

Victoria's Catchment  
Management Authorities  
leading the way on

# DIVERSITY AND INCLUSION







Victoria's CMAs acknowledge and respect Traditional Owners and Aboriginal communities and organisations and recognise their cultural diversity and deep connections with Victoria's lands and waters.

CMAs and their people pay their respects to their Elders, past and present, as well as other Elders with a connection to Victoria.



# MANY INDIVIDUALS, GROUPS AND ORGANISATIONS

contribute to the health of our rivers, landscapes and biodiversity and production systems.

These diverse partnerships are vital to effectively sustain our environment, assist agriculture, underpin our economy and deliver social and recreation benefits for local communities.

## VICTORIA'S CMAS

enable communities, organisations and governments to plan and work together in natural resource management

CMAs protect and enhance our rivers and landscapes and support productivity from our land and water resources.

We work with:

- Government organisations
- Local councils
- Farmers and land owners
- Agricultural industries
- Traditional Owners and Indigenous people
- Landcare networks and groups
- Community groups and volunteers
- Water corporations
- Non-government organisations
- Universities and the research sector
- Residents and community





# OUR COMMITMENT TO DIVERSITY AND INCLUSION

Victoria's CMAs are embracing and bringing to life the Victorian Government's commitment to diversity and inclusion.

For many years, CMAs have acknowledged and welcomed the unique perspectives of all employees and fostered a culture of inclusion where everyone feels valued and respected.

CMAs have established safe and equitable workplaces, conducted cultural awareness activities, increased female representation in the workforce, introduced opportunities for flexible working arrangements and increased the representation of Indigenous people.

Each CMA has developed a Diversity and Inclusion Plan that sets targets and actions for further improvement in the years ahead.





# OUR VISION

is that as CMAs we pride ourselves on integrating community values into the planning and coordination of land, water and biodiversity management.

This is underpinned by principles of:

- equity
- respect
- government values
- actions





# GENDER

Over their 20+ years of work, Victoria's CMAs have advanced gender diversity within their workforce. CMAs have reached some goals that many other organisations and industries are still striving for.

	CMA		VIC public sector
Women on boards	60%	>	35%
Women working in CMAs	53%	>	46%
Women in staff leadership positions	39%	=	39%

Source: State of the Public Sector 2016-17  
Victorian CMAs Actions & Achievements Report 2016-17





## CHALLENGE

A focus for CMAs in the years ahead is to increase the number and proportion of women in senior staff leadership positions.

Currently, 39 per cent of all such positions are filled by women, though the proportion at the CEO level is significantly less.

A challenge within this area is promoting and achieving gender diversity in smaller type organisations.



## ONGOING FOCUS

To increase the number of women in CMA staff leadership positions, CMAs will actively encourage women to apply for available positions and will support existing female employees and community members to engage in leadership development opportunities, including:

- Acting in leadership roles
- Development and training
- Mentoring opportunities
- Secondments





# INDIGENOUS PARTICIPATION

Victoria's CMAs proudly work in close partnership with Indigenous organisations and communities.

CMAs recognise the unique relationship with Country and knowledge that Indigenous Australians bring to natural resource management, and are committed to achieving Indigenous employment within and outside of their organisations.

## INDIGENOUS EMPLOYMENT

The level of Indigenous employment within CMA staffing far exceeds the Victorian public sector average.



**In addition, as of 2017-18, five Indigenous Victorians are members of CMA Boards**





## ONGOING FOCUS

Maintaining a level of Indigenous employment within the CMAs is important.

However, a significant amount of CMA work is also focused on helping Traditional Owner organisations to build their own capacity and employment levels.

CMAs are also focused on supporting many Indigenous people to develop skills that increase their prospects for employment in natural resource management with government, non-government and community organisations.

## PARTNERSHIP AGREEMENTS

Victoria's CMAs work closely with Indigenous organisations and communities and have partnership agreements with many Traditional Owner organisations including:

- Barapa Barapa Nation
- Barengi Gadjin Land Council Aboriginal Corporation
- Bunurong Land Council
- Dja Dja Wurrung Clans Aboriginal Corporation
- Eastern Maar Aboriginal Corporation
- Gunaikurnai Land and Waters Aboriginal Corporation
- Gunditj Mirring Traditional Owner Aboriginal Corporation
- Martang Pty Ltd
- Taungurung Clans Aboriginal Corporation
- Wurundjeri Land Council
- Wamba Wamba Nation
- Wathaurong Aboriginal Cooperative
- Wathaurong Aboriginal Corporation (trading as Wadawurrung)
- Yorta Yorta Nation Aboriginal Corporation





# WORKPLACE DIVERSITY

CMAs are committed to being model employers and active leaders within regional communities for diversity and inclusion.

This includes maintaining a focus on regional employment, skill development, flexibility in workplace arrangements and diversity in staff age profile.

**95%** of CMA employees are based in regional Victoria

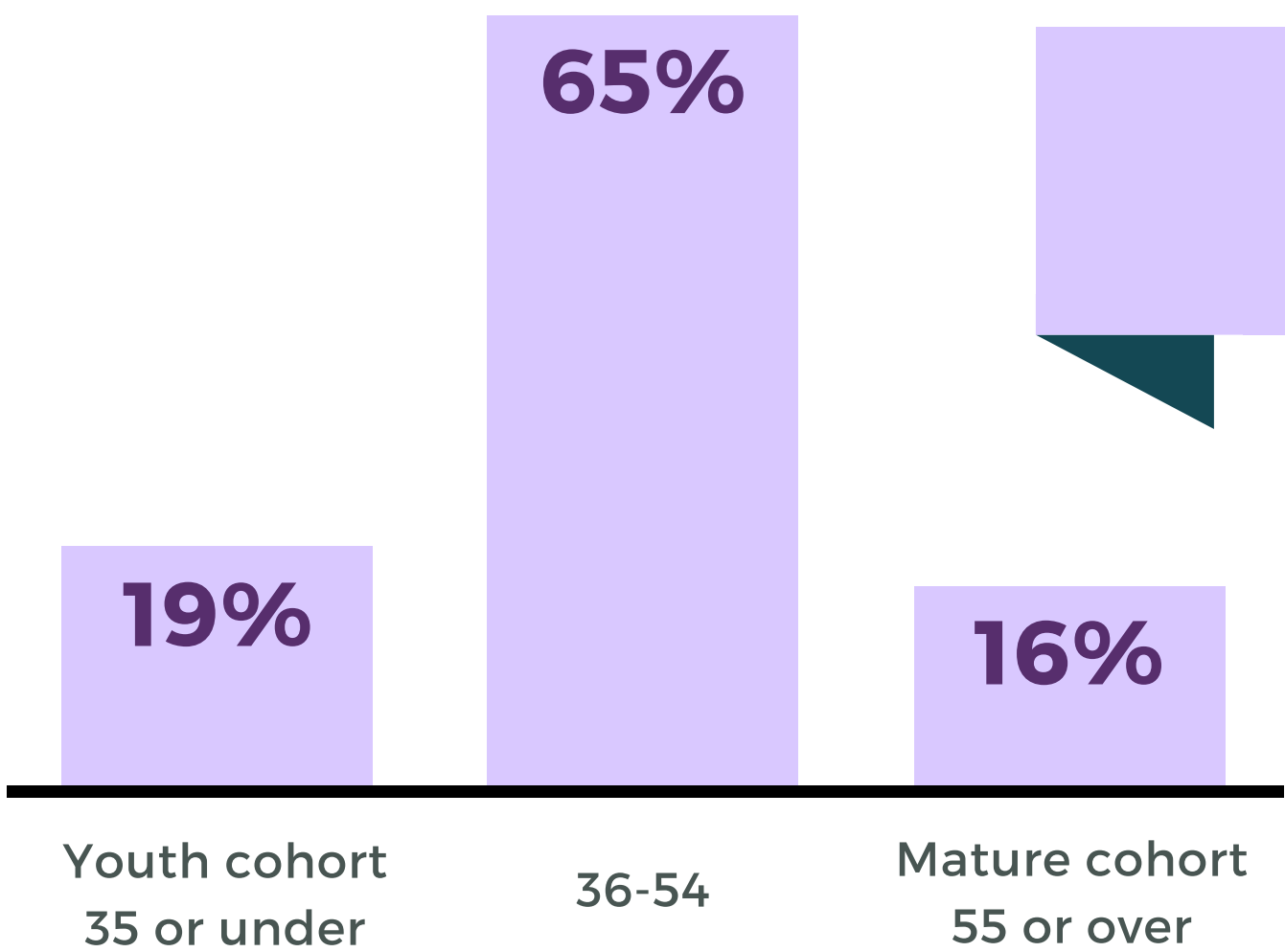
> 35% of the public sector

**84%** of CMA employees have tertiary qualifications

> 71% of the public sector

**36%** of CMA employees have modified work arrangements

including part-time, 48/52, etc.



CMAs have a healthy age profile amongst staff



## CHALLENGE

A challenge for CMAs is to increase the cultural diversity of their workforce.

Currently only 4 per cent of CMA staff were born overseas, compared with 22 per cent of the Victorian public sector.



## ONGOING FOCUS

Support mature employees

Increase youth cohort within CMAs

Continue to diversify the workforce to better reflect regional communities





# CMA TARGETS FOR THE FUTURE

Maintain at least  
50% women on  
CMA boards

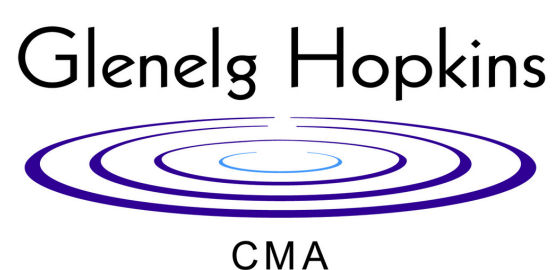
Maintain at least  
3% Indigenous  
employment in  
CMAs

Maintain at  
least 50%  
women as  
CMA employees

Increase the  
proportion of  
women in CMA  
staff leadership  
positions

Maintain  
opportunities for  
CMA employees to  
have modified work  
arrangements

Increase the  
diversity of CMA  
employees to better  
reflect regional  
communities



NORTH EAST  
CATCHMENT  
MANAGEMENT  
AUTHORITY



NORTH CENTRAL  
Catchment Management Authority  
*Connecting Rivers, Landscapes, People*

