employment capable by connecting peer supported communities of women, with vocational training and onto employment. The first pilot is being rolled out at Chisholm Institute in Dandenong.

In 2020, Mikaela was awarded a Myer Innovation Fellowship to continue her work.

s47C, s47E(d)

Laura Tyler Chief Geoscience and Asset President, Olympic Dam, BHP

Laura joined BHP in 2004. After starting her career in the British civil engineering industry, she has over 25 years international experience in mining working across operations spanning civil engineering, open pit mining and underground mining.

In July 2018, Laura was appointed Asset President of Olympic Dam with responsibility for the safe and sustainable operation of one of the world's most significant polymetallic orebodies producing copper, uranium, gold and silver in remote South Australia.

Prior to this, Laura served as Chief of Staff to the CEO for BHP, as Asset President of the Cannington Mine in Queensland, and held other technical and operational roles in Canada and in London. Before joining BHP, Laura worked for Western Mining Corporation, Newcrest Mining and Mount Isa Mines.

s47C, s47E(d)

BHP is a world-leading resources company. Its purpose is to bring people and resources together to build a better world.


s47C & s47E(d)



Kate Jenkins Australia's Sex Discrimination Commissioner

| Since taking on the job in 2016 Kate Jenkins has led the national inquiry into Sexual Harassment in Australia workplaces and the Australian Human Rights Commission's collaborative project on cultural reform in the Australian Defence Force. Prior to joining the Commission, Kate spent three years as the Victorian Equal Opportunity and Human Rights Commission. In that role, she held an Independent Review into Sex Discrimination and Sexual Harassment including predatory behaviour in Victoria Police

s47C, s47E(d)



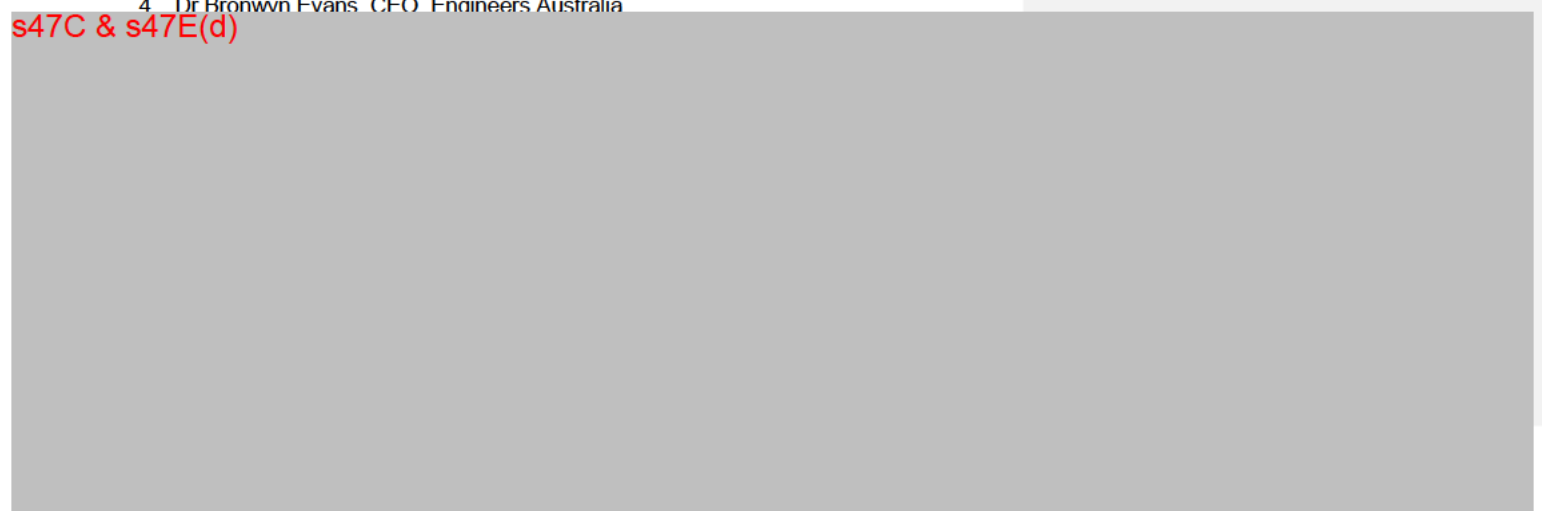
s47C, s47E(d)



On the panel we have:

1. Stephanie Reuss and Victoria Stuart, CEOs, Beam
2. Rechelle Leahy, National Rural Women's Coalition (NRWC)
3. Melinda Cilento, CEO, CEDA
4. Dr Bronwyn Evans, CEO, Engineers Australia

s47C & s47E(d)



Stephanie Reuss and Victoria Stuart

Our first panellists are the co-founders of Beam an organisation helping part-workers find career worthy roles. Stephanie runs the operations and client services for Beam and is proud of her role as advocate for better flexible working for all. Stephanie transitioned to the start-up world from a corporate career of more than 16 years. She has worked in New York, London, Melbourne and Sydney. Her roles include corporate finance, management consulting, futures trading and was prior to Beam, Managing Director for CEB's (now Gartner) Australia & NZ business. Beam's purpose and impact, and wonderful team drives Stephanie every day.

Victoria leads the product & technology development at Beam, creating practical solutions that deliver more flexible workplaces and greater workforce participation. She has a career spanning 20 years in technology development and sales. She has worked with some of the world's largest brands including Accenture, Digitas and Google Australia and established and launched the London office for the New York based eCommerce agency, Createthe Group. Prior to Beam, she led and managed technology and media sales teams at Google Australia.

s47C, s47E(d)

Rechelle Leahy Independent Director and current Vice President, National Rural Women's Coalition Board

Ms Rechelle Leahy provides specialist advice to government and other institutions on policy, strategy, research and advocacy in key areas of social policy including gender equality, rural and regional workforce planning and employment, and technological and communications access focussing on the needs of rural, regional and remote women and girls of Australia through Board roles and her business RegionalCollab.

In 2018 and 2019 Rechelle represented civil society in New York, at the United Nations – Commission for the Status of Women as an Independent Director of the NRWC. In October 2018, Rechelle was appointed by the Australian Government as an Employment Facilitator with the then Department of Jobs and Small Business for the Northern Inland region of NSW and was nominated for the Pro Bono Australia Impact25 Awards in 2018 and 2019 and was

listed on the Australian Financial Review 100 Women of Influence – Rural and Regional in 2019.

s47C, s47E(d)

Melinda Cilento - CEO, Committee for Economic Development of Australia (CEDA)

CEDA identifies policy issues for Australia's future and pursues solutions to deliver better economic, social and environmental outcomes. It boasts more than 700 of Australia's leading businesses, govt departments and academic institutions. Melinda is a company director, economist and senior executive. She is a NED of Australian Unity & a co-chair of Reconciliation Australia. She was previously a NED of Woodside Petroleum, a Commissioner with the Productivity Commission and Deputy CEO with the Business Council of Australia. She has held roles with the Department of Treasury and the IMF.

s47C, s47E(d)

Dr Bronwyn Evans CEO Engineers Australia

Engineers Australia is the largest and most diverse body of engineers in Australia. As Australia's principal engineering association it serves and represents around 100,000 professionals at every level, across all fields of practice.

Dr Bronwyn Evans is the CEO Engineers Australia, the Chair of the Building 4.0 Co-operative Research Centre, a Director of the Australia-Japan Foundation and was recently the CEO of Standards Australia and a Vice President (Finance) of the International Standards Organisation. Dr Evans has previously held positions in innovation initiatives, including as Chair of MTPConnect. Dr Evans has over 35 years' experience in various engineering roles.

s47C, s47E(d)

Engineers Australia is the largest and most diverse body of engineers in Australia. As Australia's principal engineering association it serves and represents around 100,000 professionals at every level, across all fields of practice.

s47C, s47E(d)

WOMEN'S JOB CREATION FORUM

DRAFT ANNOTATED AGENDA

MASTER OF CEREMONIES, HELEN McCABE

ITEM	TOPIC	TIMING
1.	<p>Welcome and Welcome to Country</p> <ul style="list-style-type: none"> • <i>Introduce yourself as master of ceremonies and facilitator</i> • <i>Welcome to Country – Aunty Donna Ingram</i> • <i>Welcome guests and panellists</i> • <i>Special welcome to Senator the Honourable Marise Payne, Minister for Women.</i> • <i>Introduce the agenda and aims of the forum.</i> <p><i>We are very pleased to have you join us today – virtually – to share experiences and ideas to support job creation and increase women's workforce participation, in the COVID-19 economic recovery context.</i></p> <p><i>Signpost agenda:</i></p> <ul style="list-style-type: none"> ○ <i>Minister for Women launch</i> ○ <i>State of Play: Women in the Workforce, Libby Lyons, Director of the Workplace Gender Equality Agency</i> ○ <i>Panel Session 1: Jobs for Women – Creating Opportunities for All.</i> ○ <i>Panel Session 2: Making Work Flexible for All</i> ○ <i>Closing session – Reflection by facilitator</i> <p><i>We hope today will foster collaboration and allow you to learn and borrow from each other's successes, establishing partnerships that generate jobs and opportunities for Australian women.</i></p> <ul style="list-style-type: none"> • <i>Housekeeping</i> <ul style="list-style-type: none"> ○ <i><how to ask questions and contribute, use mute, mobile phones on silent etc></i> 	9.15 – 9.25am
2.	Minister for Women Launch	9.25 – 9.35am
3.	State of Play: Women in the Workforce – Libby Lyons, Director, WGEA	9.35 – 9.45am

Commented [HK1]: Information from event provider

	BREAK	15 mins
4.	<p>Panel Session 1: ‘Jobs for Women – Creating Opportunities for All’</p> <p>Aims</p> <ul style="list-style-type: none"> • <i>Discuss how to broaden and create new job opportunities and job pathways for women, including in male-dominated industries such as construction and mining; and jobs for the future</i> • <i>Showcase innovative practices that increase women’s workforce participation and job opportunities</i> <p>Panel</p> <ul style="list-style-type: none"> ○ STEM – Prof Lisa Harvey Smith, Women in STEM Ambassador <p>The Ambassador’s role is to increase participation of women and girls in Science, Technology, Engineering and Mathematics (STEM) studies and careers by driving cultural and systemic change towards gender equity in STEM.</p> <p>Women make up only 17 per cent of STEM-qualified workforce in Australia, yet STEM jobs are growing faster than other careers.</p> <p><i>How do we create a pathway for women and girls to have STEM careers and address the leaky pipeline to retain women in STEM?</i></p> <p><i>How do we better incentivise women’s participation in STEM industries?</i></p> <p><i>Are there cultural barriers we need to think of new ways to overcome?</i></p> <ul style="list-style-type: none"> ○ Construction – Denita Wawn, CEO, Master Builders Australia <p>The construction industry is Australia’s second largest industry, providing the most full-time jobs and training the most apprentices. The industry is also Australia’s most segregated by gender, with women only comprising 12 per cent of employment – a statistic that hasn’t changed much in 30 years.</p> <p><i>How do we make it easier and attractive for women to enter, remain and succeed in construction and other male-dominated industries?</i></p>	10.00 – 11.00am

	<p><i>What do we need to do differently, to better encourage/attract women into traditionally male-dominated sectors and industries?</i></p> <p><i>How do we ensure the workplace practices of companies consider the needs of everyone in workforce?</i></p> <p><i>How do we ensure women in male-dominated industries (and the broader workforce) are offered the same opportunities to move into leadership positions as men?</i></p> <p>○ Placement and training models - Mikaela Stafrace, CEO, WomenCAN</p> <p>WomenCAN Australia is dedicated to assisting women and girls to attain financial independence and autonomy through education, employment and the encouragement that comes from a shared lived experience.</p> <p><i>How important is it to link training directly with a placement and how does peer support further improve outcomes?</i></p> <p>○ STEM - Laura Tyler, Chief of Geoscience and Asset President, Olympic Dam, BHP</p> <p>BHP is a world-leading resources company. Its purpose is to bring people and resources together to build a better world. Laura Tyler's international experience spans the mining and civil engineering industries across multiple disciplines including executive, operational and technical leadership, pre-feasibility and feasibility, project management, environmental compliance, and community and corporate affairs.</p> <p><i>What role can large multinational companies play in supporting women's workforce participation in Australia, and especially during times of economic hardship and of economic recovery?</i></p> <p>○ Safe Workplaces - Kate Jenkins, Sex Discrimination Commissioner</p> <p>A role of the Sex Discrimination Commissioner is to lead a number of projects at the Australian Human Rights Commission, including the recently released National Inquiry into sexual harassment in Australian workplaces and the Commission's collaborative project on cultural reform with the Australian Defence Force.</p> <p><i>What are the unseen ways in which workplace sexual harassment hinders women's opportunities in the workforce?</i></p>	
--	--	--

	<p><i>What opportunities exist to encourage and better support women's workforce participation?</i></p> <p><i>How much does workplace sexual harassment actually cost Australian businesses?</i></p> <p>Panellist Q&A – including questions from the 'floor'</p>	11.00 - 11.30pm
	<p>BREAK</p> <p>Pre-recorded messages highlighting support for women's employment and leadership opportunities</p>	45 mins
5.	<p>Panel Session 2: 'Making Work Flexible for All'</p> <p>Aims</p> <ul style="list-style-type: none"> • <i>Making work more flexible, including showcasing exemplar organisations that support flexible work for both men and women</i> • <i>Building on opportunities arising from the rapid pivot to at-home work in response to COVID-19</i> <p>Panel</p> <ul style="list-style-type: none"> ○ Normalising flexible work – Stephanie Reuss and Victoria Stuart, CEOs, Beam <p>Beam consults to some of Australia's top organisations to help make their workplaces more inclusive of different employees through improving the flexibility they offer.</p> <p><i>What sorts of changes have organisations made to improve flexibility in the workplace? Are particular practices or approaches more successful than others?</i></p> <ul style="list-style-type: none"> ○ Rural women - Rechelle Leahy, National Rural Women's Coalition (NRWC) <p>One of six National Women's Alliances, NRWC provides a collaborative voice for women living in rural, remote and regional Australia.</p> <p><i>Can you provide some examples of how women in rural, remote and regional Australia are using innovative ways of working that provides flexibility?</i></p>	12.15 – 1.15pm

	<ul style="list-style-type: none"> ○ Flexibility and diversity – Melinda Cilento, CEO, CEDA <p>CEDA identifies policy issues for Australia’s future and pursues solutions to deliver better economic, social and environmental outcomes for Australia.</p> <p><i>What are the benefits of increased diversity at an executive level and how do we improve on men taking up flexible work options?</i></p> <ul style="list-style-type: none"> ○ STEM – Dr Bronwyn Evans, CEO, Engineers Australia <p>Engineers Australia is the largest and most diverse body of engineers in Australia. As Australia’s principal engineering association it serves and represents around 100,000 professionals at every level, across all fields of practice.</p> <p><i>Flexible work can be a particularly difficult practice to model as the head of a large enterprise. How can companies and CEOs/leaders better role model flexible work to men and women? Is there a way to define flexible work differently?</i></p> <p>Panellist Q&A – including questions from the ‘floor’</p>	1.15 – 1.45pm
6.	Closing Session – Reflection by Facilitator	1.45 – 2.00pm