WSA Policy

WSA | Diversity & Inclusion

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Change history

Version Details	Document Owner:	Verified by:	Approved by:
Revision: 00 31/05/2021	**Jo Vaughan** | Chief People Officer	**Lyn Osbourne** | GM Capability, Equity, Diversity & Inclusion	**WSA Board**
	Main Changes: Original Issue.		
Revision: 01 23/08/2024	**Kirby Grattan** | Chief People Officer	**Simon Hickey** | Chief Executive Officer	**PRNC**
	Main Changes: The Diversity & Inclusion Policy has been reviewed considering relevant legislation, ensuring WSA remains compliant and offers market comparable employment conditions and practice for WSA employees.		

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Related Documents

This policy should be read in conjunction with the related documents listed in the table below.

Document Number:	Document Description:
WSA00-WSA-00000-HR-POL-000001	Code of Conduct Policy
WSA00-WSA-00000-HR-POL-000002	Confidentiality Policy
WSA00-WSA-00000-HR-POL-000004	Complaints and Grievances Policy
WSA00-WSA-00000-HR-POL-000005	Disciplinary Policy
WSA00-WSA-00000-HR-POL-000006	Equal Opportunity Policy
WSA00-WSA-00000-HR-POL-000008	Education Assistance Policy
WSA00-WSA-00000-CP-POL-000004	Statement of Business Ethics
WSA00-WSA-00000-CP-POL-000011	Privacy Policy
WSA00-WSA-00000-OS-POL-000021	Health, Safety and Wellbeing Policy
WSA00-WSA-00000-EN-POL-000001	Sustainability Policy
WSA-PC-POL-000001	Flexible Work Arrangements Policy
WSA-PC-POL-000002	Leave Entitlements Policy
WSA-PC-POL-000003	Recruitment & Selection Policy
WSA-PC-POL-000004	Remuneration and Benefits Policy

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1. Purpose

This policy sets out WSA's commitment to Diversity and Inclusion and how WSA values and respects the diversity of its people, partners customers and community as they directly interface with us and how we ensure a positive and inclusive experience for all.

WSA's commitment to Diversity and Inclusion is underpinned by WSA's values and WSA expects its people to work together to achieve a culture that supports this commitment. This aligns to achieving WSA's purpose to generate social and economic prosperity by safely delivering a thriving airport precinct in Western Sydney.

The elevation of Diversity and Inclusion amongst WSA's people, in WSA's workplace will enable a brighter future for all the communities in which WSA operates. Reflecting the diversity of our people, partners, customers and community enables WSA to better understand and meet their needs, build trust and make better decisions.

2. Introduction

2.1. Policy eligibility

The Policy applies to all WSA employees, contractors and consultants at WSA workplaces including remote locations.

2.2. Policy review

This policy will be reviewed every 3 years unless circumstances require updates are necessary.

2.3. Policy availability

This policy is available to be accessed on the **WSA Published Documents SharePoint** site. Currency and accuracy cannot be guaranteed if sourced from other locations.

3. Policy Statement

Diversity and Inclusion is about WSA's individual differences and valuing the knowledge, skills and perspectives people bring to the workplace which is underpinned by WSA Values. Diversity is a business imperative and supports the achievement of our vision to be the gateway of choice to Australia and the world – connecting people, places and opportunity.

Diversity and Inclusion improves our ability to attract, retain, motivate and develop the best talent, create and engaged workforce, deliver the highest quality services to our customers.

WSA is a workplace that values the unique difference and individual strengths of each person, and diverse teams solve problems better and deliver better outcomes.

4. Policy Principles

WSA's Policy through is implementation aims to achieve the following:

- Ensures WSA's people feel respected and can be themselves at work.
- Ensure WSA's people feel they belong and are psychologically safe.
- Supports the attraction and retention of diverse teams, enhancing WSA's approach to decision making.

- Embrace different perspectives and talents and empower individuals to work together in an inclusive way.

- Leverage the diversity of skills to enhance the customer experience and organisational growth.

- Ensures alignment of our Diversity & Inclusion policy by WSA values and Employee Value Proposition (EVP).

- Embraces diversity and inclusion, this means that WSA does not tolerate any form of unlawful behaviour.

- Supports WSA's local communities and be proud of our brand and reputation.

- Ensures that Diversity and Inclusion is for everyone. It is part of how WSA works and because it helps WSA to be successful, its everyone's business.

5. Policy Pillars

WSA's policy pillars focuses on five key areas:

- First Nations – WSA is committed to reconciliation work and toward providing pathways and employment opportunities to people that identify as being from an Aboriginal and Torres Strait Islander decent.

- Culture, Heritage and Religion – WSA recognises cultural and linguistic diverse heritage and religions of our people, celebrating multicultural diversity to strive to reflect the culturally diverse Western Sydney community.

- Abilities – WSA's focus is to build a more neurodiverse, inclusive and accessible work environment and airport precinct, that values all abilities and provide opportunities for people with abilities.

- Women – WSA encourages full participation, improvement of representation and progression of women at all levels including leadership and non-traditional roles.

- LGBTQI+ - WSA focus is to enable LGBTQI+ employees feel comfortable being their authentic self at work and we create an inclusive environment regardless of sexual orientation or gender identity and WSA supports ally employees to foster greater inclusion through visibility and awareness.

Our diversity and inclusion pillars are not limited to specific diversity groups, they encourage WSA to foster an inclusive work culture and practices for everyone.

These five pillars are supported by strategies and action plans focussed on:

- Education and awareness - our people need to understand the value of Diversity & Inclusion, what it means in our context, and to have more open conversations that reinforce awareness;

- Inclusive leadership – we will ensure our leaders role model and advocate inclusive practices as part of how we do business; and

- Fairness and trust – we foster a culture of fairness and trust to promote our positive work culture and Employee Value Proposition (EVP).

Other diversity areas, such as age, geographic location and socioeconomic status, are also very important to WSA. Our Diversity and Inclusion Policy will benefit all under - represented groups, and the workforce as a whole. An inclusive and diverse workplace is better for all of us.

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6. Implementation

WSA's commitment to creating diversity and inclusion is reflected in the following actions:

- Implement and maintain WSA's Diversity and Inclusion strategy and action plan that sets objectives, programs, activities and monitors and reports on progress.

- Set and review diversity measurable objectives and project workforce metrics, included in WSA's Diversity and Inclusion Strategy (aligned to WSA's Company values, corporate plan, organisational KPI's and business strategies).

- Ensuring the principles of Diversity and Inclusion are utilised when conducting key people processes and practices including leadership and talent plans, recruitment, performance management, learning and development, recognition and reward programs, remuneration levels and procurements.

For WSA to meet its positive duty or being proactive in addressing the expectations and responsibilities of leaders and employees to ensure zero tolerance for unlawful behaviour.

7. Measurable Objectives

WSA is committed to measurable objectives with a view to progressing towards and maintaining a diverse representation in WSA's workforce, management and other leadership roles.

The objectives, and WSA''s progress are set out in our workforce targets, corporate plan and organisational KPI's.

Internal measurable objectives are also set to monitor progress through WSA's Employee Culture and Engagement Survey.

8. Accountabilities

Function/Role	Accountabilities
Employees	- Contribute to and maintain an inclusive workplace and speak up if they see inappropriate behaviours in relation to Diversity, and Inclusion. - Respect the diversity of others and demonstrate inclusion through living by WSA's values and meeting the requirements of WSA's policies, including Code of Conduct.
Leaders	- Create and maintain an inclusive workplace by role modelling inclusive behaviour and communicating commitment to the principles set out in this policy. - Minimising bias in relation to decision making and ensuring consistency of approach in diversity and inclusion initiatives. - Ensuring their teams adhere to the principles set out in this policy and relevant WSA policies, including Code of Conduct. - Promptly address behaviours in relation to diversity and inclusion, in line with the Code of Conduct and other relevant policies.

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Diversity & Inclusion Committee	• Be ambassadors for Diversity & Inclusion. The Committee leads, events, celebrates diversity, supports delivery of the action plans and share learnings about why creating a sense of belonging for everyone is so important.
People & Culture	• Lead WSA's Diversity & Inclusion Policy this includes design, deliver, monitor and seeking endorsement of strategy and action plans. • Lead reporting and strategies associated with any legislative requirements.
People Remuneration and Nomination Committee (PRNC)	• Monitor the organisations progress in achieving WSA's measurable objectives and performance of WSA's programs and initiatives.

9. Further Information

Any employee who requires assistance in understanding this Policy should first consult with your Leader. Should further information be required, please contact People & Culture team.

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