



Fact Sheet - Diversity and Equity at VenuesWest – *Equal Opportunity Act 1984* Section 51

Equal Employment Opportunity at VenuesWest

VenuesWest recognizes that diversity is a key component in bringing together the skills, knowledge, backgrounds, ideas and perspectives of a diverse range of people to contribute to the development of a workforce that is innovative; resilient and adaptable and ensuring an inclusive culture. VenuesWest upholds a working environment that is free from discrimination in accordance with Equal Opportunity legislation. We are seeking to increase the diversity of our workforce to better meet the differing needs of our customers and to improve equal opportunity outcomes for our employees.

The VenuesWest Workforce and Diversity Plan 2018 – 2021 seeks to ensure that our workforce is representative of the Western Australian community. Our goal is to increase the representation of Aboriginal and Torres Strait Islander people in our workforce to 3% and people with disabilities to 1.6% by 2021. As a progression towards achieving this, VenuesWest is using Section 51 of the Equal Opportunity Act 1984 to increase representation of Aboriginal and Torres Strait Islander peoples and people with disabilities in our workforce.

To achieve the initiatives of the Workforce and Diversity Plan, VenuesWest has put in place strategies to achieve equality. These strategies include specifically targeting vacant positions for Aboriginal and Torres Strait Islander and people with disabilities employment.

The Equal Opportunity Act 1984 – Section 51

The Equal Opportunity Act 1984 aims to promote equality and eliminate discrimination and harassment in certain areas of life – such as employment – on the grounds of sex, marital status, pregnancy, family responsibility or family status, race, religious or political conviction, impairment, age and gender history.

Section 51 of the *Equal Opportunity Act 1984* provides organisations with the ability to put into place measures intended to achieve equality in employment.

The Equal Opportunity Act is an act of legislation and Section 51 provides for organisations to implement these measures. It is lawful to discriminate in favour of a group of people in order to provide them with the same opportunities as other people, in the areas of life covered by the *Equal Opportunity Act*.

How will VenuesWest determine if an applicant is Aboriginal or Torres Strait Islander or has a disability?

As part of the recruitment process, applicants will need to identify themselves as Aboriginal or Torres Strait Islander or as having a disability through the application questions. Applicants may be asked to provide confirmation of this to ensure compliance with Section 51 is upheld.

If I am not of Aboriginal or Torres Strait Islander person or I do not have a disability, can I still be interviewed and employed by VenuesWest?

This strategy is designed to achieve equality in our workforce. VenuesWest will continue to select only applicants who demonstrate sufficient merit against the requirements of available positions for interview and appointment. All applicants will be considered in a merit-based selection process, however our preference is to provide opportunities to Aboriginal and Torres Strait Islander peoples and people with disabilities in the first instance. Should strategies under Section 51 be unsuccessful, other applicants will be considered for all vacant positions based on the merit of their application.

Where can I find out more information?

Visit the Equal Opportunity Commission website at www.eoc.wa.gov.au for more information about the Equal Opportunity Act 1984 and Section 51.

For more information about employment at VenuesWest visit www.venueswest.wa.gov.au or contact People and Culture on (08) 9441 8362.