

9:30am	Welcome and introduction – Julie McKay, Executive Director, UN Women Australia Overview of the day – Narelle Hooper and Catherine Fox, <i>Financial Review</i> BOSS magazine
9:40am	Official welcome – Hon. Kate Ellis MP, Minister for the Status of Women and Welcome to Country, Michael West, Cultural Representative of Metropolitan Local Aboriginal Land Council
10:00am	On target: Taking action to make a positive difference to women Gail Kelly, CEO, The Westpac Group
10:30am	Morning tea
10:50am	The state of gender equality in Australia on International Women's Day: What more needs to happen? Elizabeth Broderick, Sex Discrimination Commissioner
11:15am	Panel: Gender equity in the workplace: How to effect change Panellists: Rachel Slade, Head, Diversity and Flexibility, The Westpac Group; Elizabeth Broderick, Sex Discrimination Commissioner; Helen Nugent, non-executive board director; and Peter Wilson AM, National President, Australian Human Resources Institute
12:15pm	Women's Empowerment Principles and Celebrating 100 Years Julie McKay, Executive Director, UN Women Australia
12:40pm	The perspectives of the male champions of change Stephen Fitzgerald, Co-CEO and Managing Director, Goldman Sachs & Partners Australia; Gordon Cairns, Board Director, The Westpac Group; and Peter Wilson AM, National President, Australian Human Resources Institute
1:10pm	Lunch
1:45pm	Syndicate groups (professionally facilitated and scribed) The aim is to produce a gender equity blueprint for the next 5-10 years. Participants will move into groups to discuss the following questions:
	1 How will we implement the seven Women's Empowerment Principles?
	2 How do we redesign work and workplaces?
	3 What government policies need reframing and how will these changes be effected?
	4 What can we do to effect change as individuals, as well as within our organisations?
	5 What could be the 5 and 10 year gender equity plans for Australia? What are the measurement goals to be achieved covering pay equity, retirement incomes, participation rates? How could we go about expanding targets and, if sufficient progress is not made, introduce quotas?
	6 What should be the responsibilities of CEOs, board directors, C-suite and HR directors in making gender equity work? What are the probable scenarios for Australia's future (based on no change/small change and 40% gender equity participation)?
	7 What should a framework for a truly diverse organisation look like? What would organisational best practice be to achieve change?
3:45pm	Afternoon tea – Submission of key recommendations and questions raised by each group
4:15pm	Closing session – Presentation of recommendations in an open forum
5:15pm	Next steps – Invite participants to continue working with the Australian Human Resources Institute and UN Women Australia to complete the report, incorporating seven key recommendations which will summarise the Summit. Final words – Peter Wilson AM, National President, Australian Human Resources Institute
5:30pm	Cocktail reception
6:30pm	Close

UN Women Australia and the Australian Human Resources Institute would like to acknowledge the sponsors of the Gender Equity in the Workplace Summit

Principal Partner



The Westpac Group has a long history of supporting women in leadership, demonstrated by the fact that it has been acknowledged on EOWA's Blue Ribbon list since its inception in 2002. The Westpac Group recognises that it makes good business sense for its workforce to reflect the diversity of its customer base.

The Westpac Group is committed to helping lead the gender equality debate both nationally and internationally. Its support of the Gender Equity Summit and International Women's Day are important ways in which it can continue to challenge itself, and the rest of corporate Australia, to take real action to drive a positive change for the future.

Summit Sponsors

Freehills

Freehills is a market leader for commercial legal services across Australia and South-East Asia and continues to enjoy market share growth, positive client feedback, and strong employee engagement. As a firm we have a long tradition of embracing diversity — of gender, culture and background. We believe this enriches our organisational culture, bringing with it the benefits of different perspectives, experiences, ideas and leadership styles.



Mt Eliza

EXECUTIVE EDUCATION

Melbourne Business School's (MBS) growth and diversity over the past 50 years reflects our commitment to advancing women. We strive to create an environment that is attuned to the career interests and executive development goals of women, and which enables them to achieve their potential as leaders. Their impact is felt within the business community globally.

The dynamism and vitality of our own organisation continues to be shaped by the women who are active leaders within our faculty, on our executive management team and board, in our alumni and classrooms, and across our many academic and MBS or Mt Eliza executive education programs.



Telstra is Australia's leading telecommunications and information services company, providing more than 8.6 million Australian fixed line and 10.5 million mobile services.

Telstra's approach to gender equality is designed to increase women's representation at senior and pipeline levels and engage men as change agents. Telstra's Diversity Council, chaired by the CEO, leads the strategy, which includes mentoring and gender leadership programs; networking and communications initiatives; an annual pay equity audit; leadership development, talent and succession; accountability through gender goals, and links to the Telstra Business Women's Awards.

In 2010, Telstra was the first Australian company to win the prestigious Catalyst Award for gender equality, and is an early-adopter of the recent changes to ASX Corporate Governance Principles and Recommendations.

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