Appendices

Diversity and Inclusion Council Terms of Reference

The role of the Diversity and Inclusion Council (the Council) is to assist the Reserve Bank of Australia (the Bank) to achieve its aims relating to diversity and inclusion in the workplace.

The Diversity and Inclusion Council will:

- provide centralised oversight of the ERGs. In this way we can ensure that ERG work is coordinated with other initiatives (either within the ERG network or with HR) while also providing the groups with an opportunity to share their ideas and experiences

- enable ERGs to report on their plans and the progress they are making, and to allocate funding (from HR's budget) for activities sponsored by ERGs

- make recommendations to the Executive Committee on diversity and inclusion principles and policy

- suggest priorities for, and monitor the implementation of, the Bank's diversity and inclusion program

- monitor and report periodically to the Governor and the Executive Committee on these matters.

Membership as at 30 June 2018

The Council has the following members:

- Chairperson – Deputy Governor
- Head of Human Resources

- Secretary – Senior Consultant, Diversity & Inclusion, Human Resources

- External Representative – Julie McKay, Partner, Chief Diversity and Inclusion Officer, PWC

- Executive Sponsors and Chairs of Employee Resource Groups

  (a) LGBTI+ Allies – Luci Ellis (Sponsor) and Chris Thompson (Chair)

  (b) Race & Cultural Identity – Chris Aylmer (Sponsor) and Gayan Benedict (Chair)

  (c) Indigenous Australians – Lindsay Boulton (Chair) and Megan Garner (Chair)

  (d) Flexibility – Michelle McPhee (Sponsor) and Deborah Harvey (Chair)

  (e) Accessibility – Michele Bullock (Sponsor) and Katie Sherman (Chair)

  (f) Gender Equity – Alex Heath (Sponsor) and Daniel Pavlik (Chair)

Membership includes some representation from the various diversity groups as set out in the *Equal Employment Opportunity (Commonwealth Authorities) Act 1987.*

Membership will be for a period of two years for all positions, with the exception of ex-officio positions.

Meetings

The Committee will meet four times each year. Employee Resource Groups meet monthly (at a minimum).

Statistical Tables

Representation within Classification Levels
As at 30 June 2017 and 30 June 2018
Number (per cent of total staff within classification level)

Levels	NESB1 17	NESB1 18	NESB2 17	NESB2 18	IA 17	IA 18	PWD 17	PWD 18	Women 17	Women 18	Men 17	Men 18	Total staff 17	Total staff 18
Trainees			3 (13)	1 (13)					11 (48)	3 (38)	12 (52)	5 (63)	23 (100)	8 (100)
Cadets	1 (9)	3 (15)	3 (27)	2 (15)			3 (27)	3 (46)	6 (55)	6 (46)	5 (45)	7 (54)	11 (100)	13 (100)
GR	4 (7)	4 (7)	9 (15)	12 (20)					21 (34)	27 (45)	40 (66)	33 (55)	61 (100)	60 (100)
L1	4	1 (7)	2 (13)	4 (27)	1 (6)				9 (56)	7 (47)	7 (44)	8 (53)	16 (100)	15 (100)
L2	15	18 (23)	10 (13)	13 (17)					55 (73)	59 (76)	20 (27)	19 (24)	75 (100)	78 (100)
L3	44	48 (25)	25 (13)	27 (14)	3 (2)	1 (1)	4 (5)	4 (5)	119 (63)	130 (67)	69 (37)	63 (33)	188 (100)	193 (100)
L3/4	56 (22)	68 (26)	25 (10)	37 (14)			6 (3)	6 (3)	110 (44)	119 (45)	140 (56)	144 (55)	250 (100)	263 (100)
L4	146 (35)	159 (39)	49 (12)	48 (12)		1	3 (1)	2 (1)	135 (32)	135 (33)	284 (68)	275 (67)	419 (100)	410 (100)
L5	44 (22)	43 (22)	24 (12)	27 (14)			9 (2)	8 (2)	66 (34)	65 (33)	130 (66)	133 (67)	196 (100)	198 (100)
L6	4 (5)	5 (7)	11 (15)	10 (14)			4 (2)	4 (2)	23 (31)	29 (40)	51 (69)	44 (60)	74 (100)	73 (100)
Deputy Head	1 (4)	1 (4)	5 (19)	6 (24)			2 (3)	1	6 (22)	6 (24)	21 (78)	19 (76)	27 (100)	25 (100)
Department Head and above	2 (8)	1 (4)	1 (4)	1 (4)				(4)	8 (33)	9 (35)	16 (67)	17 (65)	24 (100)	26 (100)
TOTAL	321 (24)	351 (26)	167 (12)	188 (14)	5	2	31 (2)	28 (2)	534 (40)	595 (44)	795 (58)	767 (56)	1364 (100)	1362 (100)

Total excludes locally employed staff in overseas offices
Source: RBA

KEY
GR — Graduates hired in 2016/17 and 2017/18 under the Graduate Development Program
NESB1 — People from non-English speaking backgrounds
NESB2 — People with parent(s) from non-English speaking backgrounds
IA — Indigenous Australians
PWD — People with a disability

Representation within Salary Ranges

As at 30 June 2018

Number (per cent of total employees within salary range)

Salary	NESB1	NESB2	IA	PWD	Women	Men	Total staff
Below $40,000	3	5			4	5	9
	(33)	(56)			(44)	(56)	(100)
$40,000 – $49,999	2	5		3	8	10	18
	(11)	(28)		(17)	(44)	(56)	(100)
$50,000 –$59,999	11	10		1	17	15	32
	(34)	(31)		(3)	(53)	(66)	(100)
$60,000 – $69,999	14	18		1	63	33	96
	(15)	(19)		(1)	(66)	(34)	(100)
$70,000 – $79,999	25	17		3	73	39	112
	(22)	(15)		(3)	(65)	(35)	(100)
$80,000 – $89,999	22	20		1	58	67	125
	(18)	(16)		(1)	(46)	(54)	(100)
$90,000 – $99,999	44	20	1	5	101	77	178
	(25)	(11)	(1)	(3)	(57)	(43)	(100)
$100,000 – $109,999	46	17	1	2	62	81	143
	(32)	(12)	(1)	(1)	(43)	(57)	(100)
$110,000 – $119,999	43	16		4	43	80	123
	(35)	(13)		(3)	(35)	(65)	(100)
$120,000 – $129,999	53	11		1	30	87	117
	(45)	(9)		(1)	(26)	(74)	(100)
$130,000 – $139,999	36	9		2	26	65	91
	(40)	(10)		(2)	(29)	(71)	(100)
$140,000 – $149,999	12	3		1	16	26	42
	(29)	(7)		(2)	(38)	(62)	(100)
$150,000 & over	40	37		4	90	182	272
	(15)	(14)		(1)	(33)	(67)	(100)
TOTAL	**351**	**188**	**2**	**28**	**591**	**767**	**1358**
	(26)	**(14)**		**(2)**	**(44)**	**(56)**	**(100)**

Total excludes locally employed staff in overseas offices
Source: RBA

KEY
NESB1   People from a non-English-speaking background
NESB2   People with parent(s) from a non-English-speaking background
IA   Indigenous Australians
PWD   People with a disability

Representation within Occupational Groups
As at 30 June 2017 and 30 June 2018
Number (per cent of total staff within occupational group)

Occupational Group	NESB1		NESB2		IA		PWD		Women		Men		Total staff	
	17	18	17	18	17	18	17	18	17	18	17	18	17	18
Managers	7	8	18	17			2	1	43	46	89	85	132	
	(5)	(6)	(14)	(13)			(2)	(1)	(33)	(35)	(68)	(65)	(101)	
Professionals	268	296	120	136		1	17	15	367	380	628	612	995	992
	(27)	(30)	(12)	(14)			(2)	(2)	(37)	(38)	(63)	(62)	(100)	(100)
Clerical & Administrative Workers	40	40	24	30	4	1	12	12	137	136	51	45	188	181
	(22)	(22)	(13)	(17)	(2)	(1)	(7)	(7)	(76)	(75)	(28)	(25)	(104)	(100)
Technicians & Trade Workers	6	5	5	4					9	8	25	22	34	30
	(20)	(17)	(17)	(13)					(30)	(27)	(83)	(73)	(113)	(100)
Community & Personal Services											2		2	0
											(100)		(100)	(0)
Machinery Operators & Drivers		2								25		3		28
										(89)		(11)		(100)
TOTAL	325	351	170	188	5	2	31	28	534	595	808	767	1351	1362
	(24)	(26)	(13)	(14)			(2)	(2)	(40)	(44)	(60)	(56)	(100)	(100)

Total excludes locally employed staff in overseas offices
Source: RBA

KEY
NESB1   People from a non-English-speaking background
NESB2   People with parent(s) from a non-English-speaking background
IA   Indigenous Australians
PWD   People with a disability

Recruitment
As at 30 June 2017 and 30 June 2018
Number

Occupational Group	NESB1		NESB2		IA		PWD		Women		Men		Total staff	
	17	18	17	18	17	18	17	18	17	18	17	18	17	18
Managers														
Professionals	21	67	13	31	1		1	2	58	79	77	93	135	172
Clerical & Administrative Workers	8	6	1	4	2	3	1	2	24	19	16	14	40	33
Technicians & Trade Workers	1		1						3		8	1	11	1
Community & Personal Services													0	
Machinery Operators & Drivers		3							13	9	2	2	15	11
TOTAL	**30**	**76**	**15**	**35**	**3**	**3**	**2**	**4**	**99**	**111**	**103**	**112**	**202**	**223**
	(15)	**(34)**	**(7)**	**(16)**	**(1)**	**(1)**	**(1)**	**(2)**	**(49)**	**(50)**	**(51)**	**(50)**	**(100)**	**(100)**

Figures are based on total staff recruitment
Includes trainees, cadets and graduates
Excludes renewal of contract, cadets rehired as graduates
Total excludes locally employed staff in overseas offices
Source: RBA

KEY
NESB1   People from a non-English-speaking background
NESB2   People with parent(s) from a non-English-speaking background
IA   Indigenous Australians
PWD   People with a disability

Separations(a)

As at 30 June 2017 and 30 June 2018
Number (per cent of total staff within occupational group)

Occupational Group	NESB1		NESB2		IA		PWD		Women		Men		Total staff	
	17	18	17	18	17	18	17	18	17	18	17	18	17	18
Managers		2	2	1							4	5	4	5
		(40)	(29)	(20)					(43)		(100)	(100	(100)	(100)
Professionals	31	50	13	22	1		1	3	39	61	85	109	124	170
	(25)	(29)	(10)	(13)	(1)		(1)	(2)	(31)	(36)	(100)	(64)	(100)	(100)
Clerical & Administrative Workers	3	4	1	2	1	6		2	14	22	9	13	23	35
	(13)	(11)	(4)	(6)	(4)	(17		(6)	(61)	(63)	(100)	(37)	(100)	(100)
Technicians & Trade Workers			2				1		2	1	7	1	9	2
			(22)				(11)		(22)	(50)	(100)	(50)	(100)	(100)
Community & Personal Services														
Machinery Operators & Drivers														
TOTAL	**34**	**56**	**18**	**25**	**2**	**6**	**2**	**5**	**55**	**84**	**105**	**128**	**160**	**212**
	(21)	**(26)**	**(11)**	**(12)**	**(1)**	**(3)**	**(1)**	**(2)**	**(34)**	**(40)**	**(66)**	**(60)**	**(100)**	**(100)**

(a) Figures are based on total staff terminations, excluding retirements
  Excludes staff rehired at end of contract and cadets rehired as graduates and locally employed staff in overseas offices
Source: RBA

KEY
NESB1   People from a non-English-speaking background
NESB2   People with parent(s) from a non-English-speaking background
IA   Indigenous Australians
PWD   People with a disability

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Retirements[a]
As at 30 June 2017 and 30 June 2018
Number (per cent of total)

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Occupational Group	NESB1		NESB2		IA		PWD		Women		Men		Total staff	
	17	18	17	18	17	18	17	18	17	18	17	18	17	18
Managers	1							1	2	1	2	4	4	5
Professionals	2	2						1		4	5	5	6	9
Clerical & Administrative Workers				1				2		2	1		3	2
Technicians & Trade Workers		1										1		1
Community & Personal Services														
Machinery Operators & Drivers														
TOTAL	3	3		1				2	5	7	8	10	13	17
	(23)	(18)		(6)				(12)	(38)	(41)	(62)	(59)	(100)	(100)

(a) Figures are based on total staff retirements, redundancies above retirement age and early retirements
  Total excludes locally employed staff in overseas offices
Source: RBA

KEY
NESB1   People from a non-English-speaking background
NESB2   People with parent(s) from a non-English-speaking background
IA   Indigenous Australians
PWD   People with a disability

Promotions

As at 30 June 2017 and 30 June 2018

Number (per cent of total staff within occupational group)

Occupational Group	NESB1		NESB2		IA		PWD		Women		Men		Total staff	
	17	18	17	18	17	18	17	18	17	18	17	18	17	18
Managers	2			2				1	5	3	8	6	13	9
Professionals	7	10	4	10		1			24	16	30	38	54	54
Clerical & Administrative Workers	6	3	4	5			2		7	12	6	8	13	20
Technicians & Trade Workers		13 (15)	16 (15)	19 (22)					1		2	3	3	3
Community & Personal Services														
Machinery Operators & Drivers										1				1
TOTAL[a] (per cent of total promotions)	34 (21)	56 (26)	18 (11)	25 (12)	0 (0)	1 (1)	2 (2)	1 (1)	37 (45)	32 (37)	46 (55)	55 (63)	83 (100)	87 (100)

Figures are based on total staff terminations, excluding retirements

Excludes staff rehired at end of contract, cadets rehired as graduates and locally employed staff at overseas offices

Source: RBA

KEY

NESB1   People from a non-English-speaking background
NESB2   People with parent(s) from a non-English-speaking background
IA   Indigenous Australians
PWD   People with a disability