

Equal employment opportunity

The University of Sydney remains committed to its objective of attracting, rewarding and retaining staff of outstanding quality and international standing, by ensuring that barriers to employment are removed and equal participation of EEO groups is supported.

To this end, the Staff and Student Equal Opportunity Unit (SSEO) has continued to provide expert policy advice on matters concerning equal opportunity and anti-discrimination throughout 2007. The Equal Opportunity Unit works with the University community to promote equity in employment and education to support the University's strategic goals.

The unit does this through:

- policy development and promotion
- targeted affirmative action programs
- staff and student training and education
- monitoring and reporting on equal opportunity outcomes.

The University's Harassment and Discrimination Prevention policies state that every student and employee has a right to be treated with dignity and respect, in an environment free of discrimination and harassment.

2007 initiatives

Harassment and discrimination prevention

During 2007, the SSEO Unit collaborated with the University's Staff Case Management Unit and Student Services Unit to conduct updated training for harassment and discrimination support officers (HDSOs). The role of the HDSOs is to provide information and support for staff and students with an harassment or discrimination problem, concern or complaint. Many of these support officers also speak a community language other than English.

The University continued the use of EEOonline in 2007, an online interactive professional development program for new staff and new managers and supervisors to assist in harassment and discrimination prevention and EEO issues.

Indigenous education and employment

In 2007, the University continued its strategies for promoting Indigenous education through its Indigenous Education Advisory Committee, which incorporates Indigenous perspectives in teaching and learning, and research on Indigenous welfare and health issues.

The University also continued its pursuit of its Indigenous Australians Employment Strategy. This strategy initially included the employment of apprentices in such skills as motor mechanics, fitting and machinist and a chef. Business administration trainees have been employed by Student Services, Campus Infrastructure and Services and the SSEO Unit.

During 2007, the University employed three new cadets in Public health, University archives and the Faculty of Education and Social Work. All three cadets are University of Sydney undergraduates. During 2007, one business administration trainee and one motor mechanic apprentice completed their training. The University's retention rate of indigenous trainees/apprentices and cadets rose to 70 per cent from 66 per cent in 2006.

Partnerships were developed during 2007 with the new SydneyPeople area to ensure an integration of the Indigenous employment program with the University's staff recruitment and development programs.

Supporting women in the workplace

The University's commitment to equal opportunity has again been acknowledged and rewarded by the Commonwealth Equal Opportunity for Women in the Workplace Agency in the form of a fourth consecutive Employer of Choice for Women Award. Of approximately 3000 organisations that report to this agency, only 131 organisations across Australia were awarded the right to call themselves an Employer of Choice for Women in 2007. The designation is especially important to the University in its quest to attract and retain the best and the brightest staff.



University of Sydney policies, strategies and programs that support and promote the careers of the University's women staff include:

- the annual Women in Leadership Programs (for academic and general staff)
- the Sydney University Network for Women (SUN)
- flexible work practices
- generous parental leave provisions that allow up to 36 weeks of flexible paid maternity leave
- a return-to-work support program
- regular reviews of the University's family-friendly policies.

The Women in Leadership Program is a two-day conference designed to address the unique issues faced by women in leadership and to explore the key skills and qualities needed to become an effective leader. The number of these tailored programs for both academic and general staff was doubled in 2007 in an attempt to meet an ever-growing demand from female staff keen to develop their careers.

SUN provides peer support and career-related events and seminars for approximately 480 women staff and postgraduate students. Events in 2007 included an International Women's Day barbeque and a Women in Education Week event, and seminars for women in science, early career academics, and job interview preparation.

Supporting people with a disability

The University's Disability Action Plan 2006-2010 details strategies to ensure the equitable participation of people with a disability in education and employment at the University. The University's most important publication – its website – and its services, buildings and facilities continued to be upgraded to improve accessibility for people with a disability in 2007.

Supporting and encouraging linguistic and cultural diversity

The University's achievements and plans in relation to its linguistically and culturally diverse staff are detailed in the Ethnic Affairs Priority Statement report on page 23.

Representation of EEO groups throughout the University

The following tables show trends over the last four years in the representation of EEO groups and the distribution of each EEO group across salary levels, in academic and general staff subgroups. The University's progress towards New South Wales Government benchmarks is most marked in women's representation and distribution in the academic staff.

Table 1.1: Trends in the representation of EEO groups – academic staff

EEO TARGET GROUP	% OF TOTAL STAFF				
	Benchmark or target	2004	2005	2006	2007
Academic Staff					
Women	50%	44%	44%	45%	44%
Aboriginal people and Torres Strait Islanders	2%	0.6%	0.6%	0.4%	0.6%
People whose first language was not English	19%	10%	10%	10%	11%
People with a disability	12%	3%	3%	3%	2%
People with a disability requiring work-related adjustment	7%	0.5%	0.5%	0.5%	0.3%

Table 1.2: Trends in the representation of EEO groups – general staff

EEO TARGET GROUP	% OF TOTAL STAFF				
	Benchmark or target	2004	2005	2006	2007
Academic Staff					
Women	50%	58%	59%	60%	62%
Aboriginal people and Torres Strait Islanders	2%	0.4%	0.5%	0.4%	0.6%
People whose first language was not English	19%	10%	10%	10%	10%
People with a disability	12%	2%	2%	2%	2%
People with a disability requiring work-related adjustment	7%	0.3%	0.3%	0.3%	0.3%

Statistics are collected as at 31 March 2007.

Table 2.1: Trends in the distribution of EEO target groups – academic staff

EEO TARGET GROUP	DISTRIBUTION INDEX				
	Benchmark or target	2004	2005	2006	2007
Academic Staff					
Women	100	76	77	78	78
Aboriginal people and Torres Strait Islanders	100	n/a	n/a	n/a	n/a
People whose first language was not English	100	80	81	85	75
People with a disability	100	126	125	121	133
People with a disability requiring work-related adjustment	100	n/a	n/a	n/a	n/a

Table 2.2: Trends in the distribution of EEO target groups – general staff

EEO TARGET GROUP	DISTRIBUTION INDEX				
	Benchmark or target	2004	2005	2006	2007
Academic Staff					
Women	100	96	96	97	92
Aboriginal people and Torres Strait Islanders	100	n/a	n/a	n/a	n/a
People whose first language was not English	100	95	94	95	88
People with a disability	100	100	98	95	106
People with a disability requiring work-related adjustment	100	n/a	n/a	n/a	n/a

A distribution index of 100 indicates that the centre of the distribution of the EEO Groups across salary levels is equivalent to other staff. Values less than 100 mean that the EEO groups tend to be more concentrated at lower salary levels than is the case for other staff.

The more pronounced this tendency is, the lower the index will be. In some cases the index may be more than 100, indicating that the EEO group is less concentrated at lower salary levels.