



LEGISLATIVE ASSEMBLY
FOR THE AUSTRALIAN CAPITAL TERRITORY

QON No. 2

STANDING COMMITTEE ON ENVIRONMENT AND TRANSPORT AND CITY SERVICES
MS TARA CHEYNE MLA (CHAIR), CANDICE BURCH MLA (DEPUTY CHAIR), JAMES MILLIGAN MLA

Inquiry into referred 2018–19 Annual and Financial Reports
ANSWER TO QUESTION ON NOTICE

Asked by TARA CHEYNE MLA:

In relation to: Environment, Planning and Sustainable Development Directorate Annual Report 2018-2019, Human Resources Management

Globally, women in science, technology, engineering, mathematics and medicine (STEMM) remain significantly underrepresented in leadership positions. What is the Environment, Planning and Sustainable Development Directorate (EPSDD) doing to attract women to leadership positions, to promote the visibility of women in leadership positions, and increase overall numbers of women in leadership positions within the directorate?

MICK GENTLEMAN MLA: The answer to the Member's question is as follows:–

As at 30 September 2019, EPSDD employed 7 (44%) women in executive management roles. EPSDD currently have 176 (51%) women employed in the Senior Officer/Professional/Technical classification. Overall, EPSDD currently have 350 (52%) women employed across a variety of classifications.

An example of promoting the visibility of women in leadership and technical roles is a recent Canberra Times article on Nadia Rhodes. Nadia has been trained as an air attack supervisor; a role that coordinates the aerial support for large fires. Nadia is a Ranger in Charge with the ACT Parks and Conservation Service and undertakes a leadership role in fire suppression.

The Directorate is currently in the process of drafting our inaugural Diversity and Inclusion Program which will focus on customising activities as required in promoting women in leadership positions. EPSDD currently promotes gender neutral advertising and ensures our job descriptions and advertising contain gender neutral language and promotion of flexible working arrangements.

The Directorate will be participating in the ACTPS Future Women Program 2020 coordinated by CMTEDD.

Approved for circulation to the Standing Committee on Environment and Transport and City Services

Signature:

Date: 9/12/19

By the Minister for the Environment and Heritage and Minister for Planning and Land Management,
Mick Gentleman MLA