

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 2019

The Council has the following members:

- Chairperson – Deputy Governor Guy Debelle
- Head of Human Resources – Michael Andersen

- Secretary – Senior Consultant, Diversity & Inclusion – Phillip Pascoe-Thomas
- 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 David Shread (Chair)
 - (b) Race and Cultural Identity – Chris Aylmer (Sponsor) and Lily Yang (Chair)
 - (c) Indigenous Australians – Lindsay Boulton (Sponsor) and Timothy De Atholia (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 2018 and 30 June 2019

Number (per cent of total employees within classification level)

Levels	NESB1		NESB2		IA		PWD		Women		Men		Total Employees	
	18	19	18	19	18	19	18	19	18	19	18	19	18	19
Trainees			1	1					3	2	5	3	8	5
			(13)	(20)					(38)	(40)	(63)	(60)	(100)	(100)
Interns	3		2	3					5	6	5	5	10	11
	(30)	(27)	(20)	(27)				(55)	(50)	(55)	(50)	(45)	(100)	(100)
GR	4	9	12	17					27	29	33	24	60	53
	(7)	(17)	(20)	(32)					(45)	(55)	(55)	(45)	(100)	(100)
L1	2	2	5	5			3	3	8	6	10	10	18	16
	(11)	(13)	(28)	(31)			(17)	(19)	(44)	(38)	(56)	(63)	(100)	(100)
L2	18	10	13	12			4	4	59	56	19	16	78	72
	(23)	(14)	(17)	(17)			(5)	(6)	(76)	(78)	(24)	(22)	(100)	(100)
L3	48	43	27	27	1	1	6	6	130	114	63	71	193	185
	(25)	(23)	(14)	(15)	(0.5)	(0.5)	(3)	(3)	(67)	(62)	(33)	(38)	(100)	(100)
L3/4	68	67	37	37		1	2	2	119	127	144	160	263	287
	(26)	(23)	(14)	(13)		(0.3)	(1)	(1)	(45)	(44)	(55)	(56)	(100)	(100)
L4	159	167	48	48	1	1	8	7	135	148	275	283	410	431
	(39)	(39)	(12)	(11)	(0.2)	(0.2)	(2)	(2)	(33)	(34)	(67)	(66)	(100)	(100)
L5	43	40	27	31			4	3	65	69	133	126	198	195
	(22)	(21)	(14)	(16)			(2)	(2)	(33)	(35)	(67)	(65)	(100)	(100)
L6	5	5	10	9					29	28	44	46	73	74
	(7)	(7)	(14)	(12)					(40)	(38)	(60)	(62)	(100)	(100)
Deputy Head	1	1	6	6			1	1	6	6	19	18	25	24
	(4)	(4)	(24)	(25)			(4)	(4)	(24)	(25)	(76)	(75)	(100)	(100)
Department Head and above	1	1	1	1					9	9	17	16	26	25
	(4)	(4)	(4)	(4)					(35)	(36)	(65)	(64)	(100)	(100)
TOTAL^(a)	352	345	189	197	2	3	28	26	595	600	767	778	1362	1378
	(26)	(25)	(14)	(14)	(0.1)	(0.2)	(2)	(2)	(44)	(44)	(56)	(56)	(100)	(100)

(a) Total includes locally employed staff in overseas offices

Source: RBA

KEY

GR	Graduates in 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 2019

Number (per cent of total employees within salary range)

Salary	NESB1	NESB2	IA	PWD	Women	Men	Total Employees
Below \$40,000		4 (25)			8 (50)	8 (50)	16 (100)
\$40,000 – \$49,999	1 (8)	5 (38)		3 (23)	3 (23)	10 (77)	13 (100)
\$50,000 – \$59,999	2 (12)	5 (29)		1 (6)	12 (71)	5 (66)	17 (100)
\$60,000 – \$69,999	15 (16)	22 (23)		1 (1)	64 (67)	31 (33)	95 (100)
\$70,000 – \$79,999	23 (24)	14 (15)	1 (1)	3 (3)	58 (61)	37 (39)	95 (100)
\$80,000 – \$89,999	22 (16)	19 (14)		1 (1)	57 (43)	77 (57)	134 (100)
\$90,000 – \$99,999	36 (23)	22 (14)	1 (1)	4 (3)	88 (57)	67 (43)	155 (100)
\$100,000 – \$109,999	57 (32)	17 (10)	1 (1)	3 (2)	83 (47)	94 (53)	177 (100)
\$110,000 – \$119,999	50 (39)	15 (12)		4 (3)	42 (33)	85 (67)	127 (100)
\$120,000 – \$129,999	48 (41)	17 (15)		1 (1)	38 (33)	78 (67)	116 (100)
\$130,000 – \$139,999	32 (34)	10 (11)		1 (1)	33 (35)	61 (65)	94 (100)
\$140,000 – \$149,999	18 (36)	5 (10)		1 (2)	14 (28)	36 (72)	50 (100)
\$150,000 & over	41 (14)	42 (15)		3 (1)	96 (34)	188 (66)	284 (100)
TOTAL^(a)	345 (25)	197 (14)	3	26 (2)	596 (43)	777 (57)	1373 (100)

(a) Total excludes (5) locally employed staff in overseas offices (salary not recorded in HCM)

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

As at 30 June 2018 and 30 June 2019
Number (per cent of total employees within classification level)

	NESB1		NESB2		IA		PWD		Women		Men		Totals	
	18	19	18	19	18	19	18	19	18	19	18	19	18	19
Recruitment	78	53	38	37	4	7	4	0	116	112	116	143	232	255
(per cent of total recruitment)	(34)	(21)	(16)	(15)	(1.7)	(2.7)	(2)		(50)	(44)	(50)	(56)	(100)	(100)
Separations	62	52	26	31	7	6	5	1	89	95	136	123	225	218
(per cent of total separations)	(28)	(24)	(12)	(14)	(3.1)	(2.8)	(2)		(40)	(44)	(60)	(56)	(100)	(100)
Retirements	3	4	1	0	0	0	2	1	7	13	11	9	18	22
(per cent of total retirements)	(17)	(18)	(6)				(11)	(5)	(39)	(59)	(61)	(41)	(100)	(100)
Promotions	13	7	19	9	1	0	1	0	32	36	55	35	87	71
(per cent of total promotions)	(15)	(10)	(22)	(13)	(1.1)		(1)		(37)	(51)	(63)	(49)	(100)	(100)
Employees	352	345	189	197	2	03	28	26	595	600	767	778	1362	1378
(per cent of total employees)	(26)	(25)	(14)	(14)	(0.1)	(0.2)	(2)	(2)	(44)	(44)	(56)	(56)	(100)	(100)

Source: RBA

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