



If Women are so
“EMPOWERED”




Why are more not
“IN POWER” ?



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Local GovernMENT

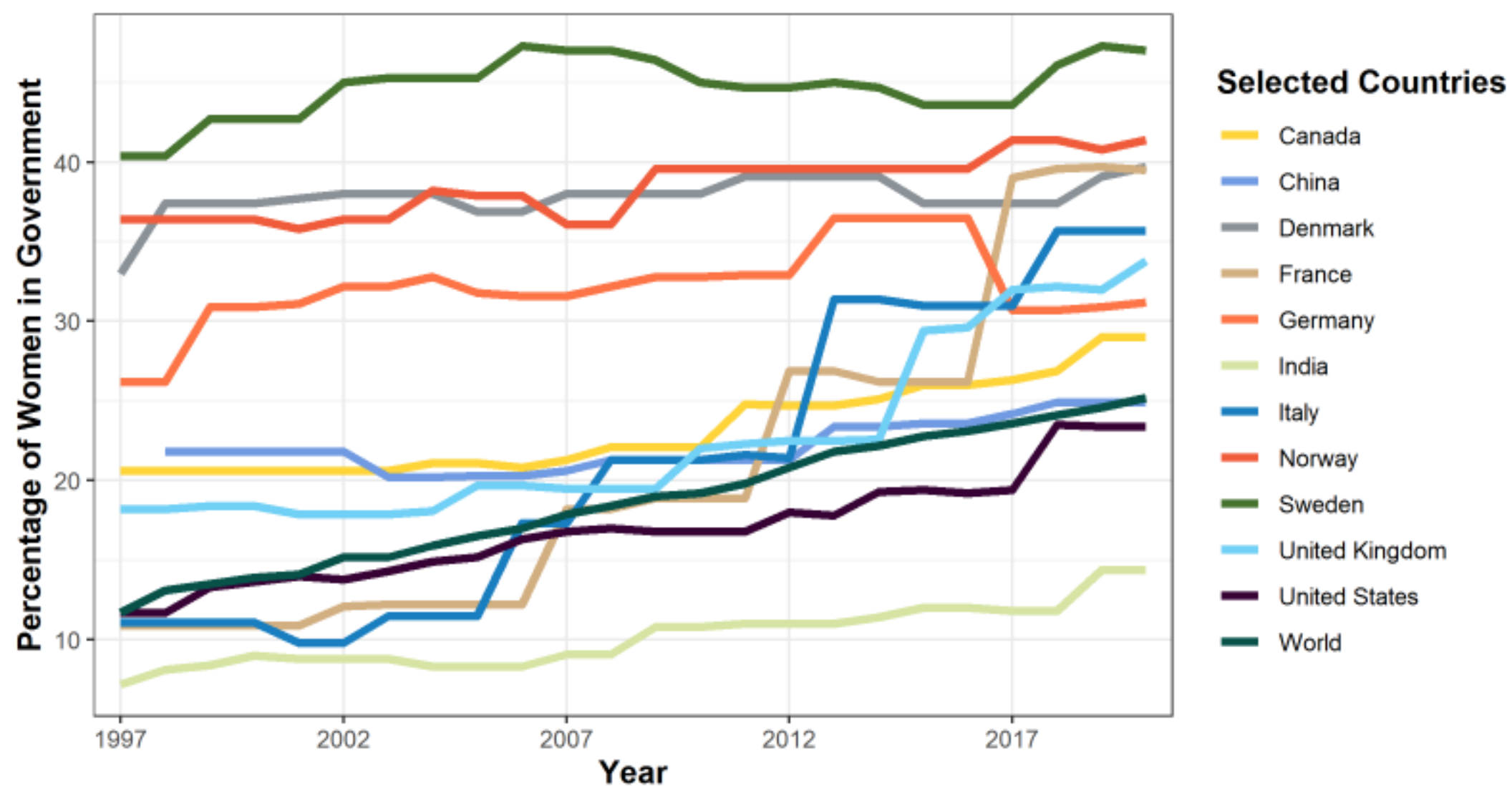
-  MENstruation
-  MENopause
-  GUY(Gyn)naecology

Have you ever noticed all women's problems start with MEN!! 😊



THE STATS

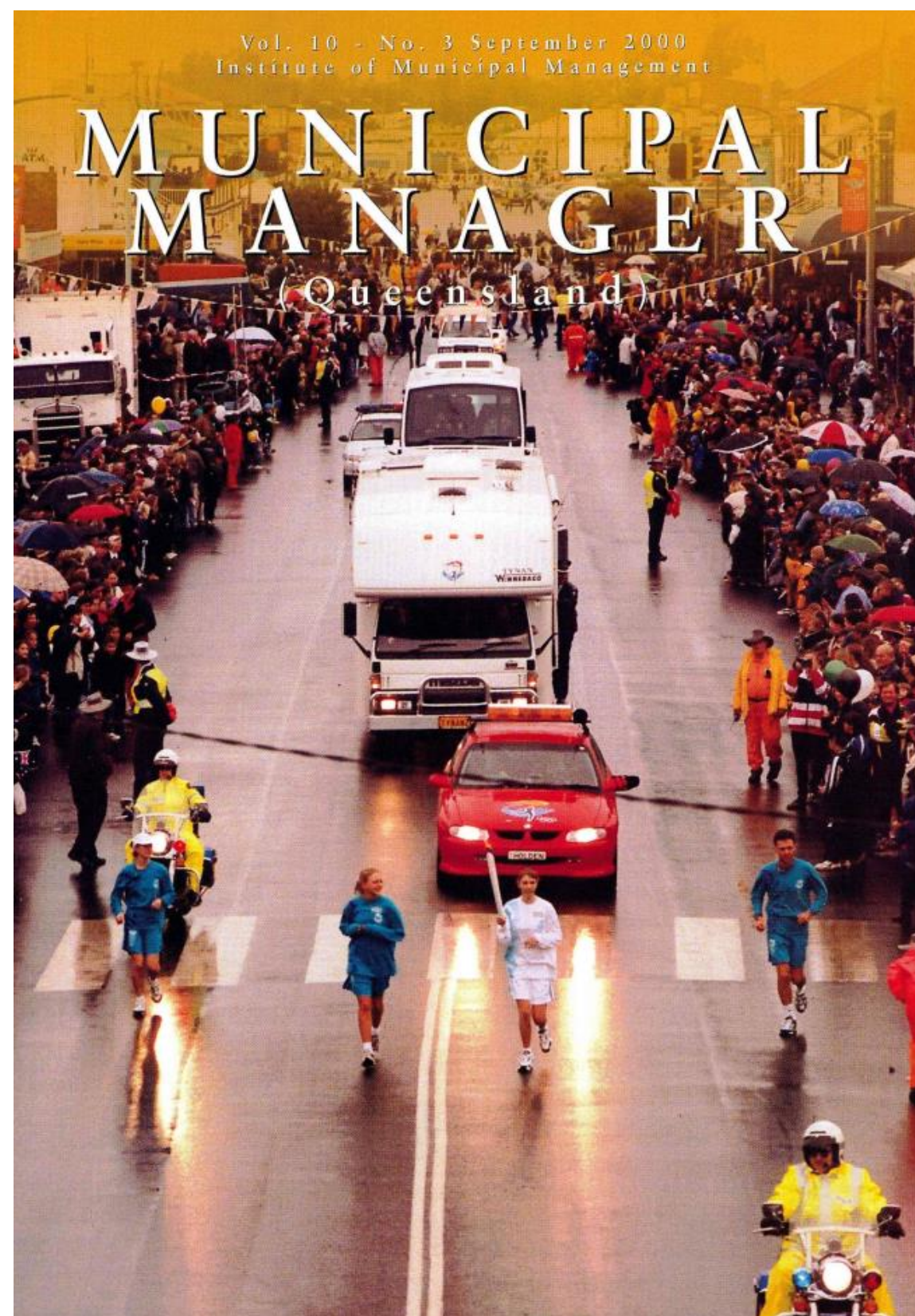
THEN AND NOW



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EMPOWERED



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In 2000 it was noted...

- Equal Opportunity legislation was introduced “25 years ago” (making it 1975)
- Women represented over 43% of the workforce
- Women were still under-represented in management
- Lack of data / no targets in LG versus other sectors of government and industry
- 92% of senior executive positions were held by men (worse than male dominated industries like mining)

Breakdown by Gender of Senior Positions

	MALES	FEMALES
QLD LOCAL GOVERNMENT	92%	8%
MINING INDUSTRY	87%	13%
DEPARTMENT EMPLOYMENT, EDUCATION & TRAINING	66%	34%

Pre Amalgamation Figures



In 2000 there were just **THREE FEMALE CEOS**
out of **157 COUNCILS!!**



Brisbane



Cambooya



Thuringowa



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...AND NOW?

In 2024...today...out of **78 QLD Councils**,
there are just **17 FEMALE CEOS**.

Male

78.21%

Female

13.79%

(Post Amalgamation figures)

PLUS CEO/SUPERINTENDANT – WEIPA TOWN AUTHORITY

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And because we should, here is a shout out to all those **AMAZING LEADERS!!**

- Boulia Shire Council – **Lynn Moore**
- Cairns Regional Council – **Mica Martin**
- Croydon Shire Council – **Jacqui Creswell**
- Douglas Shire Council – **Rachel Brophy**
- Gladstone Regional Council – **Leisa Dowling**
- Hinchinbrook Shire Council – **Mary-Anne Uren**
- Ipswich City Council – **Sonia Cooper**
- Maranoa Regional Council – **Edwina Marks**
- North Burnett Regional Council – **Margot Stork**
- Northern Area Peninsula Regional Council – **Kate Gallaway**
- Paroo Shire Council – **Cassie White**
- Sunshine Coast Council – **Emma Thomas**
- Torres Shire Council - **Dalassa Yorkston**
- Western Downs Regional Council – **Jodie Taylor**
- Woorabinda Aboriginal Shire Council – **Kristine Smith**
- Wujal Wujal Aboriginal Shire Council – **Kiley Hanslow**
- Bulloo Shore Council – **Tamie Warner (Acting)**
- Weipa Town Authority – **Judy Heusler**



GENDER STATISTICS

Position Level	2020			2021			2022			2023		
	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male
Level 1 – CEO / General Manager	225	48 (21%)	177 (79%)	206	43 (21%)	163 (79%)	220	54 (25%)	166 (75%)	198	49 (25%)	149 (75%)
Level 2 – Director, General Manager, Group Manager	831	306 (37%)	525 (63%)	760	288 (38%)	472 (62%)	799	308 (39%)	491 (61%)	743	294 (40%)	449 (60%)
Level 3 – Manager, Professional	2,785	1,089 (39%)	1,696 (61%)	2,556	1,042 (41%)	1,514 (59%)	2,819	1,148 (41%)	1,671 (59%)	2,583	1,069 (41%)	1,514 (59%)
Level 4 – Team Leader, Coordinator	7,645	3,648 (48%)	3,997 (52%)	8,429	4,092 (49%)	4,337 (51%)	9,514	4,834 (51%)	4,680 (49%)	8,979	4,516 (50%)	4,463 (50%)
TOTAL	11,486	5,091 (44%)	6,395 (56%)	11,951	5,465 (46%)	6,486 (54%)	13,352	6,344 (48%)	7,008 (52%)	12,503	5,928 (47%)	6,575 (53%)

	Ratio – Male / Female 2012		Ratio – Male / Female 2023		Increase in Female Incumbents 2012 - 2023
	Male	Female	Male	Female	
Chief Executive / General Manager	91.8%	8.20%	75.25%	24.75%	16.55%
Community Services					
Level 2	51.92%	48.08%	40.48%	59.52%	11.44%
Level 3	41.44%	58.56%	34.68%	65.32%	6.76%
Level 4	26.69%	73.31%	26.22%	73.78%	0.47%
Corporate Services					
Level 2	65.02%	34.98%	52.19%	47.81%	12.83%
Level 3	55.63%	44.37%	48.57%	51.43%	7.06%
Level 4	37.99%	62.01%	33.65%	66.35%	4.34%
H/R Organisational Development					
Level 2	52.38%	47.62%	30.77%	69.23%	21.61%
Engineering Services					
Level 2	94.80%	5.20%	83.33%	16.67%	11.47%
Level 3	90.06%	9.94%	81.98%	18.02%	8.08%
Level 4	87.69%	12.31%	80.06%	19.94%	7.63%
Regulatory / Statutory Services					
Level 2	79.45%	20.55%	65.44%	34.56%	14.01%
Level 3	71.90%	28.10%	60.34%	39.66%	11.56%
Level 4	64.69%	35.31%	51.67%	48.33%	13.02%
TOTAL	65.10%	34.90%	52.59%	47.41%	12.51%

	Ratio – Male / Female 2020		Ratio – Male / Female 2021		Ratio – Male / Female 2022		Ratio – Male / Female 2023	
	Male	Female	Male	Female	Male	Female	Male	Female
Chief Executive / General Manager	78.67%	21.33%	79.13%	20.87%	75.45%	24.55%	75.25%	24.75%
Community Services								
Level 2	37.41%	62.59%	38.24%	61.76%	40.91%	59.09%	40.48%	59.52%
Level 3	34.37%	65.63%	35.78%	64.22%	32.70%	67.30%	34.68%	65.32%
Level 4	24.75%	75.25%	24.83%	75.17%	25.54%	74.46%	26.22%	73.78%
Corporate Services								
Level 2	53.21%	46.79%	55.06%	44.94%	52.90%	47.10%	52.19%	47.81%
Level 3	50.59%	49.41%	46.80%	53.20%	47.90%	52.10%	48.57%	51.43%
Level 4	33.18%	66.82%	34.42%	65.58%	32.39%	67.61%	33.65%	66.35%
HR/Organisational Development								
Level 2	25.00%	75.00%	22.22%	77.78%	32.14%	67.86%	30.77%	69.23%
Engineering Services								
Level 2	89.40%	10.60%	88.73%	11.27%	84.40%	15.60%	83.33%	16.67%
Level 3	84.90%	15.10%	83.53%	16.47%	83.22%	16.78%	81.98%	18.02%
Level 4	84.77%	15.23%	83.66%	16.34%	80.37%	19.63%	80.06%	19.94%
Regulatory Services								
Level 2	78.81%	21.19%	69.34%	30.66%	67.59%	32.41%	65.44%	34.56%
Level 3	68.52%	31.48%	67.33%	32.67%	65.83%	34.17%	60.34%	39.66%
Level 4	56.46%	43.54%	54.65%	45.35%	54.00%	46.00%	51.67%	48.33%
TOTAL	56%	44%	54%	46%	52%	48%	53%	47%

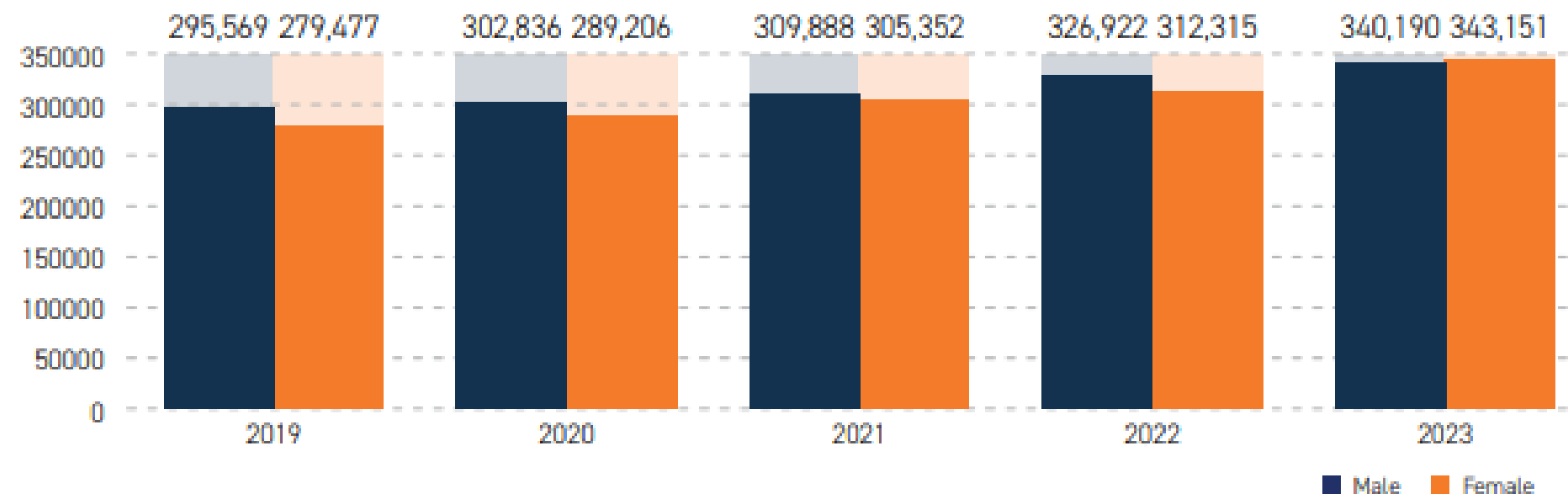


GENDER STATISTICS

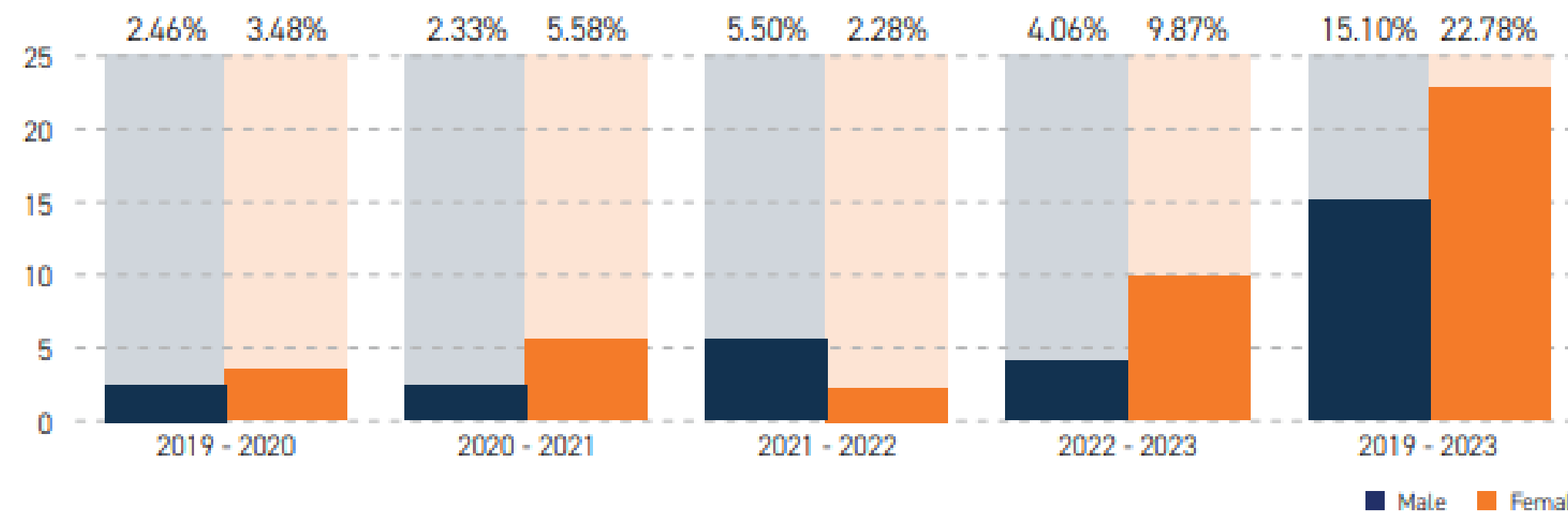


	Years					Average Increase				
	2019	2020	2021	2022	2023	2019 - 2020	2020 - 2021	2021 - 2022	2022 - 2023	2019 - 2023
Male	295,569	302,836	309,888	326,922	340,190	2.46%	2.33%	5.50%	4.06%	15.10%
Female	279,477	289,206	305,352	312,315	343,151	3.48%	5.58%	2.28%	9.87%	22.78%

Average Remuneration 2019 - 2023



Average Increase 2019 - 2023



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What do we know about Gender Bias?

- Getting the top job is hard...staying there is harder
- Female executives are held to a different standard
- Gender pay gaps (WGEA)
- Conscious and Unconscious Bias
- Compound Bias: Gender + Cultural + Age



Language / Perception

“Assertive”
“Confident” Vs “Bossy”
“Aggressive”

Women: empathy > emotional

Men: anger > strength



Generational

Boomers

Gen X

Gen Y

Vs

Gen Z (new silent generation)

Will it be like EVOLUTION?

- As previous generations leave the workforce and are replaced by the new generations like Gen Z (2000+), who are generally “gender, age and colour blind”.



How do I try to make a difference?

- Female vs male placements
- Working with Councils who have a genuine focus on **Gender Equity**
- Understanding the **“Why”**
- Influencing to overcome bias on the panel
- It's **ALWAYS** the best person for the job



Recruitment Panel Training



COUNCILLOR WORKSHOP

**Chief Executive Officer
Recruitment, Search & Selection**

**Monday 14th June 2021
1.00pm – 5.00pm**

**Executive Meeting - Room 2
Central Highlands Regional Council
65 Egerton St, Emerald QLD 4720**

**Facilitated by:
Patrick Sheehan**



A proud past. A bright future.



Agenda:

- Introduction – Fair Recruitment Practices
- Content – What is covered in today's session
- Selection Process
- Legislation
- Equal Employment Opportunity (EEO)
- Anti Discrimination Act 1991 (QLD)
- Human Rights Act 2019 (QLD)
- Information Privacy Act 2009 (QLD)
- Industrial Relations Act 2016 (QLD)
- Question Time
- Case Studies
- Question Time
- Unconscious Bias – exercise and video
- Diversity and Inclusion
- Question Time
- Conclusion



A proud past. A bright future.



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Recruitment - Strategies

- How do we target **Female Executives**
- Tools / Resources: PD's, Adverts, Interview Panels, Training
- Networks – building a tribe
- Encouraging applicants to apply after knock backs or bad experiences



Real Stories



**Rachel Brophy – CEO &
Disaster Manager Extraordinaire**

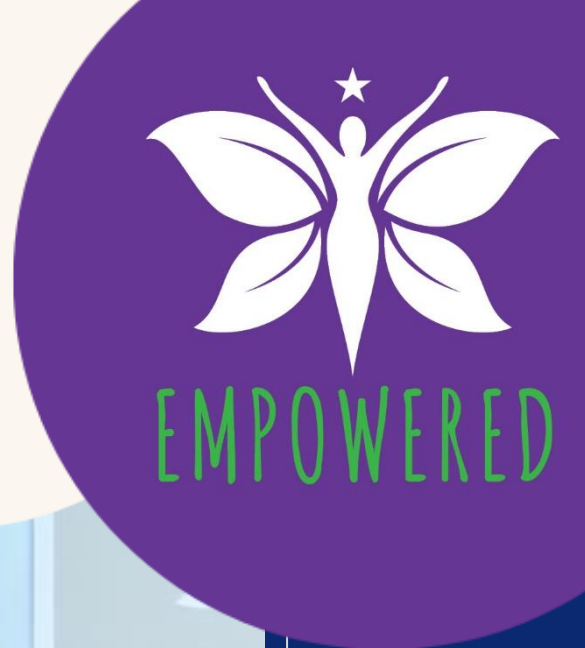
- Douglas Shire Council
- North Burnett Regional Council
- Extensive Executive career in Victoria and South Australia
- “Lover of Haigs Chocolate”



What are your stories?



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Conclusion

- We are heading in the right direction
- At glacial pace

**“Diversity is being invited to the party;
Inclusion is being asked to dance”**



THANK
YOU!

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