



Diversity and Equity at VenuesWest – Measures intended to achieve equality

Equal Employment Opportunity at VenuesWest

VenuesWest recognises 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.

The VenuesWest Workforce and Diversity Plan 2022 - 2027 seeks to increase the diversity of our workforce to be more representative of the Western Australian community. Our goal is to increase the representation of Aboriginal and Torres Strait Islander peoples, people with disability, women and youth. As a progression towards achieving this, VenuesWest is using sections of *the Equal Opportunity Act 1984* (the Act) for 'Measures intended to achieve equality'. VenuesWest has put in place strategies to achieve equality, including using these sections of the Act to target underrepresented diversity groups.

The Equal Opportunity Act 1984 – Measures intended to achieve equality

The Act aims to promote equality and eliminate discrimination and harassment in certain areas of life – such as employment – on the grounds of sex, sexual orientation, marital status, pregnancy, family responsibility or family status, race, religious or political conviction, impairment, age and gender history. Using sections of the Act for measures intended to achieve equality, organisations can lawfully discriminate in favour of a group of people to provide them with equal opportunities.

Section	Grounds	How this will be used at VenuesWest
31	Sex	Increase representation of women in leadership
51	Race	Increase representation of Aboriginal and Torres Strait Islander peoples
66R	Impairment	Increase representation of people with disability
66ZP	Age	Increase representation of youth (people aged 24 years and under)

How will VenuesWest determine if an applicant meets the requirements of the Sections of the Act?

Candidates are asked to self identify through the application process and may be asked to provide confirmation to ensure the intention of the Act is met.

If I don't meet the requirements of the Act, can I still be appointed to the role?

VenuesWest will continue to select only applicants who demonstrate sufficient merit against the requirements of available positions for interview and appointment, however our preference is to provide opportunities to underrepresented groups in the first instance. Should strategies using the Act be unsuccessful, other applicants will be considered 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 more information about the *Equal Opportunity Act 1984*.

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

