



AUSTRALIAN LOGISTICS COUNCIL

Speaking Notes for Jenny McAuliffe Opening of the ALC Diversity and Inclusion Summit Thursday 10 November 2016

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

On behalf of the ALC People Committee, which I proudly chair, I would like to thank you for your attendance and your interest in making the logistics industry more diverse and inclusive.

Your attendance at this ALC event is testament to the wide level of support across our industry to address this important issue.

Our goal is to ensure that as an industry, we have the best possible talent working across all parts of the supply chain.

This is important because the logistics industry employs over 1.2 million Australians and represents 8.6%, or \$132 billion, of the national economy

For our industry to grow and prosper in the future, we need to do more to attract, retain and support a more diverse workforce, across all parts of our businesses.

As an industry, we need to work together to better understand how we can widen the recruitment pool to help bring a new perspective to the industry.

And, as an industry, we need to achieve greater equality in the industry across a range of areas.

The aim of today's Summit is to identify some strategies to address these issues, and to build upon the work that has taken place since last year's Summit.

Specifically, we will look at how the logistics industry attracts women, youth and Indigenous people to the logistics industry, and how we can better retain and support those already working in the sector.

As the Executive General Manager People with the Australian Rail Track Corporation, this issue is close to my heart.

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

For example, we have been successful in working with the Anti-Discrimination Board of NSW to specifically hire women for track maintenance roles in the Hunter Valley and Goulburn.

The rail industry is heavily male-dominated and our workforce, particularly in the field, is largely male.

When we have recruited for track roles in the past, the vast majority of applicants are male.

That's why we are recruiting exclusively women for these roles.

It's good for our business, our industry and the local communities we work in.

I am sure many of you have similar examples of proactive campaigns to make our industry more diverse and inclusive, and I am looking forward to hearing these today.

Despite our successes, we need to do more.

Statistics show women are seriously underrepresented in senior management roles, board positions and more generally across the wider transport and logistics workforce.

Women make up only around a fifth of the workforce in transport, postal and warehousing sector.

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

Across the economy, men are also better remunerated in both base pay and total remuneration.¹

According to the² Workplace Gender Equity Agency, women who work full-time need to work **more** than 14 months on average to earn the same as men earn in a year.

On average, women retire with just half the superannuation savings of men.

Today's Summit will focus what practical measures can be put in place to tackle these and other issues.

Each of us will have differing opinions as to how we can make our industry more inclusive and diverse.

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

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

¹ Source, WGA, https://www.wgea.gov.au/sites/default/files/BCEC_WGEA_Gender_Pay_Equity_Insights_2016_Report.pdf

² Source, WGEA, <https://www.wgea.gov.au/media-releases/equal-pay-day-8-september-2016>

And it is about ensuring men and women, young people and Indigenous People have access to the same opportunities, so we can build a stronger, more prosperous and more innovative industry.

We are fortunate to have a wide array of speakers from both inside and outside our industry to address these and other issues today.

I am looking forward to learning how we can apply positive learnings across each of our businesses.

I warn you now it will be a busy and long day!

But that serves to demonstrate the wide range of issues that we as an industry need to address.

Some of the highlights include:

- Building Capability through Diversity and Inclusion
- Making Indigenous youth part of the diversity & inclusion agenda
- Better information sharing to encourage greater female representation in frontline roles
- DP World and the White Ribbon Foundation
- Pay Equity Leadership Programme
- Unconscious bias

I also thank sponsors and supporters of today's Summit.

Without your support and involvement, today would not be possible.

They are:

- NSW Ports
- Qube
- Australian Super
- Brookfield Rail
- ARTC
- The Chartered Institute of Logistics and Transport
- National Association of Women in Operations
- Supply Chain and Logistics Association of Australia
- Workplace Agenda Equality Agency
- Women in Supply Chain
- Telstra

I also thank all of speakers who have taken time out of their busy schedules to join us here today.

Ladies and gentlemen, it now gives me great pleasure to introduce our first guest speaker who is delivering the opening address.

Professor Gillian Triggs is the President of the Australian Human Rights Commission.

She has a long and distinguished legal and academic career spanning both Australia and overseas.

In 2012, Professor Triggs retired as Dean of the Sydney Law School to take up her appointment as the President of the Australian Human Rights Commission.

The Australian Human Rights Commission is a strong and powerful advocate for action in addressing the issues we will be talking about at this Summit.

In 2014 the Commission's Diversity Strategy³ included the following passage which I would like to quickly read out:

A diverse workforce with a range of different backgrounds and perspectives provides us with a broader range of ideas and insights to draw on in decision-making and policy development. Diversity makes good business sense. A workplace that reflects the Australian community will understand its clients better, which will lead to improved service and a more inclusive community for all.

There can be no better person than Professor Triggs to provide today's keynote address, and to lay the groundwork for what I am sure will be an invigorating and thought provoking day.

Please welcome Professor Gillian Triggs to the stage...

ENDS

³ <https://www.humanrights.gov.au/sites/default/files/document/publication/diversity-strategy-2014.pdf>