The Second Innings with the Hon. Julia Gillard -

Gender Equality in Leadership Summit
Kaurna Acknowledgment

We would like to acknowledge this land that we meet on today is the traditional land of the Kaurna people and that we respect their spiritual relationship with their country. We also acknowledge the Kaurna people as the custodians of the Adelaide region and that their cultural and heritage beliefs are still as important to the living Kaurna people today.
The Second Innings with the Hon.
Julia Gillard -
*Gender Equality in Leadership Summit*
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MC
Amanda Blair
Co-Chair, Premier’s Council for Women

Guests
Hon. Julia Gillard
27th Prime Minister of Australia
Hon Kyam Maher MLC
Minister for Employment
Minister for Aboriginal Affairs and Reconciliation
Minister for Manufacturing and Innovation
Minister for Automotive Transformation
Minister for Science and Information Economy

Speakers
Dr Margaret Byrne
Principal Consultant, UGM Consulting
David Reynolds
Chief Executive Officer, Department of Treasury and Finance
Scott Ashby
Chief Executive, Primary Industries and Regions SA
Gary Edwards
Leadership Communication & Negotiation Expert
Leading Conversations
Erma Ranieri
Commissioner for Public Sector Employment

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Hon Kyam Maher MLC

Minister for Employment
Minister for Aboriginal Affairs and Reconciliation
Minister for Manufacturing and Innovation
Minister for Automotive Transformation
Minister for Science and Information Economy
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Scott Ashby
Chief Executive, Primary Industries, and Regions SA
GENDER EQUALITY IN LEADERSHIP
HOW WE ARE TRACKING?

SCOTT ASHBY – CE, Primary Industries and Regions, SA
The State of Play

*NB: These figures have been rounded*
If all things remained the same, we would need **75** more female executives to reach 50/50.
We commit to gender equality in leadership the public sector

Ingrid Haythorpe
Attorney-General’s Department

Rick Persse
Department for Education and Child Development

David Brown
Department for Correctional Services

David Reynolds
Department of Treasury and Finance

Tony Harrison
Department for Communities and Social Inclusion

Scott Ashby
Department of Primary Industries and Regions South Australia

Mark Duffy
Department of State Development

Grant Stevens
Commissioner of Police

Erma Ranieri
Commissioner for Public Sector Employment

Sandy Pitcher
Department of Environment, Water and Natural Resources

Dr Don Russell
Department of the Premier and Cabinet

Vickie Kaminski
Department for Health and Ageing

Michael Deegan
Department of Planning, Transport and Infrastructure
Key Initiatives Implemented

- Making Better Decisions: Unconscious Bias Training
- Inclusive Leadership training included in SAES Induction
- Reverse Mentoring Program
- *Women in Leadership: Achieving and Flourishing* 2 day course with Christine Nixon
- 11 agencies accredited as White Ribbon Workplaces
- Domestic Violence Policy
- MATE: Preventing Violence in the Community Awareness Training
- Stage 1 – Gender Pay Gap Audit
2017 Key Initiatives

- Making Better Decisions – Mitigating Unconscious Bias Training
- Gender Pay Gap Report
- Reverse Mentoring Program
- Women in Leadership Program for aspiring female leaders
- Research the levels and nature of harassment in the public sector
- Revise recruitment training
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David Reynolds
Chief Executive Officer, Department of Treasury, and Finance

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GENDER EQUALITY IN LEADERSHIP
RECRUITMENT AND TRAINING
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Hon. Julia Gillard
27th Prime Minister of Australia
Morning Tea
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Dr Margaret Byrne
Principal Consultant, UGM Consulting
The career progression of women: where are we now and where to next?

IPAA, South Australia
10th March 2017

Dr Margaret Byrne
UGM Consulting
More and more highly educated women in workforce not translating into more women in executive roles
Current state of play

Glacial progress

Dismal results

Many projects seen as ‘window dressing’
A few stats to focus our minds!

49.7% workforce - female  
17.9% gender pay gap base salary (FT)

16.3% CEO (female)  ➤  37.4% female managers overall

[WGEA Nov 2016]
Effort, commitment, good will, great intentions

BUT

This *low level of ROI* would be judged *unacceptable* in any other area of business!
Myths and legends!

Lots of explanations floating about!
Women not as talented

Women’s style not suitable

Women not as ambitious

Women not confident enough
‘Manage like a man’ approach - *discredited*

Assertiveness/confidence training - *discredited*

Unconscious bias training - *challenged*
Where to next on bias? 163 identified!

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<th>Illusion of transparency</th>
<th>Optimism bias</th>
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<td>List-length effect</td>
<td>Primacy effect, Recency effect &amp; Serial position effect</td>
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<tr>
<td>Childhood amnesia</td>
<td>Frequency illusion</td>
<td>Loss aversion</td>
<td>Processing difficulty effect</td>
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<td>Choice-supportive bias</td>
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<td>Mere exposure effect</td>
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<td>Clustering illusion</td>
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<td>Moral credential effect</td>
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<td>Context effect</td>
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<td>Naïve cynicism</td>
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<td>Cross-race effect</td>
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<td>Cryptomnesia</td>
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<td>Neglect of probability</td>
<td>Risk compensation / Peltzman effect</td>
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<td>Curse of knowledge</td>
<td>Hyperbolic discounting</td>
<td>Next-in-line effect</td>
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<td>Decoy effect</td>
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<td>Observer-expectancy effect</td>
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<td>Disposition effect</td>
<td>Illusion of control</td>
<td>Omission bias</td>
<td>Semmelweis reflex</td>
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</table>

(Wikipedia 2015)
It’s a complex issue!

1. Pay gap
2. Mat leave
3. Lack of childcare
4. Parenting and carer responsibilities
5. Stereotypes
6. Bias
7. Role division along gender lines
8. Encouraging more women into STEM
9. Harassment, discrimination
10. Subtle systemic bias
11. Boys’ club mentality
12. ….
13. ….
14. ….

++
In the light of all of this, where to next?
The journey so far

- **Extinct** (unacceptable)
  - ignoring or ‘managing’ diversity
  - ignored or marginalised

- **Expiring** (limited)
  - engagement unconscious bias
  - focused on problem

- **Emergent** (game changing)
  - Inclusive cultures
  - focuses on solution
Motivations of UGM research (not right spot)

People can think they’re experts – they ‘know’ all about gender!

Lack of authentic Australian data to provide a solid evidence base

Cherished assumptions can even influence policies
be much more strategic
reflect recent research evidence
accept no ‘one size fits all’
analyse what’s going on in your organisation
create portfolio of solutions
Moving from (tired old) awareness to action

- Constantly check systems for bias creep
- Set up proxy metrics to track progress accurately
- Build women’s senior management skills
- Include men in the conversation
- Focus – above all – on inclusion
Concluding remarks

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Gary Edwards
Leadership Communication & Negotiation Expert
Leading Conversations
Beyond the Smoke and Mirrors

How to be a better leader, change the world and get everything you’ve ever wanted in life – free!

Gary Edwards
Gough

Bob

Paul
John
Kevin
Julia
Tony
Malcolm
Pauline
Beyond the Smoke and Mirrors

Gary Edwards
Book
Play
Film
Book

Play

Film
Red

Green

Blue
Beyond the Smoke and Mirrors

Gary Edwards
Lesson #1

Perception is reality
Lesson #1

Perception is NOT reality

Perception *hides* reality...

...but *drives* behaviour
Men

Interested
Support
Want

= behaviour

Women

Passionate
Impatient
Fight

= different behaviour
Lesson #2

People hold onto their perception until they feel certain about changing it.
Lesson #3

To shift perceptions, we need more... 
...data?
Lesson #3

To shift perceptions, we need more…

…facts?
Lesson #3

To shift perceptions, we need more... ...
...stats?
Lesson #3

To shift perceptions, we need more...

TRUST
Who would you trust to...

Look after your house while you are away?
Who would you trust to...

Pack your parachute?
Who would you trust to...

Look after your children?
Who would you trust to...

Keep your email password a secret?
Who would you trust to...

Back you up in a pub fight?
Who would you trust to...

Back you up in a pub fight?
Beyond the Smoke and Mirrors

Gary Edwards
Beyond the Smoke and Mirrors

Gary Edwards
Add Positivity

Build Plausibility

Explore Possibility

Oxytocin = empathy

Cortisol = focus

Dopamine = optimism
Add Positivity

Build Plausibility

Explore Possibility

Feelings

Facts

Future
The bad news

When nothing is certain...

...we stick to what we know
The good news

When nothing is certain...

...everything is possible
Beyond the Smoke and Mirrors

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