



Upper South Creek Advanced Water Recycling Centre

2023 Diversity and Inclusion
Outcomes and Look Ahead –
Public Reporting

People Team

April 2024



**JOHN
HOLLAND**

V

Acknowledgement of Country

Λ

JOHN
HOLLAND

Acknowledgement of Country



Image, First Nation Artist: Jordan Lovegrove – JHG RAP Artwork

We begin by respectfully acknowledging the Traditional Custodians across **Dharug, Dharawal, Gundungurra** and **Darkinjung** nations where we work, live and learn.

Their lore, traditions and customs nurtured and continue to nurture the waters, both saltwater and sweetwater, in our operating area, creating wellbeing for all.

We pay our deepest respect to Elders, past and present. We acknowledge their deep connections to the land and waters.

V

Contents

Λ

2023 Diversity & Inclusion Outcomes and Look Ahead

Public Reporting

Content

- Diversity & Inclusion Targets & Our Progress in 2023
- Diversity & Inclusion Case Studies
- Upcoming Actions - Look Ahead



Upper South Creek Advanced Water Recycling Centre

Diversity and Inclusion Targets and Our Progress in 2023

Upper South Creek Advanced Water Recycling Centre - Diversity and Inclusion Journey

Sydney Water and John Holland are working together on the Upper South Creek Advanced Water Recycling Centre to provide opportunities for local diverse groups who are generally under-represented in construction, such as:

- Aboriginal and Torres Strait Islander people
- Long term unemployed
- People with disability
- Women in Construction
- Learner workers
- Culturally and linguistically diverse groups
- Asylum seekers and refugees
- Workers with caring responsibilities
- The LGBTQI+ community
- Specific age groups

Opportunities are created through training, sustainable employment, industry engagement, strategic partnerships and procurement and people policies.

To drive positive performance on this Project, we have set aggressive targets and report our performance publicly on an annual basis.

Sydney Water and John Holland are proud to present this report about the Project's diversity and inclusion performance over 2023.



2023 Project Diversity and Inclusion Performance

Diversity and inclusion focus	Target	Status
Aboriginal and Torres Strait Islander Employment	3%	5%
Women in Construction	40%	27%
Women in Leadership	30%	33%
Women in STEM	15%	29%
CALD <small>(culturally and linguistically diverse groups include migrants, refugee and asylum seekers)</small>	10%	17%
Young Workers (25<)	8%	21%
People with Disability	3%	1%
Employment Engagement Programs	10>	50>
Carer Responsibilities	≥ 1 Day of Significance Promotion of services.	On-track



2023 Diversity and Inclusion Snapshot



\$700K
spent with Supply Nation
approved First Nation
Businesses FY22-23



21
First Nations
Businesses



5%
First Nations
Employment



Women in Construction

- 27% WiC
- 33% Leadership
- 29% STEM



17%
CALD
Asylum Seekers,
Refugees

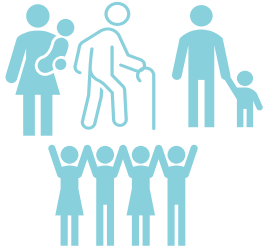
21%
25<



1%
People with
Disability



50>
Employment
Events



Carers
Support Services
National Carers
Week - Oct

2023 Diversity in Action

Diverse Groups	Q1	Q2	Q3		Q4
Aboriginal and Torres Strait Islander People	<ul style="list-style-type: none">First Nation Trainee x 14 Supply Nation EnterprisesSocial Procurement Training	<ul style="list-style-type: none">Celebrated NAIDOC Week3 First Nation EmployeesIndustry Capability Network (ICN) Membership	<div>Upper South Creek – Diversity, Equity & Inclusion Committee launched</div>	<ul style="list-style-type: none">9 First Nation Cultural Advisors engaged4 First Nation EmployeesNRL school to work program event	<ul style="list-style-type: none">Yarpa Hub – First Nation Employment Drive20 First Nations enterprisesWelcome to Country, Cultural Heritage Talk, site opening day
Long-term Unemployed	<ul style="list-style-type: none">Map out employment support services	<ul style="list-style-type: none">Matchworks presentation to jobseekers		<ul style="list-style-type: none">NSW Justice Program Work Release event	<ul style="list-style-type: none">Salvation Army Employment Plus recruitment presentation, coaching
People with Disability	<ul style="list-style-type: none">Planning targeted recruitment of people with disability	<ul style="list-style-type: none">Asuria Australia – Diversity Recruitment event		<ul style="list-style-type: none">Launched job vacancy through disability employment servicesJHG Ability Network launched	<ul style="list-style-type: none">Direct hire of learner worker with disabilityCelebrated International Day of People with Disability
Women in Construction	<ul style="list-style-type: none">Celebrated International Women's Day	<ul style="list-style-type: none">3 Women in Leadership10 Women in STEMSenior leaders take up flexwork		<ul style="list-style-type: none">UTS Lucy Mentoring & NetworkingJoined Local Jobs Program –Women in Construction Working Group	<ul style="list-style-type: none">Encourage staff to take up free National Association of Women in Construction (NAWIC) corporate membership
CALD	<ul style="list-style-type: none">Exploring partnerships with local CALD / Refugee community groups and employment servicesMultifaith room – in place	<ul style="list-style-type: none">Partnered with Western Sydney Community Forum (WSCF)ZEST Awards Dinner WSCFJHG Multicultural leave		<ul style="list-style-type: none">SYDWEST – mock interviews & careers guidanceKicked off partnership with Settlement Service International (SSI) – employment services	<ul style="list-style-type: none">Trainee recruited from SSI
Asylum Seekers /Refugees					<ul style="list-style-type: none">14 workers identified as RefugeesJHG Diversity Council of Australia membership available to staff
Carers	<ul style="list-style-type: none">Drafting flexible working policy	<ul style="list-style-type: none">Launched flexible working policy		<ul style="list-style-type: none">Carers Week – included in days of significance calendar	<ul style="list-style-type: none">21 people with caring responsibilities
LGBTQI	<ul style="list-style-type: none">Staff join Pride NetworkJHG International Transgender day of Visibility – Dr Tobi Evans webinar	<ul style="list-style-type: none">IDAHOBIT morning teaStaff encouraged to use pronouns with email signatures etc.		<ul style="list-style-type: none">Wear it Purple Day – staff encouraged to wear purple	<ul style="list-style-type: none">Diversity, Equity & Inclusion Awareness Training created
>55	<ul style="list-style-type: none">All workers have clearly defined roles and career pathways	<ul style="list-style-type: none">People Policy includes – age discrimination		<ul style="list-style-type: none">Exploring mentoring program – retain mature workers, opportunity for newer to tap into experience	<ul style="list-style-type: none">147 workers over 55Age-neutral approach to flexile working
>25	<ul style="list-style-type: none">Registered EOI – NSW Govt. Schools Traineeship Program	<ul style="list-style-type: none">Planning high-school work experience program		<ul style="list-style-type: none">Presented at Productivity Bootcamp – youth jobready program	<ul style="list-style-type: none">327 workers <25Work experience students x 2



Upper South Creek Advanced Water Recycling Centre Diversity and Inclusion Case Studies



Project Diversity and Inclusion Case Studies

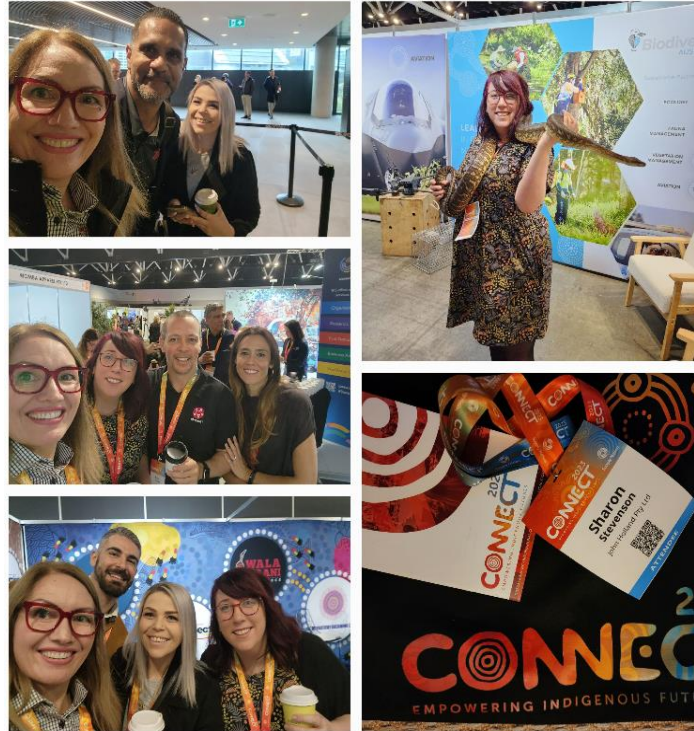
JOHN
HOLLAND

The biggest Supply Nation Connect Tradeshow yet

Several Project staff attended the 2023 Connect Tradeshow.

Outcomes:

- supported Supply Nation's flagship First Nations tradeshow
- learnt about First Nation business economy and culture
- engaged and connected with First Nation businesses in-person
- participated in Knowledge Forums
- promoted and supported supplier diversity
- spent over \$700k with Supply Nation approved enterprises in 2023.



Cultural Awareness

Provided the workplace with cultural awareness training resources.

Outcomes:

- promoted cultural awareness
- recognised cultural history and achievements
- promoted diversity and inclusion
- contributes to attracting and retaining First Nations people on Project and supports wellbeing of all staff.



UTS Lucy Mentoring Program (Women in STEM)

The Project team, including Senior Leaders, hosted a group of female UTS STEM students.

Outcomes:

- provided career advice and mini-mentoring
- networking with professionals
- built understanding of internships and graduate programs available in the construction sector.



Learner Workers

The Project proudly supports learner workers including work experience students, trainees, interns and graduates.

Outcomes:

- real-world experience combined with formal study
- mentoring and leadership development
- increased confidence, communication skills and industry knowledge
- stronger retention of learner workers.





Diversity & Inclusion – Upcoming Actions, Look Ahead



2024 Look Ahead

Aboriginal Participation

- Cultural Awareness training
- Supply Nation – supplier diversity training
- NAIDOC Week, 2 to 9 Jul
- National Reconciliation Week, 27 May to 3 Jun

Long-term unemployed

- Partner with non-profit job agencies to support jobseeker career journey, work-readiness and employment opportunities

People with Disability

- Disability Awareness Training
- International Day of People with Disability, 3 Dec

Women in Construction

- International Women's Day, 8 Mar
- Networking events for Women in Construction (WiC) and other diverse groups
- Free onsite sanitary items available

Culturally & Linguistically Diverse Groups | Asylum Seekers & Refugees

- Harmony Day, 21-Mar
- Job-ready initiatives

Age Inclusion

- Hosting industry visits career talks for - schools, universities, diversity groups

LGBTQI+ Inclusion

- International Day Against Homophobia, 17-May
- Wear it Purple Day, 25 Aug

Carers

- Carers Week 13-19 Oct
- Launch Carers Support Services

Social Inclusion Initiatives

- Wellness Multifaith Rooms – in place
- Mentoring / Coaching – available for all staff
- Supply Diversity – active engagement with Supply Nation, Industry Capability Network
- Partnership with social enterprises, workforce training and employment services and government agencies.

2024 Project Diversity and Inclusion Targets

Diverse Groups	Target
Aboriginal Participation	3% First Nation employment
Long-term Unemployed	▪ Participate in work-ready initiative to support long-term unemployed jobseekers
People with Disability	3%
Women in Construction	40%
Women in Leadership	30%
Women in STEM	15%
CALD	10% <i>(CALD: culturally and linguistically diverse groups includes migrants, refugee and asylum seekers)</i>
Asylum Seekers / Refugees	▪ Partner with local CALD community organisation to support design and delivery of job ready program x 1 ▪ Support CALD groups with verifying overseas university STEM-field qualifications ▪ Celebrate Harmony Day
Carer Responsibilities	▪ Acknowledge Carers Week ▪ Provide Carers Support Service network to workforce
LGBTQI	▪ Acknowledge IDAHOBIT Day ▪ Celebrate Wear it Purple
Young Workers (25<)	8%
Mature Workers (55>)	▪ Link mature workers to mentor opportunities ▪ Support age-neutral approach to professional development and flexible working
Employment Engagement Programs	10>

