

Appendices

Diversity & Inclusion Council Terms of Reference

The role of the Diversity & 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 2017

The Council has the following members:

- Chair – Deputy Governor
- Head of Human Resources

- Secretary – Diversity & Inclusion Consultant, Human Resources
- External Representative – Juliet Bourke, Lead Partner – Diversity and Inclusion, Deloitte Human Capital
- Executive Sponsors and Chairs of ERGs:
 - LGBTI+ Allies – Luci Ellis and Chris Thompson
 - Race & Cultural Identity – Chris Aylmer and Gayan Benedict
 - Indigenous Australians – Lindsay Boulton and Miriam Lane
 - Flexibility – Michael Andersen and Deborah Harvey
 - Accessibility – Michele Bullock and Angelita Yu
 - Gender Equity – Alex Heath and Anna Park

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 full Committee will meet four times each year. ERGs meet monthly (at a minimum).

Statistical Tables

Representation within Classification Levels^(a)

As at 30 June 2016 and 30 June 2017

Number (per cent of total staff within classification level)

| Occupational group | NESB1 | | NESB2 | | IA | | PWD | | Women | | Men | | Total staff | |
|---------------------------|---------------------------|---------------------------|---------------------------|---------------------------|-----------|----------|-------------------------|-------------------------|---------------------------|---------------------------|----------------------------|---------------------------|-----------------------------|-----------------------------|
| | 16 | 17 | 16 | 17 | 16 | 17 | 16 | 17 | 16 | 17 | 16 | 17 | 16 | 17 |
| Trainees | 1 (4) | | 6 (26) | 3 (13) | | | | | 12 (52) | 11 (48) | 11 (48) | 12 (52) | 23 (100) | 23 (100) |
| Cadets | | 1 (9) | | 3 (27) | | | | 3 (27) | 2 (17) | 6 (55) | 10 (83) | 5 (45) | 12 (100) | 11 (100) |
| GR | 5 (8) | 4 (7) | 10 (17) | 9 (15) | | | 1 (2) | | 18 (30) | 21 (34) | 42 (70) | 40 (66) | 60 (100) | 61 (100) |
| L1 | 2 (11) | 4 (25) | 3 (17) | 2 (13) | 2 (11) | 1 (6) | 3 (17) | | 7 (39) | 9 (56) | 11 (61) | 7 (44) | 18 (100) | 16 (100) |
| L2 | 16 (25) | 15 (20) | 9 (14) | 10 (13) | | | 5 (8) | 4 (5) | 46 (72) | 55 (73) | 18 (28) | 20 (27) | 64 (100) | 75 (100) |
| L3 | 42 (22) | 44 (23) | 24 (13) | 25 (13) | 3 (2) | 3 (2) | 5 (3) | 6 (3) | 114 (61) | 119 (63) | 73 (39) | 69 (37) | 187 (100) | 188 (100) |
| L3/4 | 64 (26) | 56 (22) | 28 (11) | 25 (10) | | | 3 (1) | 3 (1) | 107 (43) | 110 (44) | 140 (57) | 140 (56) | 247 (100) | 250 (100) |
| L4 | 143 (36) | 146 (35) | 47 (12) | 49 (12) | | | 8 (2) | 9 (2) | 124 (31) | 135 (32) | 275 (69) | 284 (68) | 399 (100) | 419 (100) |
| L5 | 44 (22) | 44 (22) | 24 (12) | 24 (12) | | | 4 (2) | 4 (2) | 65 (32) | 66 (34) | 137 (68) | 130 (66) | 202 (100) | 196 (100) |
| L6 | 6 (8) | 4 (5) | 12 (16) | 11 (15) | | | 2 (3) | 2 (3) | 26 (34) | 23 (31) | 50 (66) | 51 (69) | 76 (100) | 74 (100) |
| Deputy Head | 1 (4) | 1 (4) | 6 (21) | 5 (19) | | | | | 6 (21) | 6 (22) | 22 (79) | 21 (78) | 28 (100) | 27 (100) |
| Department Head and above | 1 (4) | 2 (8) | 1 (4) | 1 (4) | | | | | 7 (27) | 8 (33) | 19 (73) | 16 (67) | 26 (100) | 24 (100) |
| Total | 325 (24) | 321 (24) | 170 (13) | 167 (12) | 5 | 4 | 31 (2) | 31 (2) | 534 (40) | 569 (42) | 808 (100) | 795 (58) | 1342 (100) | 1364 (100) |

(a) Total excludes locally employed staff in overseas offices

Source: RBA

KEY

- GR Graduates hired in 2015/16 and 2016/17 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^(a)

As at 30 June 2017

Number (per cent of total employees within salary range)

| Salary | NESB1 | NESB2 | IA | PWD | Women | Men | Total staff |
|-----------------------|---------------------------|---------------------------|----------|-------------------------|---------------------------|---------------------------|------------------------------|
| Below \$40 000 | 3 (6) | 9 (19) | | | 27 (57) | 20 (43) | 47 (100) |
| \$40 000 – \$49 999 | 5 (25) | 2 (10) | | 3 (15) | 15 (75) | 5 (25) | 20 (100) |
| \$50 000 – \$59 999 | 7 (17) | 7 (17) | 2 (5) | 1 (2) | 29 (71) | 12 (66) | 41 (100) |
| \$60 000 – \$69 999 | 8 (10) | 7 (9) | | 2 (2) | 47 (57) | 35 (43) | 82 (100) |
| \$70 000 – \$79 999 | 27 (22) | 23 (19) | | 3 (2) | 71 (58) | 52 (42) | 123 (100) |
| \$80 000 – \$89 999 | 24 (18) | 17 (13) | | 2 (2) | 72 (55) | 60 (45) | 132 (100) |
| \$90 000 – \$99 999 | 51 (29) | 16 (9) | | 3 (2) | 82 (46) | 96 (54) | 178 (100) |
| \$100 000 – \$109 999 | 31 (25) | 17 (14) | 2 (2) | 5 (4) | 47 (38) | 77 (62) | 124 (100) |
| \$110 000 – \$119 999 | 35 (30) | 15 (13) | | 3 (3) | 37 (32) | 80 (68) | 117 (100) |
| \$120 000 – \$129 999 | 58 (46) | 6 (5) | | 1 (1) | 30 (24) | 97 (76) | 127 (100) |
| \$130 000 – \$139 999 | 23 (30) | 9 (12) | | 2 (3) | 30 (39) | 46 (61) | 76 (100) |
| \$140 000 – \$149 999 | 9 (21) | 6 (14) | | 1 (2) | 12 (29) | 30 (71) | 42 (100) |
| \$150 000 and over | 40 (16) | 33 (13) | | 5 (2) | 70 (27) | 185 (73) | 255 (100) |
| Total | 321 (24) | 167 (12) | 4 | 31 (2) | 569 (42) | 795 (58) | 1 364 (100) |

(a) 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^(a)

As at 30 June 2016 and 30 June 2017

Number (per cent of total employees within occupational group)

| Occupational group | NESB1 | | NESB2 | | IA | | PWD | | Women | | Men | | Total staff | |
|-------------------------------------|---------------------|---------------------|---------------------|---------------------|----------|----------|-------------------|-------------------|---------------------|---------------------|---------------------|---------------------|-----------------------|-----------------------|
| | 16 | 17 | 16 | 17 | 16 | 17 | 16 | 17 | 16 | 17 | 16 | 17 | 16 | 17 |
| Managers | 8 (6) | 7 (5) | 20 (15) | 18 (14) | | | 2 (2) | 2 (2) | 40 (30) | 43 (33) | 92 (70) | 89 (67) | 132 (100) | 132 (100) |
| Professionals | 273 (28) | 268 (27) | 110 (11) | 120 (12) | | | 16 (2) | 17 (2) | 344 (35) | 367 (37) | 631 (65) | 628 (63) | 975 (100) | 995 (100) |
| Clerical and administrative workers | 38 (19) | 40 (21) | 33 (17) | 24 (13) | 5 (3) | 4 (2) | 11 (6) | 12 (6) | 142 (71) | 137 (73) | 58 (29) | 51 (27) | 200 (100) | 188 (100) |
| Technicians and trade workers | 6 (18) | 6 (18) | 7 (21) | 5 (15) | | | 2 (6) | | 8 (24) | 9 (26) | 25 (76) | 25 (74) | 33 (100) | 34 (100) |
| Community and personal services | | | | | | | | | | | 2 (100) | | 2 (100) | |
| Machinery operators and drivers | | | | | | | | | | 13 (87) | | 2 (13) | | 15 (100) |
| Total | 325 (24) | 321 (24) | 170 (13) | 167 (12) | 5 | 4 | 31 (2) | 31 (2) | 534 (40) | 569 (42) | 808 (60) | 795 (58) | 1342 (100) | 1364 (100) |

(a) 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^(a)
Year to 30 June 2016 and 30 June 2017
Number

| Occupational group | NESB1 | | NESB2 | | IA | | PWD | | Women | | Men | | Total staff | |
|--|-------------|-------------|-------------|------------|------------|------------|------------|------------|-------------|-------------|-------------|-------------|--------------|--------------|
| | 16 | 17 | 16 | 17 | 16 | 17 | 16 | 17 | 16 | 17 | 16 | 17 | 16 | 17 |
| Managers | | | 1 | | | | | | | 1 | 1 | | 1 | 1 |
| Professionals | 59 | 21 | 27 | 13 | | 1 | 3 | 1 | 63 | 58 | 153 | 77 | 216 | 135 |
| Clerical and administrative workers | 3 | 8 | 6 | 1 | 2 | 2 | | 1 | 25 | 24 | 11 | 16 | 36 | 40 |
| Technicians and trade workers | 1 | 1 | 1 | 1 | | | | | | 3 | 10 | 8 | 10 | 11 |
| Community and personal services | | | | | | | | | | | | | | 0 |
| Machinery operators and drivers | | | | | | | | | | 13 | | 2 | | 15 |
| Total (per cent of total recruitment) | 63 | 30 | 35 | 15 | 2 | 3 | 3 | 2 | 88 | 99 | 175 | 103 | 263 | 202 |
| | (24) | (15) | (13) | (7) | (1) | (1) | (1) | (1) | (33) | (49) | (67) | (51) | (100) | (100) |

(a) Figures are based on total employee recruitment and include trainees, cadets and graduates; excludes renewal of contract and 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)
Year to 30 June 2016 and 30 June 2017
Number (per cent of total)

| Occupational group | NESB1 | | NESB2 | | IA | | PWD | | Women | | Men | | Total staff | |
|-------------------------------------|--------------------------|--------------------------|------------------------|--------------------------|--------------------------|------------------------|------------------------|------------------------|--------------------------|--------------------------|--------------------------|---------------------------|----------------------------|----------------------------|
| | 16 | 17 | 16 | 17 | 16 | 17 | 16 | 17 | 16 | 17 | 16 | 17 | 16 | 17 |
| Managers | | | | 2 (29) | | | | | 1 (50) | 3 (43) | 1 (50) | 4 (57) | 2 (100) | 7 (100) |
| Professionals | 33 (31) | 31 (25) | 4 (4) | 13 (10) | 15 (14) | 1 (1) | 2 (2) | 1 (1) | 39 (36) | 39 (31) | 69 (64) | 85 (69) | 108 (100) | 124 (100) |
| Clerical and administrative workers | 4 (14) | 3 (13) | 4 (14) | 1 (4) | 5 (18) | 1 (4) | 1 (4) | | 16 (57) | 14 (61) | 12 (43) | 9 (39) | 28 (100) | 23 (100) |
| Technicians and trade workers | | | | 2 (22) | 1 (17) | | | 1 (11) | 1 (17) | 2 (22) | 5 (83) | 7 (78) | 6 (100) | 9 (100) |
| Community and personal services | | | | | 1 (100) | | | | 1 (100) | | | | 1 (100) | |
| Machinery operators and drivers | | | | | | | | | | | | | | |
| Sales workers | | | | | | | | | | | | | | |
| Labourers | | | | | | | | | | | | | | |
| Total | 37 (26) | 34 (21) | 8 (6) | 18 (11) | 22 (15) | 2 (1) | 3 (2) | 2 (1) | 58 (40) | 58 (36) | 87 (60) | 105 (64) | 145 (100) | 163 (100) |

(a) Figures are based on total staff terminations, excluding retirements; excludes staff rehired at end of contact and 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

Retirement^(a)
Year to 30 June 2016 and 30 June 2017
Number (per cent of total)

| Occupational group | NESB1 | | NESB2 | | IA | | PWD | | Women | | Men | | Total staff | |
|---|-------------|-------------|------------|----|----|----|------------|----|-------------|-------------|-------------|-------------|--------------|--------------|
| | 16 | 17 | 16 | 17 | 16 | 17 | 16 | 17 | 16 | 17 | 16 | 17 | 16 | 17 |
| Managers | 1 | 1 | | | | | | | 2 | 2 | 3 | 2 | 3 | 4 |
| Professionals | 2 | 2 | | | | | 1 | | 4 | 1 | 4 | 5 | 8 | 6 |
| Clerical and administrative workers | 6 | | 1 | | | | | | 9 | 2 | 2 | 1 | 11 | 3 |
| Technicians and trade workers | 1 | | | | | | | | 1 | | 3 | | 4 | |
| Community and personal services | 1 | | | | | | | | 1 | | | | 1 | |
| Machinery operators and drivers | | | | | | | | | | | | | | |
| Sales workers | | | | | | | | | | | | | | |
| Labourers | | | | | | | | | | | | | | |
| Total | 11 | 3 | 1 | | | | 1 | | 17 | 5 | 12 | 8 | 27 | 13 |
| | (41) | (23) | (4) | | | | (4) | | (63) | (38) | (44) | (62) | (100) | (100) |

(a) Figures are based on total employee 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

From 1 July 2016 to 30 June 2017

Number

| Occupational group | NESB1 | | NESB2 | | IA | | PWD | | Women | | Men | | Total staff | |
|---|-------------|-------------|-------------|-------------|------------|------------|------------|------------|-------------|-------------|-------------|-------------|--------------|--------------|
| | 16 | 17 | 16 | 17 | 16 | 17 | 16 | 17 | 16 | 17 | 16 | 17 | 16 | 17 |
| Managers | | 2 | 4 | | | | | | 5 | 5 | 3 | 8 | 8 | 13 |
| Professionals | 12 | 7 | 9 | 4 | | | 2 | | 32 | 24 | 40 | 30 | 72 | 54 |
| Clerical and administrative workers | 6 | 2 | 1 | 4 | 1 | | 2 | | 10 | 7 | 11 | 6 | 21 | 13 |
| Technicians and trade workers | | | 2 | 1 | | | | | 1 | 1 | 2 | 2 | 3 | 3 |
| Community and personal services | | | | | | | | | | | | | | |
| Machinery operators and drivers | | | | | | | | | | | | | | |
| Total (per cent of total promotions) | 18 | 11 | 16 | 9 | 1 | 0 | 2 | 2 | 48 | 37 | 56 | 46 | 104 | 83 |
| | (17) | (13) | (15) | (11) | (1) | (0) | (2) | (2) | (46) | (45) | (54) | (55) | (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