



DIVERSITY, EQUITY AND INCLUSION ROADMAP

JULY 2023 - JUNE 2026

GeelongPort

Acknowledgement of Country

GeelongPort thanks the Wadawurrung People, their connection to Wadawurrung Country and waters, continuing care of land, waters, rivers and sea. We thank the Elders past, present and future.

Coriyo is a part of Wadawurrung Country. A small part of land that's connected to the larger Country of Wadawurrung. We thank Bunjil the creator spirit, he watches over the lands, waters and coast of Wadawurrung Country. We thank the Wadawurrung People who take care of Country, and the spiritual connection and knowledge they hold with the lands.



Message from the CEO

GeelongPort is proud to commit to diversity, equity and inclusiveness throughout the workplace, with our inaugural Diversity, Equity and Inclusion Roadmap.

The roadmap builds on and supports our commitment to being anchored in safety and valuing a culture of teamwork so everyone can feel they belong.

As an organisation operating in Geelong for more than 150 years it is integral for our staff to be at the forefront of everything we do.

The roadmap is our first step to strengthening our workforce and ensuring they are engaged, capable and connected without bias and reflective of the Geelong community.



BRETT WINTER

GEELONGPORT CHIEF EXECUTIVE OFFICER

What's GeelongPort's unique case for change?

- Our Strategic planning is now underway to establish GeelongPort for future success.
- We are focused on building a workforce of Engaged and Capable People.
- Diversity, Equity and Inclusion has clear linkages with our Sustainability Activity (SDG Framework).
- The external talent market and future of work is shifting.
- Our people have spoken and believe in the power of inclusion.

GeelongPort's Diversity, Equity and Inclusion Statement

Building on our foundation of safety, we will ensure GeelongPort is a safe place to be and belong for all. We will focus on evolving our holistic approach to safety and wellbeing, where everyone has a right to come to work and go home safely. We will do this in a way that puts emphasises on psychological safety and satisfies the basic human need to connect and belong. Our workplace will be a place where people feel safe to be themselves and are welcomed and accepted for who they are.

We will connect a diverse and empowered workforce allowing people to learn and adapt. This culture of connection allows us to openly address barriers, assumptions and biases. The Geelong region has a breadth of diversity and our workforce will be representative of the community we operate within. By connecting people to each other and connecting their work to our strategy, we will foster purpose, meaning and inclusion.

We will ensure people are contributing to their full potential by focusing on capable people and decent work for all. We know that economies grow when more people have access to jobs and contribute productively. Every GeelongPort employee should be enabled to apply their strengths, develop their capabilities and tap into their potential to make a difference now and into the future. In doing so, we will continuously improve and ultimately make GeelongPort a better place for everyone.

Current GeelongPort policies

Prevention of
Bullying,
Harassment &
Discrimination
Policy

Parental
Leave
Policy

Equal
Employment
Opportunity
Policy

Family
Violence
Policy

Code of Business
Conduct & Ethics

Consultation

In 2021, GeelongPort engaged an external diversity and inclusion consultant to provide expertise in the development of GeelongPort first Diversity, Equity and Inclusion (DEI) Roadmap.

In December 2021, three ideation workshops were conducted by this consultant, involving 30 employees. The questions asked during this workshops were:

- Why does DEI matter to you?
- What curiosities do you have about DEI
- How will we know we have been successful when?

GeelongPort also added three inclusion questions to the 2021 and 2022 Employee Engagement Survey:

1. I feel like I belong at GeelongPort.
2. People from all backgrounds have equal opportunities to succeed at GeelongPort.
3. I can voice a contrary opinion without fear of negative consequences.

Employee Representative Group

A Diversity Equity and Inclusion Employee Representative Group (ERG) will be established by July 2023.

This cross-functional team will be chosen to review and monitor the program, taking on feedback from all parts of the organisation.

EMPLOYEE REPRESENTATIVE GROUP OBJECTIVES

- Review and Monitor DEI Roadmap
- Accountability for allocated actions
- Two way feedback to organisation

MEMBERSHIP

The GeelongPort DEI Employee Representative Group will include employees from a cross section of GeelongPort business operations, operational and head office team members. This program of work will be led by the GM Organisational Development and Head of Infrastructure Delivery.

MEETINGS

The group will meet every four weeks at a minimum for the first two months. To be reviewed in September 2023.

Meeting attendance may be in person or via suitable electronic means. Meeting attendance, including apologies will be noted in the minutes of each meeting.

Sustainable Development Goals

GeelongPort

WHAT ARE SUSTAINABLE DEVELOPMENT GOALS?

The Sustainable Development Goals (SDGs) aim to transform our world. They are a call to action to end poverty and inequality, protect the planet, and ensure that all people enjoy health, justice and prosperity.

In September 2015, the General Assembly adopted the 2030 Agenda for Sustainable Development that includes 17 Sustainable Development Goals (SDGs). Building on the principle of “leaving no one behind”, the new Agenda emphasizes a holistic approach to achieving sustainable development for all.

GeelongPort will measure our Diversity & Inclusion success by using four Sustainable Development Goals.

THE GOALS GEELONGPORT WILL MEASURE ARE:

3 GOOD HEALTH
AND WELL-BEING



Ensure healthy lives and promote wellbeing for all

4 QUALITY
EDUCATION



Achieve gender equality and empower all women and girls

8 DECENT WORK AND
ECONOMIC GROWTH



Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all

10 REDUCED
INEQUALITIES



Reduce inequality within and among countries

GeelongPort's commitment to diversity, equity and inclusion

DEI ACTION	COMMITMENT	TARGETED SUSTAINABILITY DEVELOPMENT GOALS
Safe place to be and belong.	Building on our foundation of safety, we will ensure GeelongPort is a safe place to be and belong for all. We will focus on evolving our holistic approach to safety and wellbeing, where everyone has a right to come to work and go home safely. We will do this in a way that hones inputs emphasis on psychological safety and satisfies the basic human need to connect and belong. Our workplace will be a place where people feel safe to be themselves and are welcomed and accepted for who they are.	Good health and wellbeing Gender equality Reduced inequalities
Connect a diverse and empowered workforce.	We will connect a diverse and empowered workforce allowing people to learn and adapt. This culture of connection allows us to openly address barriers, assumptions and biases. The Geelong region has a breadth of diversity and our workforce will be representative of the community we operate within. By connecting people to each other and connecting their work to our strategy, we will foster purpose, meaning and inclusion.	Good health and wellbeing Gender equality
Capable people and decent work for all.	We will ensure people are contributing to their full potential by focusing on capable people and decent work for all. We know that economies grow when more people have access to jobs and contribute productively. Every GeelongPort employee should be enabled to apply their strengths, develop their capabilities and tap into their potential to make a difference now and into the future. In doing so, we will continuously improve and ultimately make GeelongPort a better place for everyone.	Gender equality Decent work and economic growth Reduced inequalities

Action one

ACTION & SUSTAINABILITY DEVELOPMENT GOALS	COMMITMENT & GOALS	TIMELINE
<p>Safe place to be and belong</p> <p>Owner: Adam Le Guern</p>	<p>Building on our foundation of safety, we will ensure GeelongPort is a safe place to be and belong for all. We will focus on evolving our holistic approach to safety and wellbeing, where everyone has a right to come to work and go home safely. We will do this in a way that puts emphasis on psychological safety and satisfies the basic human need to connect and belong. Our workplace will be a place where people feel safe to be themselves and are welcomed and accepted for who they are.</p>	
<p>Good health and wellbeing</p> <p>Gender equality</p> <p>Reduced inequalities</p>	<p><u>Goal 1:</u> We will identify our initial baseline data showing the composition and experience (inclusion & belonging) of our workforce. Our aim is for our workforce to be a close reflection of the local community. Our inclusion and engagement scores will be aligned with external, industry benchmarks.</p>	<p>Inclusion and belonging reporting via employee engagement survey.</p> <p>Reporting on an annual basis.</p> <p>December 2023 December 2024 December 2025</p>
	<p><u>Goal 2:</u> We will develop our Innovate Reconciliation Action Plan.</p>	<p>July 2023 – July 2025</p> <p>In progress July 2023</p> <p>Report on annual basis</p>
	<p><u>Goal 3:</u> Expand wellbeing program and approach to overtly tackle psychological and psychosocial safety and ensuring zero tolerance for discrimination and harassment.</p>	<p>March 2023 – ongoing July 2023</p> <p>Evidence of progress and reported quarterly to employees via internal comms</p>

Action one continued...

ACTION & SUSTAINABILITY DEVELOPMENT GOALS	COMMITMENT & GOALS	TIMELINE
<p>Good health and wellbeing</p> <p>Gender equality</p> <p>Reduced inequalities</p>	<p><u>Goal 4:</u> We will conduct a policy audit & address gaps including the review of our uniform & PPE options with a diversity & inclusion lens.</p>	<p>November 2022 – July 2023 ongoing</p>
	<p><u>Goal 5:</u> We will conduct an expert review on our physical workplaces to ensure we meet accessibility standards and our workplace is designed with inclusion in mind.</p>	<p>December 2023 - July 2026</p>
	<p><u>Goal 6:</u> Explore and conduct training for all employees:</p> <ul style="list-style-type: none"> • Safe, respectful and inclusive workplace training 	<p>July 2023 - December 2024</p>

Action two

ACTION & SUSTAINABILITY DEVELOPMENT GOALS	COMMITMENT & GOALS	TIMELINE
<p>Connect a diverse and empowered workforce.</p> <p>Owner: Sinead Redmond</p>	<p>We will connect a diverse and empowered workforce allowing people to learn and adapt. This culture of connection allows us to openly address barriers, assumptions and biases. The Geelong region has a breadth of diversity, and our workforce will be representative of the community we operate within. By connecting people to each other and connecting their work to our strategy, we will foster purpose, meaning and inclusion.</p>	
<p>Good health and wellbeing</p> <p>Gender equality</p>	<p><u>Goal 1:</u> We will identify opportunities to connect with other Geelong/local businesses where we are uniquely placed to tackle shared DEI and RAP Goals.</p>	<p>Evidence of shared goals and activities will be communicated quarterly a year via internal comms</p> <p>External communication at least on year</p>
	<p><u>Goal 2:</u> We will put emphasis on decision making, ensuring a range of opinions and perspectives are considered and context is provided around key decisions that impact our employees. This includes exploring all the ways we connect (i.e. toolbox meetings) and find ways to create meaningful connection across teams.</p>	<p>Ongoing Measured via employee engagement survey and feedback loops with employees</p>
	<p><u>Goal 3:</u> We will improve communication and two-way engagement opportunities for all voices to be heard and respected. This includes scheduled events where employees can get to know one another and foster connection off the tools.</p>	<p>Ongoing Measured via employee engagement survey and evidence of events</p>
	<p><u>Goal 4:</u> We will provide employees with access to DEI, unconscious bias and inclusive leadership training and development opportunities.</p>	<p>June 2024 Delivered by external experts and offered at least on per year</p>

Action three

ACTION & SUSTAINABILITY DEVELOPMENT GOALS	COMMITMENT & GOALS	TIMELINE
<p>Capable people and decent work for all</p> <p>Owner: Samantha English</p>	<p>We will ensure people are contributing to their full potential by focusing on capable people and decent work for all. We know that economies grow when more people have access to jobs and contribute productively. Every GeelongPort employee should be enabled to apply their strengths, develop their capabilities and tap into their potential to make a difference now and into the future. In doing so, we will continuously improve and ultimately make GeelongPort a better place for everyone.</p>	
<p>Gender equality</p> <p>Decent work and economic growth</p> <p>Reduced inequalities</p>	<p><u>Goal 1:</u> We will develop ways to identify gender pay gaps and set plans to close any gaps.</p> <ul style="list-style-type: none"> • Update Parental Leave policy to include payment of superannuation for unpaid parental leave up to 12 months • Full Policy Review for inclusive language and specific inclusion of Aboriginal and Torres Strait Islander people, LGBTIQ + people, people with disability and people from all culture backgrounds • Conduct a Gender Pay Gap Review 	<p>Completed</p> <p>July 2023</p> <p>July 2023</p>
	<p><u>Goal 2:</u> Develop and implement a Diverse and Inclusive Recruitment Strategy.</p> <ul style="list-style-type: none"> • Review and update current recruitment procedures • Training in DEI recruitment • Apprenticeship program business case 	<p>March 2024</p> <p>January 2024</p>
	<p><u>Goal 3:</u> We will improve our supplier diversity and invest in social procurement strategies.</p>	<p>Ongoing</p> <p>Social procurement</p>
	<p><u>Goal 4:</u> We will provide equal access to opportunities and support career pathways and development opportunities. This includes establishing training & development policies and plans.</p> <ul style="list-style-type: none"> • Career Development • Industry Partners – eg other ports 	<p>July 2023</p> <p>Ongoing</p>
	<p><u>Goal 5:</u> We will establish relevant talent development and transition programs supporting people through early stages of their career, people returning to the workforce through to retirement</p>	<p>Ongoing</p> <p>Evidence of progress and reported on annually</p>

Communication, monitoring and reviewing

The GeelongPort logo, featuring the text "GeelongPort" in white on a teal background.

INTERNAL

The Diversity, Equity and Inclusion Employee Representative Group will meet bimonthly to review progress on the roadmap and will provide half yearly updates on the DEI Roadmap progress via Port Outlook and Business Update.

GeelongPort will review the DEI Action Roadmap on an annual basis.

The GM Organisational Development Lead with the Diversity Equity and Inclusion Employee Representative Group will complete the review in June 2024 and June 2025. Consideration will include data collected throughout the period via plan initiatives, policy reviews and employee engagement survey feedback.

Any changes to the current roadmap will be considered in line with any statutory legislation changes and consulted via the Diversity, Equity & Inclusion Employee Representative Group.

Internal Communication planning will also be confirmed to ensure all GeelongPort Employees are informed via Port Outlook and Business Updates

EXTERNAL

GeelongPort will ensure compliance with the Legislative requirements through with annual reviews by:

- Workplace Gender Audit conducted by external provider.