

Building a Balanced Gender Workforce in a Land Management Organisation - a Case Study of the Gender Equity Work in Victoria, Australia.

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SUMMARY

The Department of Environment, Land, Water and Planning has been working since 2014 on a program to have equal numbers of women and men in its senior management team. This has resulted in substantial change over the time and has also identified other organizational areas that need to change to support this goal. This has included improved access to flexible ways of working and in recruiting and training processes.

Some countries have not experienced issues with gender imbalances in land management organisations or with attracting students to education programs for land management professionals. Australia has experienced an imbalance in these areas and has been working on ways to encourage and support women to be included in courses, our workplaces and particularly at senior levels in workplaces. There are proven benefits for organisations to have diversity of experience and thinking. Research has shown that this leads to more effective organisations.

This paper outlines the program that was developed, the changes that have been made and the progress towards the goal. It will outline the role of the Department's Secretary in the Male Champion of Change Program, a development underway for men in senior positions to work to change organisations to support a change in gender balance. The Victorian State Government is now embarking on a social change agenda and this paper will outline the elements of what its plans are in this area of interest.

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