



# DIVERSITY & INCLUSION STRATEGY 2020-2024

## LEADING IN D&I OUTCOMES

Metro will be an inclusive and progressive employer that maximises our capability through capitalising on our diverse workforce. We will improve our employee value proposition (EVP) and be recognised as a leader and champion in diversity and inclusion within Victorian public transport and the rail industry.

To support a more diverse and inclusive culture, we will strive to:

- Recruit and promote employees transparently and fairly by tackling unconscious bias to reduce the impact of this on merit selection, so that the most suitable person for the job will successfully secure the role
- Address inequities prevalent in Metro and our community
- Remove all forms of sexism including sexual harassment and gendered violence
- Eliminate all forms of homophobia, including bi-phobia and transphobia, racism and religious vilification.

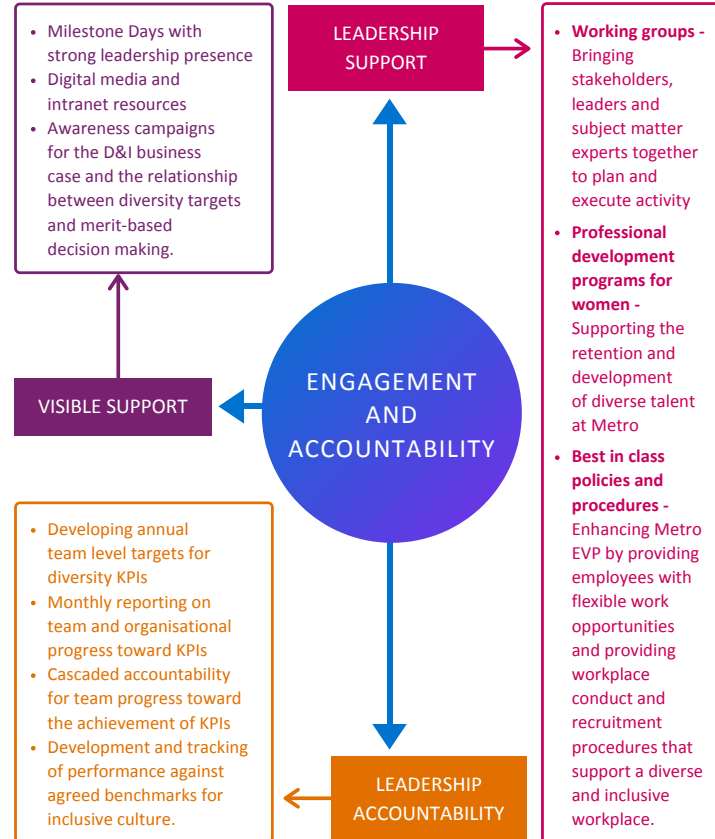
## WHY DIVERSITY AND INCLUSION MATTERS

Diversity and inclusion is a strategic priority for Metro and our people because it provides:

- Access to different perspectives, experience and knowledge
- Enhanced leadership capability and engagement with our people
- Improved customer service by reflecting the diversity of our passengers
- Progress toward an employer of choice for key talent
- Demonstrated corporate citizenship by providing a positive contribution to the lives and communities of Melbourne by reducing social disadvantage, which in turn contributes to:
  - The economy of Melbourne and the travelling public
  - Greater opportunity for public investment in rail
  - Diminishing anti-social behaviour on the network
  - Improving passenger safety
  - Reducing the cost of operating the rail network.

At Metro diversity includes (but is not limited to) age, cultural background, disability, ethnicity, family responsibilities, gender, language, religious beliefs and sexual orientation.

### Strategic Focus



### Tackling Unconscious Bias

The first step to tackling unconscious bias is to acknowledge it exists, and to accept that it affects all of us. Metro accepts unconscious bias exists. We know it is a factor in the under-representation of women, culturally and linguistically diverse individuals, people with a disability and other marginalised groups in many roles within our industry.

The problem with unconscious behaviour is that it is impossible to perceive, and therefore hard to address. Metro sets ambitious diversity targets because this addresses unconscious bias by focussing on outcomes. Achieving our targets requires all of us to challenge our existing policies, attitudes and behaviours to attract and retain the best talent from a wider talent pool.

### Programs, Plans & Initiatives

#### Underpinning Strategies & Plans

The Diversity & Inclusion (D&I) 2020-2024 Strategy includes:

- The Reconciliation Action Plan (RAP)
- Social Inclusion & Aboriginal Employment Strategy 2020-2024
- Gender Diversity Attraction & Retention Strategy 2020-2024
- LGBTQI+ Inclusion Strategy 2020-2024.

#### D&I Teams

The D&I Strategy is supported by a range of governance and stakeholder participation frameworks. The primary accountability for achieving the Metro D&I Strategy sits with the Executive Committee People (ECP) which operates as a Diversity Council. The ECP will be supported by:

- A Diversity & Inclusion Steering Committee – Chaired by the Executive Director People
- Working groups responsible for the implementation of the D&I strategies
- Employee networks and affinity groups to promote employee involvement in strategic activity

#### Annual Activity Planning

The D&I SteerCo and working groups will develop annual activity plans in collaboration with broader business planning. These plans will support the achievement of the D&I strategies. The annual plans will include D&I events and engagement activity undertaken each year.

#### D&I EVENTS

Diversity & Inclusion events are a great way for everyone to get involved! Join us to celebrate:

- Midsumma Festival
- Lunar New Year
- Language Diversity Day
- International Women's Day Event
- Cultural Diversity Week
- IDAHOBIT Day
- National Reconciliation Week
- NAIDOC Week
- Wear It Purple Day
- International Day of People with Disability

### Strategic Objectives

	FY20	FY21	FY22	FY23	FY24
WOMEN IN METRO	26.7%*	28.5%	30%	31.5%	33%
WOMEN IN SENIOR LEADERSHIP	35%*	35%	35%	37.5%	40%
SOCIAL INCLUSION	4.5%	4.5%	5%	5%	5%

\*Actual as at May 2020

DRIVING ACCOUNTABILITY AND SUPPORTING POSITIVE CHANGE

