



POLICY SYMPOSIUM

Gender Equity: What policies does Australia need right now?

PRESENTED BY BCEC & WEN

9 FEBRUARY 2018
FREMANTLE, WESTERN AUSTRALIA



#AGEW2018

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PROGRAM

3.30pm	Registration
3.50pm	Welcome by Alan Duncan
3.55pm	Introduction Tania Cecconi Executive Director CEOs for Gender Equity
4.00pm	Panel Discussion and Q&A Tania Cecconi Executive Director CEOs for Gender Equity Betsey Stevenson Associate Professor Michigan University Hon. Simone McGurk MLA WA Minister for Women's Interests; Child Protection; Prevention of Family and Domestic Violence; Community Services Diane Smith-Gander Non-executive Director Wesfarmers Conrad Liveris Corporate Adviser on workplaces and risk Rebecca Cassells Principal Research Fellow Bankwest Curtin Economics Centre
5.15pm	Vote of Thanks Shari Cosgriff Chief Operating Officer – Personal and Business Banking Bankwest
5.20pm	Event concludes

Have a question for the panel?

Simply head to www.slido.com and enter event code #AGEW18 to post your question.

Your question will be seen by other audience members and our policy chair, and you can also vote for questions posted by other audience members, if you'd like that question answered too.

WELCOME



Welcome from Alan Duncan and Danielle Wood

Welcome to the Policy Symposium: Gender Equity: What policies does Australia need right now?

The symposium is the result of a collaboration between the Bankwest Curtin Economics Centre (BCEC) and the Economic Society of Australia's Women in Economics Network (WEN), and is the final event in the Australian Gender Economics Workshop program.

The symposium and workshop combine BCEC's commitment to deliver research that contributes to the economic and social wellbeing of Australians, and WEN's mission to advocate for and promote women in economics.

There is still work to be done in advancing gender equality in Australia. We are pleased the Australian Gender Economics Workshop has helped to make a contribution to the evidence base that will frame today's discussion.

We were delighted to receive such strong interest in the workshop and today's symposium from researchers working across a wide spectrum of gender economics topics. Through the workshop and symposium, we are pleased to offer the opportunity for all participants to connect to this wider community of academic researchers, policy and industry specialists within Australia, all of whom share a common goal to better understand and tackle the issue of gender inequality.

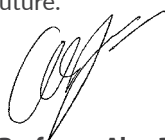
Our special thanks to the Australian Government Department of Jobs and Small Business and the Office for Women at the Department of Prime Minister and Cabinet for their generous support of AGEW 2018 and today's Policy Symposium.

We would also like to acknowledge and thank our panellists – the Hon. Simone McGurk MLA, Associate Professor Betsey Stevenson, Diane Smith-Gander, Conrad Liveris, Associate Professor Rebecca Cassells and our symposium chair Tania Cecconi. Our panellists have made invaluable contributions to the knowledge base and public conversation needed to improve economic and social outcomes and opportunities for both men and women.

Of course, the workshop and symposium would not be possible without the AGEW 2018 organising committee: Astghik Mavisakalyan as Chair of the organising committee and Senior Research Fellow at BCEC; Rebecca Cassells, Principal Research Fellow at BCEC and Chair of the ACT branch of the Women in Economics Network; Analena Gilhome, Chair of the WA branch of the Women in Economics Network; and Leonora Risse, Chair of the Victorian branch of the Women in Economics Network.

We trust you will enjoy the symposium and join in on what will no doubt be an informative discussion. If you wish you to continue the conversation, please join us at the Women in Economics sundowner drinks following the symposium.

We thank all speakers, presenters, discussants and participants for your contributions and support of AGEW 2018, and hope to see you at more BCEC and WEN events in the future.



Professor Alan Duncan
Director, Bankwest Curtin
Economics Centre
Curtin Business School
Curtin University



Danielle Wood
Chair
Women in Economics
Network Australia

PANEL



Betsey Stevenson **University of Michigan**

Betsey Stevenson is an Associate Professor of Public Policy at the Gerald R. Ford School of Public Policy, and also an Associate Professor of Economics, at the University of Michigan. She is a Research Associate with the National Bureau of Economic Research, a Visiting Associate Professor of Economics at the University of Sydney, a Research Fellow at the Centre for Economic Policy Research in London, and a Fellow of the Ifo Institute for Economic Research in Munich. Previously, Betsey has served as a member of the White House Council of Economic Advisers from 2013 to 2015 and as the Chief Economist of the U.S. Department of Labor from 2010 to 2011. In 2018, Betsey commenced an elected position on the Executive Committee of the American Economic Association.

Betsey's research focuses on the impact of public policies on the labor market. Her research explores women's labor market experiences, the economic forces shaping the modern family, and the potential value of subjective wellbeing data for public policy. Betsey earned her PhD in Economics from Harvard University and previously held positions at Princeton University and the University of Pennsylvania's Wharton School. She is a columnist for Bloomberg View and her analysis of economic data and the economy are frequently covered in the media.



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Hon. Simone McGurk MLA

Minister for Child Protection; Women's Interests; Prevention of Family and Domestic Violence; Community Services

Simone is the State Labor Member for Fremantle, and the Minister for Child Protection; Women's Interests; Prevention of Family and Domestic Violence and Community Services. As a Minister in the McGowan Labor Government, Simone is working to establish a whole-of-government approach to tackling the scourge of family and domestic violence, and is ensuring that our state invests in children during the critical early years to build stronger families and communities.

Prior to her election in 2013, Simone worked in the union movement for over 22 years. She was one of the first women elected to be an Organiser for the Australian Manufacturing Workers Union, before being elected the Assistant State Secretary in 1997. She later worked with the union United Voice. From 2007, Simone served as Assistant Secretary, and later Secretary, of Unions WA. There, she coordinated the Your Rights at Work Campaign against the Howard Government's 'Workchoices' reforms, and campaigned for more local content and local jobs during WA's mining boom.

Simone has also worked in Native Title for the Yamatji Land and Sea Council, and as a producer with the ABC. Simone holds degrees in History from the University of Melbourne and Media from Murdoch University.



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Diane Smith-Gander

Wesfarmers

Diane Smith-Gander is non-Executive director AGL Energy, Wesfarmers Limited, Chair of Safe Work Australia, Asbestos Safety & Eradication Council, a board member of Keystart Loans, Henry Davis York, CEDA and immediate past President of Chief Executive Women, Australia's pre-eminent women's advocacy group. Diane has held a wide range of non-executive roles in the past including Chairman of Broadspectrum, Deputy Chairperson of NBNCo, non-executive director of the CBH Group, commissioner of Tourism WA and board member of the Committee for Perth.

Diane's last executive role was Group Executive at Westpac; a member of the leadership team of the corporation, responsible for all Information Technology, back office operations, global vendor management and property. Diane was a General Manager at Westpac for 10 years in the 1990s responsible for back office functions, retail networks and support functions. Prior to re-joining Westpac Diane was a partner at McKinsey & Company in Washington and New Jersey serving clients in diverse industries globally. Diane became a senior advisor to McKinsey in Australia in 2016.

Diane has been active in sports administration and is a past Chairman of both Basketball Australia Limited, the sport's peak body, and the Australian Sports Drug Agency, the government agency responsible for deterring the use of performance enhancing drugs. Diane holds an MBA from the University of Sydney and a BEc from the University of Western Australia (UWA). In 2015 she was awarded an Honorary Doctorate of Economics from UWA. She is a Fellow of the AICD and Governance Institute of Australia and an adjunct professor of corporate governance at UWA where she serves on the advisory board of the Business School. She is also a Council member of Perth's Methodist Ladies' College.

Diane is a keen down hill skier and operates a vineyard in Margaret River.



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Conrad Liveris

Corporate Adviser on workplaces and risk

Conrad Liveris is a corporate adviser on workplaces and risk, and is recognised as one of Australia's leading employment experts.

Using data and original evidence, his practice has a focus on performance and productivity. He has worked with a wide variety of organisations and senior leaders on workplace design, organisation structuring, workplace design, remuneration and political risk. While primarily Australian-focused, he works in partnership with leading institutions in the UK and USA.

Previously he worked in communications, public policy and government, and was placed in a management role early in his career. Conrad holds a bachelor of arts, master of commerce and certificate in governance and risk, as well as having completed leadership education at the University of California Los Angeles. He is an Associate Fellow of the Royal Commonwealth Society.



Rebecca Cassells

Bankwest Curtin Economics Centre

Rebecca is Principal Research Fellow with the Bankwest Curtin Economics Centre. Rebecca has a diverse research portfolio that deals both with research methods and policy evaluation. Her principal areas of research include: poverty and disadvantage, social exclusion, wealth and superannuation; child and youth wellbeing; education; geographic differentials and gender divisions. She has led major commissioned research reports for government, private sector and not-for-profit organisations. Her work has been influential in driving public debates and influencing policy and legislation. Rebecca also serves Chair of the ACT Women in Economics Network.



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Shari Cosgriff

Bankwest

Shari Cosgriff is currently Chief Operating Officer BankWest (Personal and Business Bank). Prior to this, Shari worked at CBA for 18 years, most recently as the General Manager Business Service Centre, Business & Private Banking.

During her career Shari has worked in a variety of roles across General Insurance, Merchant Operations and more recently Business Banking. Shari led the CBA Business Service Centre team, successfully raising the bar in terms of industry recognition, service excellence, quality, productivity, service and team culture scores for the Centre.

Shari has also led high-performing teams and projects including the change from Colonial General Insurance to Commonwealth Insurance, one of her great triumphs that gained her the Best Call Centre and People's Choice awards for Commlnsure in 2005. In 2007 she also led her Merchant Services and Operations team to the internationally recognised Mastercard Global Awards, Most Improved Processing team – a huge achievement.

Shari's passion for people was the driving force behind her formation of the Women in Leadership for Business & Private Banking Program and the strategic role she has played in driving Group-wide diversity initiatives as Chair for ENABLE and a key member of the CBA diversity network, Unity.

Shari acknowledges the importance of having faced some tough challenges with a solid support network of leadership around her and wants to pass her experience onto future leaders.



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CHAIR



Tania Cecconi **CEOs for Gender Equity**

Since 2016, Tania has been thrilled to work with CEOs for Gender Equity as its inaugural executive director.

Working with progressive CEOs their goal is to turn the dial on gender equity in WA; WA lags on every national gender equity indicator. Her job is to help them lead the transformation of their workforce by eliciting and sharing their stories of what works and doesn't work to drive and improve gender equity further.

Daily she enjoys conversations with CEOs and leaders who lead purposefully and intentionally about how they have committed to gender equity as a strategic priority.

Along the journey she has had her own unconscious biases challenged, continues to add to her toolbox of powerful CEO-led initiatives (that are incidental to policy & process) and have had reaffirming moments with national leaders and advocates such as Liz Broderick AO, David Morrison AO and Diane Smith-Gander.

As an executive, she is resolutely committed to delivering impact and results; being strategic and pragmatic helps get the job done. Being committed to community impact whilst being commercial is the balance she strives to bring.

She is also absolutely committed to helping businesses lead transformation, improve organisational and individual performance, working cross functionally, developing high level networks and attracting resources to get things done.



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