



DIVERSITY & INCLUSION STRATEGY

ENGAGING AND RETAINING WOMEN

STRATEGY

- Increase female representation across RA activity
- Raise awareness and improve the attractiveness of the industry
- Improve procurement and tendering processes to enhance female participation

ACTIONS

- RA to adopt principles of the Panel Pledge - actively targeting 50% female presenters at all RA functions
- Target 50/50 gender representation across total speaker program
- Increase number of women at single table events and on head tables
- Minimum 30% female representation on all RA Committees and Working Groups
- RA Member CEOs commitment to sponsorship/shadowing program
- All RA events to provide commentary around D&I either in opening notes or speaker presentations
- Provide free parental leave seats at all industry forums for men and women
- Increase RA engagement with high school students
- Support the CICT to develop and promote its Culture Standard and Scorecard
- Promote gender and flexibility considerations in procurement processes, and within private sector
- Challenge expectations of a 6-day work week

MAXIMISING SOCIAL VALUE

STRATEGY

- Link skilled refugees and migrants with employment opportunities
- Enhancing skills, capability and capacity

ACTIONS

- Assist in the connection of refugees and migrants through partnerships such as CareerSeekers to increase employment opportunities within the industry
- Promote state social procurement policies
- Partner with social enterprise groups to enhance investment and connection to the industry

SUPPORTING INDIGENOUS ENGAGEMENT

STRATEGY

- Increase engagement with Indigenous industry participants

ACTIONS

- Provide opportunities for Indigenous businesses to be engaged and promoted within the RA network
- Develop a Reconciliation Action Plan for RA
- Sponsor an Indigenous Fellow in the Fellowship Program
- Promote long-term development opportunities

FOSTERING YOUNG TALENT

STRATEGY

- Engage and encourage emerging leaders
- Provide mentoring opportunities

ACTIONS

- Develop, maintain, and deliver a national program for future leaders
- Promote long term skill and capacity building through the RA Capacity Policy Stream
- Modernise RA culture to attract and retain young talent
- Engage Future Leaders in RA Policy Streams
- Provide a range of mentor and mentee opportunities through both the RA Fellowship and Emerging Leaders Programs

