

Gender Equality: Making it Happen

There is a lot of public debate about the urgent need for gender equality. Some organisations have already brought about fundamental change. How have they done this? Is it enough and what else can be done?

Join Women in Finance, the Institute of Chartered Accountants and Victorian Women Lawyers on Wednesday, 27 August to hear three inspiring and knowledgeable speakers on gender equality, the Hon Rob Hulls, Sally Macindoe and Kim Schmidt who have already contributed to significant change.

Our panel will discuss:

- Do people really understand the business case?
- Can flexible working really work? If so, when and how?
- Are quotas the answer? Are targets the answer?
- Are women being sufficiently supportive of other women?
- What can be done to avoid unconscious bias?

Our speakers



Hon Rob Hulls In his state political career, Hon Rob Hulls held the offices of Attorney-General; Minister for Manufacturing Industry and Minister for Racing, Minister for WorkCover, Minister for

Planning and Minister for Industrial Relations. As Attorney-General, Rob was an active champion of diversity both within the legal profession and more generally in the business community. During the term of his appointment Victoria led the way in the number of women appointed to the judiciary – with almost half of the appointments during the first 7 years of his term being awarded to women, resulting in an average of 33% female representation of Victorian judges and magistrates by 2008. Other initiatives designed to achieve equal opportunity in the workplace included a review of briefing arrangements by firms on the Government's Legal Services Panel and, following the introduction of reporting on briefing arrangements, the overall percentage of briefs to women barristers under panel arrangements increased from 42% in 2003/4 to 52% in 2005/6. As a member of the Ministerial Council for Corporations, Rob advocated for ASX listed companies to report on board diversity and recruitment processes.

In October 2012 Rob was appointed Adjunct Professor at RMIT and was invited to establish the new Centre for Innovative Justice, where he has continued work that includes addressing a number of issues of significant importance to those who value diversity inclusion.



Sally Macindoe Sally Macindoe is a Partner, the immediate past Chairman and current Global Head of Diversity & Inclusion at Norton Rose Fulbright. She is also currently the national leader of Norton

Rose Fulbright Australia's environment and planning practice. Sally was named the Diversity Leader for the Advancement of Women by the Equal Opportunity for Women in the Workplace Agency at their 2011 Business Achievement Awards, Female Partner of the year at the 2012 Lawyer's Weekly Women in the Law Awards in recognition of her leadership in the diversity area, National Australia Bank Women's Agenda Change Champion in 2013 and was a finalist in the 2013 AFR/Westpac 100 Women of Influence awards in the Diversity category. In her time in leadership positions, Sally has been instrumental in achieving the following at Norton Rose Fulbright Australia:

- An increase in female Partners from 9% in 2005 to 22% in 2014 (with 30% working flexibly)
- An increase in female Senior Associates to 65%
- Equalised turnover by gender
- An increase in the percentage of all female staff successfully working flexibly from 19% to 26% over the last four years
- Five awards at the 2013 Euromoney LMG Australasian Women in Business Law Awards including best diversity initiative for Norton Rose Fulbright Australia's Unconscious Bias training program and best international firm for Work Life Balance.



Kim Schmidt Kim Schmidt is an experienced executive who has held senior leadership roles in both Australia and South Africa, including as the Human Resource Director for Woolworths. At Woolworths,

Kim's role covered the broad spectrum of human resource disciplines for more than 190,000 employees across Australia, New Zealand, India, Hong Kong and China. Kim was a key driver of the Diversity agenda at Woolworths, which led to the delivery of flexible working principles, mentoring programs, implementation of paid maternity leave and management job share initiatives. She has been influential in encouraging leaders to support the career progression and retention of women, growing the number of women in executive roles substantially. This was recognised when Kim was awarded the 'Diversity Leader for the Advancement of Women' as part of the 2009 EOWA Business Achievement Awards and Woolworths was highlighted as an organisation that had broken the cycle in Bain & Company's 2013 report titled: *Creating a positive cycle: Critical steps to achieving gender parity in Australia*. Kim is currently the Human Resources Director for Grant Thornton nationally.

Event details

When Wednesday, 27 August 2014

Where RACV, 501 Bourke Street
Melbourne VIC 3000

Time 12.00 – 2.00pm

Cost Member: \$100 (incl. GST)
Non-member: \$120 (incl. GST)
Table of 10: \$900 (incl. GST)

RSVP Tuesday, 19 August 2014

How to register:

www.vwl.asn.au