



# AUSTRALIAN LOGISTICS COUNCIL

## Speaking Notes for Alex Badenoch Opening of the ALC Diversity and Inclusion Summit

Ladies and gentlemen, welcome to the ALC Diversity and Inclusion Summit.

Thank you for your interest in this important issue facing our industry.

I'd like to share with you what new Canadian Prime Minister Justin Trudeau said in his first press conference.

When asked why he thought it was important to have a gender balanced Cabinet, his three-word answer was straight, simple and to the point.

*"Because it's 2015."*

Today represents the beginning of ALC's journey to work with its members to bring our workforce into 2015.

It is our first step towards making our industry more diverse and more inclusive.

Our aim is to ensure our industry has the best possible talent working across all parts of the supply chain.

As the Director of Human Resources at Asciano, this is an issue close to my heart.

Personally, I am proud of the effort my organisation is making to address this issue.

But I am the first to admit, we need to do more.

As an industry, we need to do more.

Today's Summit is a valuable starting point to tackle some important challenges.

For example, how do we attract, retain and support women in our industry?

How do we widen the recruitment pool to help bring a new perspective to the industry?

And how do we go about achieving greater equality in the industry?

Today's Summit will aim to identify some strategies to address these issues.

Each of us will have differing opinions as to why it's important that we bring more women into the industry.

From my perspective, it is about bringing different talents to the workplace.

It is about having different outlooks – be it around the board room table, behind the wheel or on the waterfront.

It is about equality and recognising people's different skills.

And it is about ensuring men and women across the supply chain have access to the same opportunities, so we can build a stronger, more prosperous and more innovative industry.

The figures you heard in the video are confronting, and so they bear repeating.

Throughout our industry, there are approximately four times more male managers than female managers.

Women make up only 13 % of transport company board directors, ranking us 14th out of 20 industries.

In the wider transport workforce, women make up only one in five employees.

Earlier this month, the Workplace Gender Equality Agency published its Employer of Choice for Gender Equality citation holders 2015.

Of the 90 organisations recognised, only two are ALC Members – Holding Redlich and Telstra.

This figure is all the more concerning when you consider the logistics industry employs some 1.2 million Australians across thousands of businesses.

We need to overcome this gender imbalance for our industry to thrive in the future.

*We need more people like Jane Sherrick in our industry.*

Jane is Asciano's Operations Advisor at the Port of Brisbane.

Jane came to what was Patrick 14 years ago, starting in maintenance.

She has since worked her way through to HR and Safety and now into Operations.

Jane credits her career progression on the challenges and changes she faces on a daily basis, and the talented people she gets to work with.

*We need more people like Marion Kloos in our industry.*

Marion is the National Vessel Services Manager for DP World.

She works with the commercial, operations and scheduling teams at the Port of Melbourne.

Marion is a believer in the four circles theory in which you try to balance work, family, community and self-development by having them overlap.

In the long term, Marion would like to move around DP world's global network of terminals and build on her Australian experience.

*And we need more people like Charlotte Brabant in our industry.*

Charlotte is the Development Manager for the GPT Group.

Charlotte recently returned to work part time after having a child.

With the support of her employer, Charlotte has entered into a flexible work arrangement which allows her to balance work and home.

In Charlotte's words, it is reassuring to know that she has her employer's support so she can achieve a balance between her work and personal life.

I am looking forward to hearing more stories like these today, and learning how we can apply positive learnings across each of our businesses.

ALC will capture actions from today's discussions, which will form the basis of their annual work plan that will go to its board.

Ladies and gentlemen, I would like to acknowledge ALC Chairman Don Telford for his personal commitment to this issue.

Earlier this year, Don announced at the ALC Forum that ALC was expanding its policy focus to support practical ways to get more young people and women into the logistics workforce.

He called it one of the most pressing issues facing our industry and emphasised the need to be proactive to address it.

I am proud to be the Chair of the ALC People Committee, which has been tasked to tackle this issue.

I also thank sponsors of today's Summit.

- Asciano
- Lycopodium
- NSW Ports
- Qube

Thank you also to our supporters:

- The Chartered Institute of Logistics and Transport
- Victorian Transport Association
- Victoria University's Institute for Supply Chain and Logistics

- National Association for Women in Operations
- Women's International Shipping and Trading Association
- White Lion and Open Family Association

On behalf of ALC, thank you for your support.

Let's look at some of the issues we will be discussing today.

Session 1 is starting the conversation.

In this session we will hear from two inspirational speakers – Kathryn Fagg, Board Member of the Reserve Bank and Nicola Wakefield Evans, Non-Executive Director at Toll.

Session 2 is Building Insights, featuring four eminent speakers across the supply chain.

Session 3 is Unconscious Bias and its Impact on Diversity which showcases the CEOs from Toll, DP World, GS1 Australia and the Hunter Valley Coal Chain Coordinator.

And finally after lunch we break into workshops to discuss four separate issues.

ALC Managing Director Michael Kilgariff will speak more about these workshops later in the day.

It now gives me great pleasure to introduce our first two guest speakers.

Kathryn Fagg is an experienced chair, board member and senior executive.

She has worked across a range of industries, from resources, to manufacturing and logistics, as well as banking and professional services.

Kathryn is a member of the board of the Reserve Bank of Australia.

She knows our industry well, having worked with Linfox from 2009 through 2011, primarily as President FMCG.

Also joining us this morning is Nicola Wakefield Evans.

Nicola is a non-executive director of Toll Holdings Limited, Macquarie Group, Lend Lease and BUPA.

She was a partner of King & Wood Mallesons for 20 years.

We are privileged to have both Nicola and Kathryn joining us today to set the scene for what promises to be a fascinating day of discussion, debate and most importantly, action.

Please make Nicola and Kathryn welcome as they join me to discuss what our diversity challenges are, and why they matter.

Thank you.