



**Are
women
better
placed?**



Australia's Spatial Sector



DIVERSITY & INCLUSION:

Thinking differently about difference.

An action plan for boosting innovation and collaboration
in the **spatial sector** through diversity and inclusion

April 2019

OUR SECTOR NOW



Gender pay gaps in key roles (e.g. women surveyors earn on average around \$27,000 less than men)



Sector is characterised by a high proportion of small to medium size organisations who are **not required to have gender equality plans***



ONLY 17% of private sector organisations with more than 100 employees have a **gender equality or flexibility strategy**



Limited evidence of employees from non-Anglo and indigenous backgrounds, and employees with disability.



17% workforce over 55 years



Concentrated market focus on **service, property and infrastructure sectors**



25% female representation

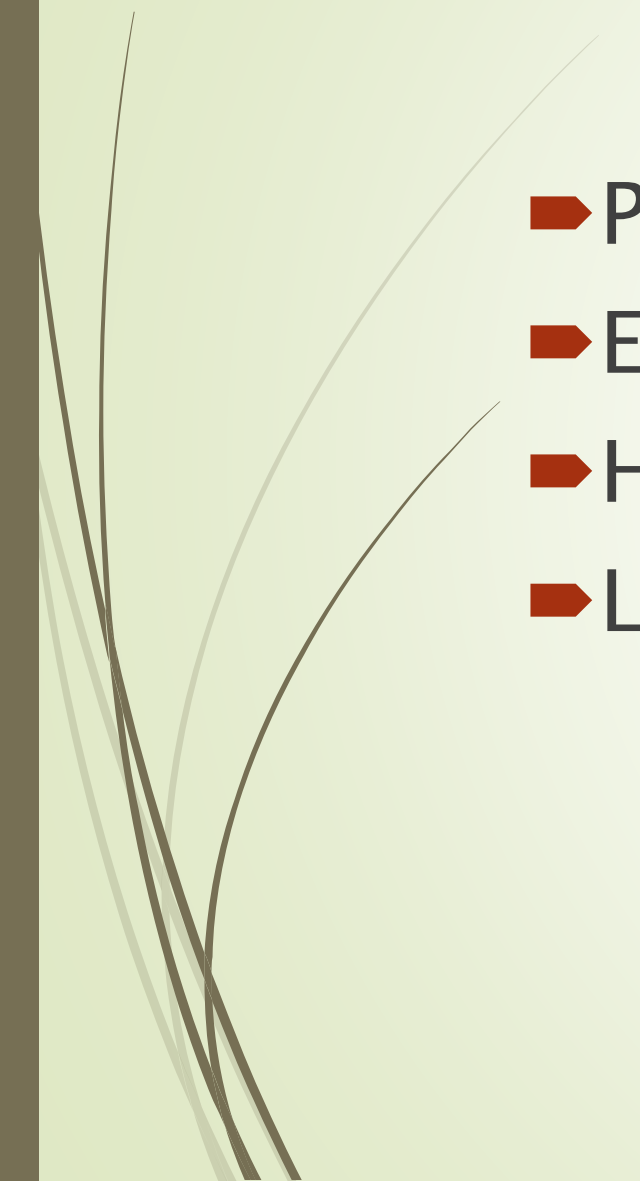


15 – 20% of surveying course participants are women

Current state of Australia's Spatial Sector

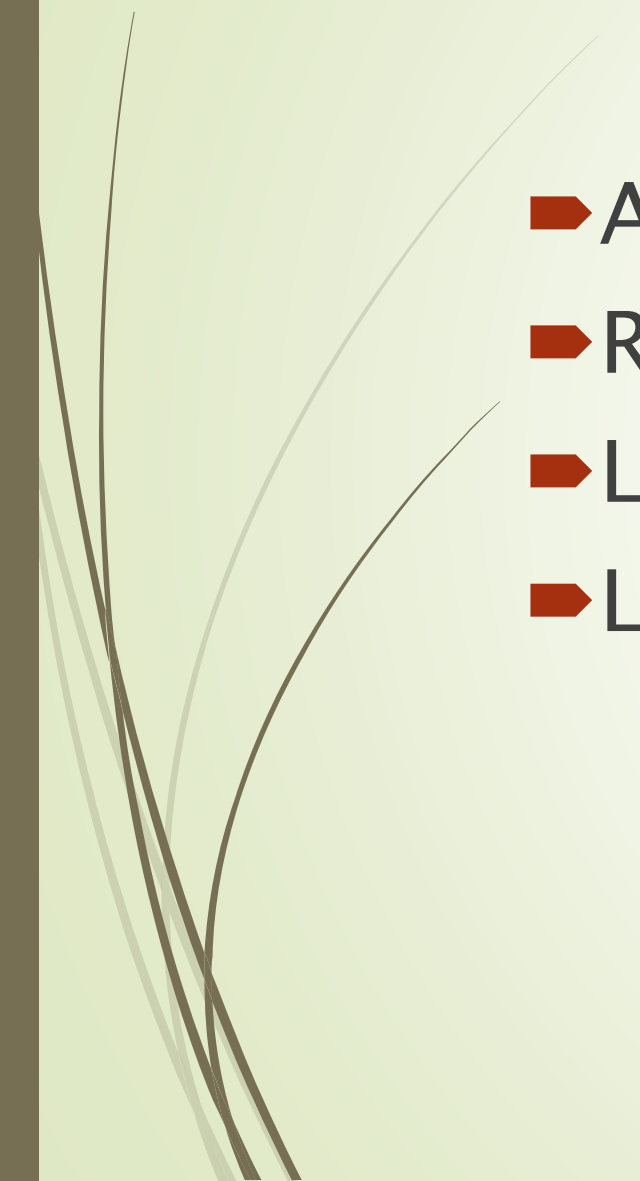


Diversity Benefits

- Positively impacts performance
 - Encourages innovation
 - Higher levels of employee satisfaction
 - Lower turnover
- 



Diversity Barriers

- Anglo-male cultural stereotypes
 - Recruitment bias
 - Limited focus on diversity in workplaces
 - Lack of mentoring
- 

Actions for Change



Find out Statistics about industry



Conference panels equal representation



Hire different life/work experiences



Communicate what diversity and inclusion is about



Get male champions involved



Educate about unconscious bias



Conduct a pay equity audit



Provide a flexible working environment



Mentoring



Who are Women in Spatial NZ?

- Find us on **LinkedIn**:
Women In Spatial (NZ)
- Follow our **blog**:
<https://womeninspatial.wordpress.com/>
- Contact Us:
spatialwomen@gmail.com



Why would I join a networking group?



Build your networking skills



Gain confidence



Hear from a variety of speakers



Find career opportunities



Discover industry trends & best practices



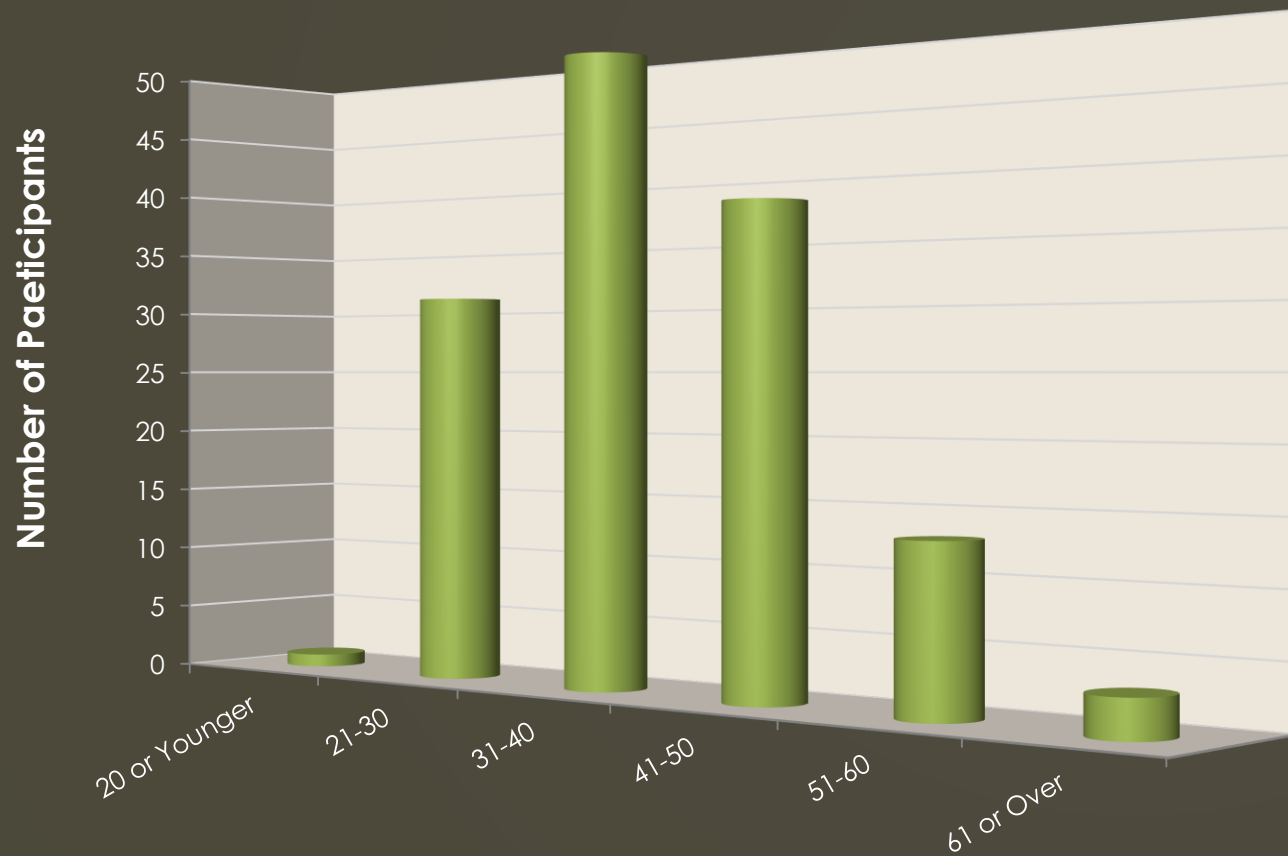
Make connections & friends

2018 Survey Results

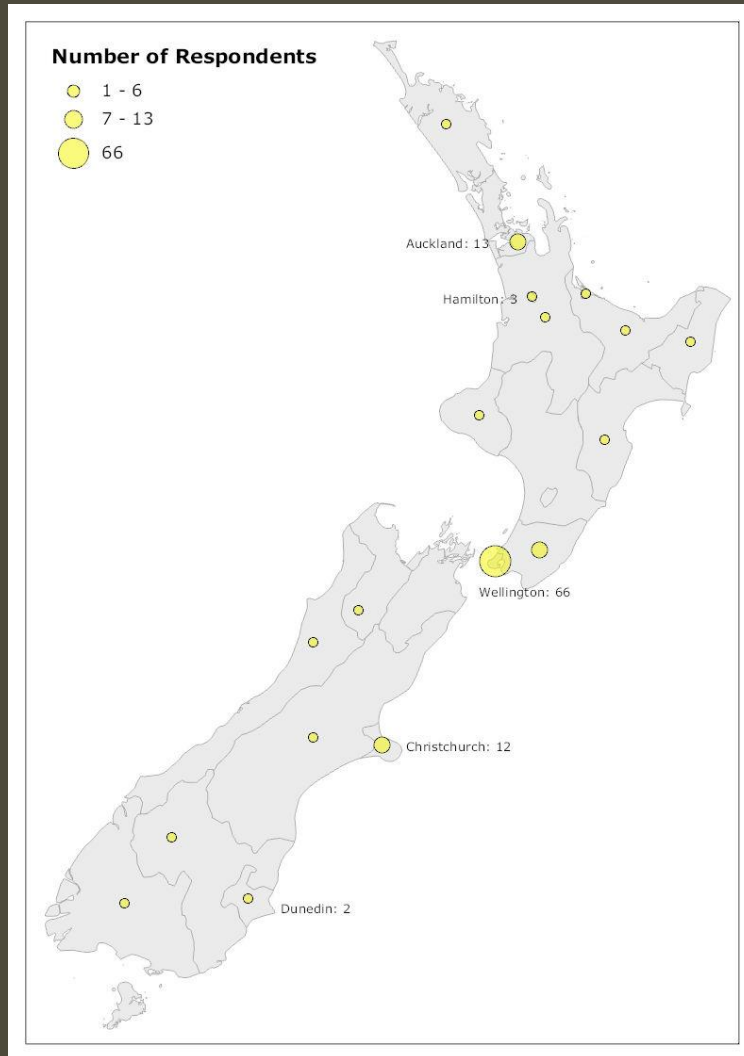


2018 Survey Results - Demographics

Age Distribution

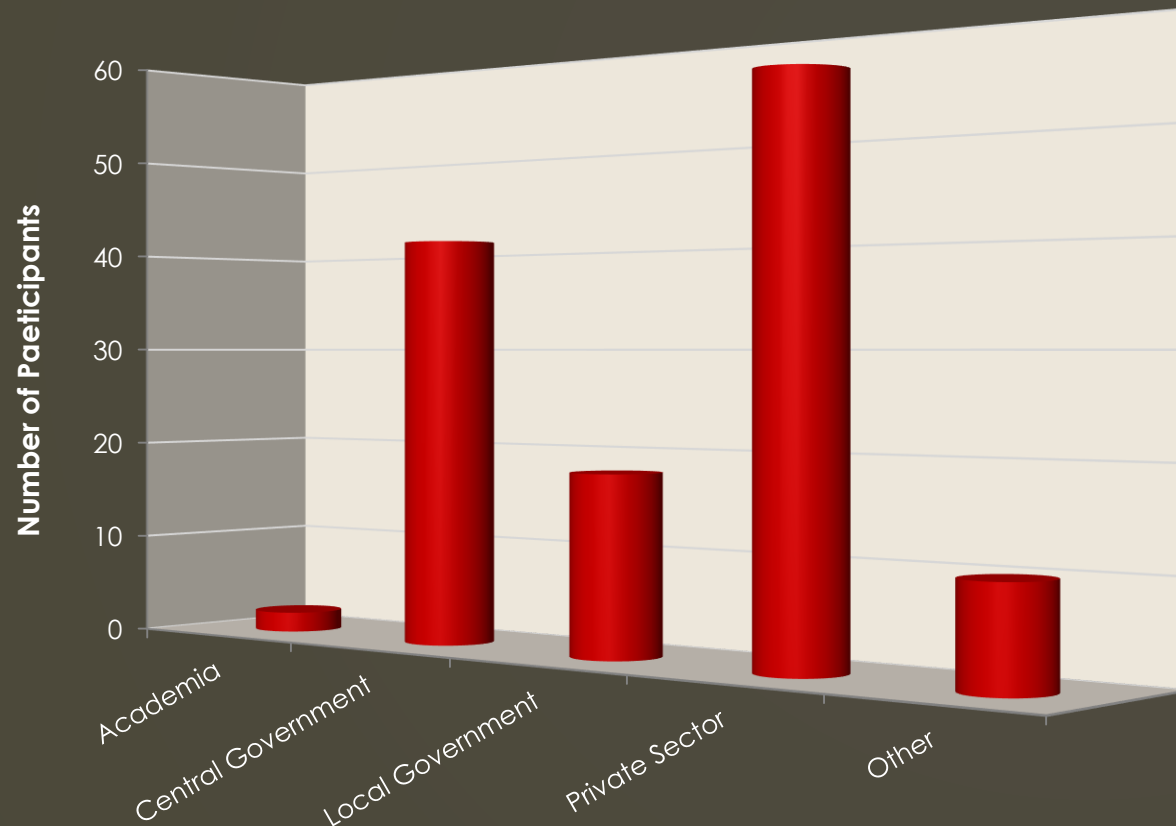


2018 Survey Results - Demographics



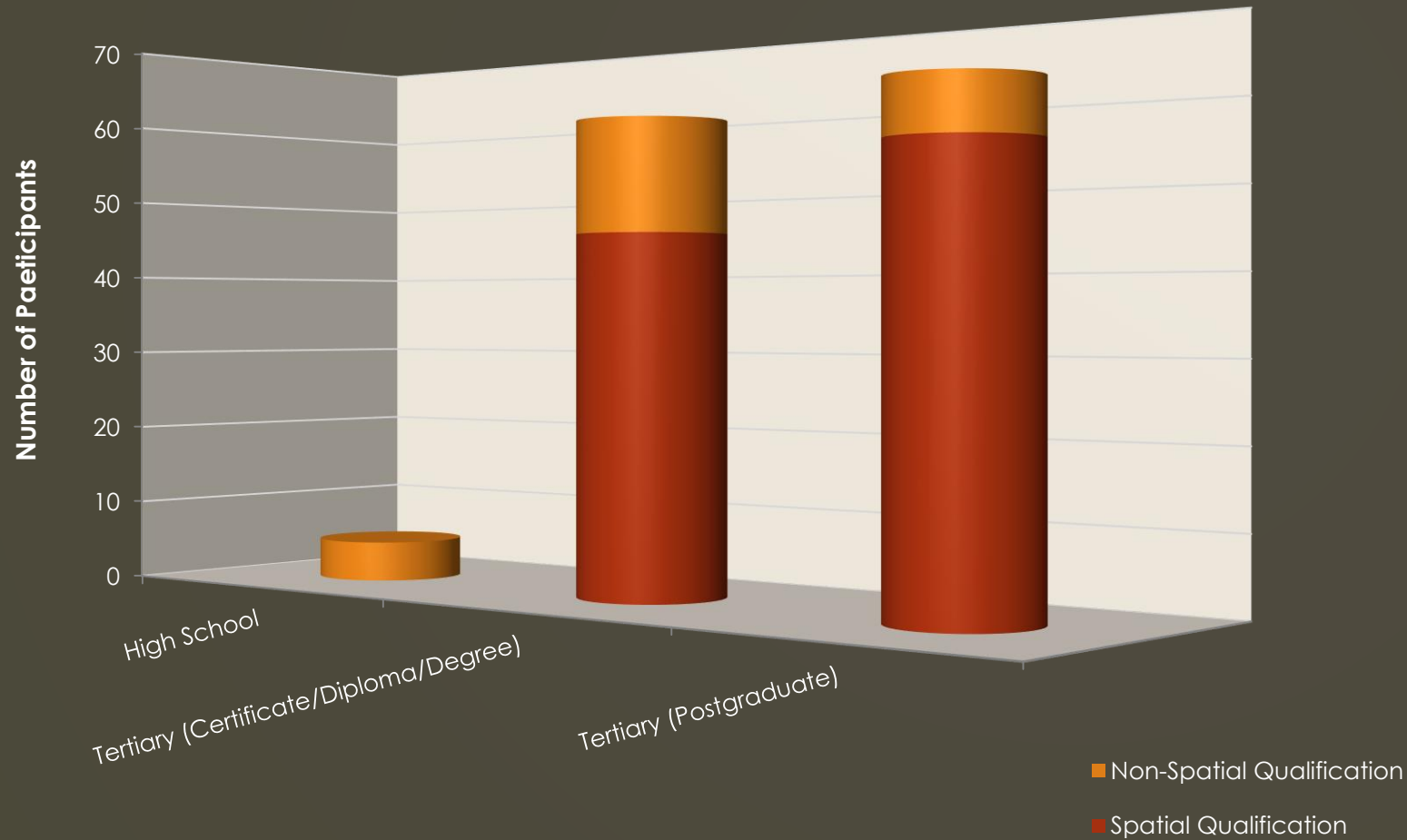
2018 Survey Results - Employment

Sector of Employment Distribution



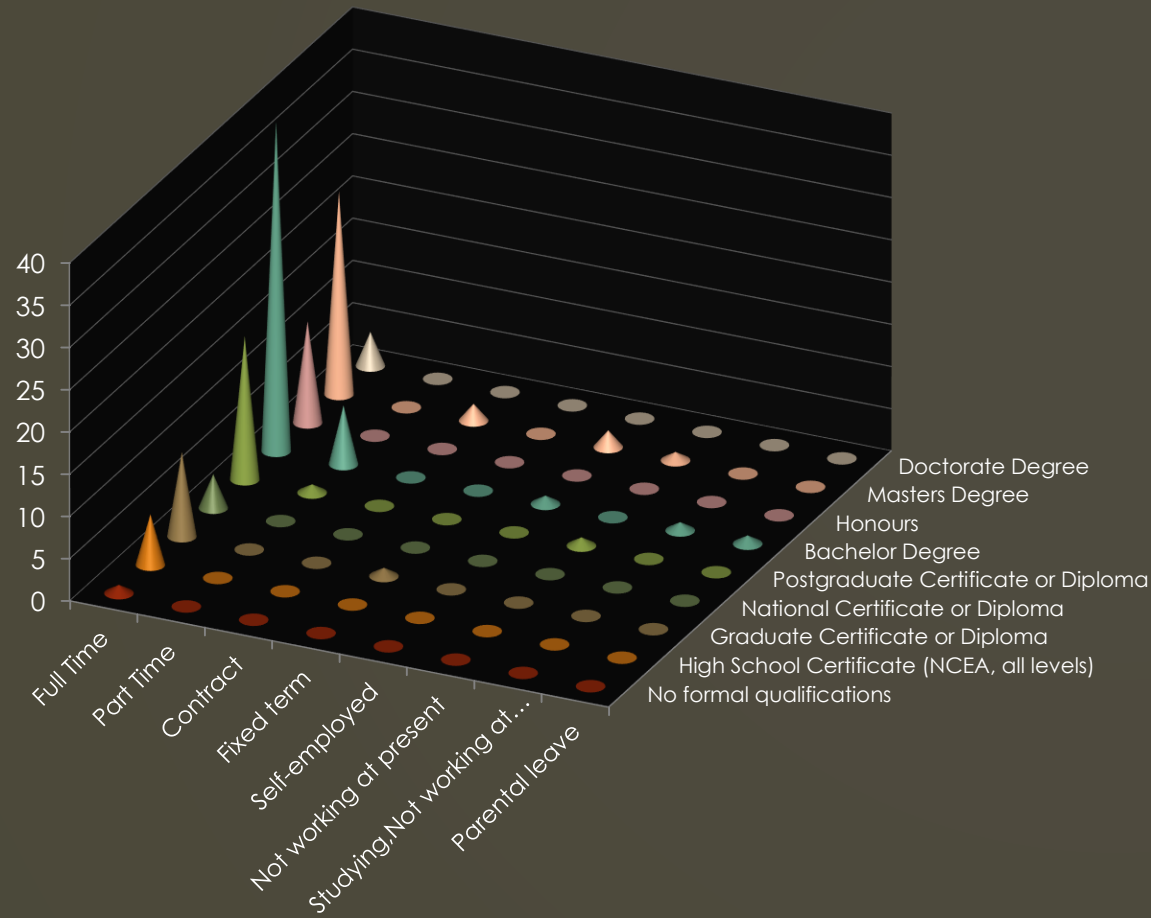
2018 Survey Results - Education

Qualifications



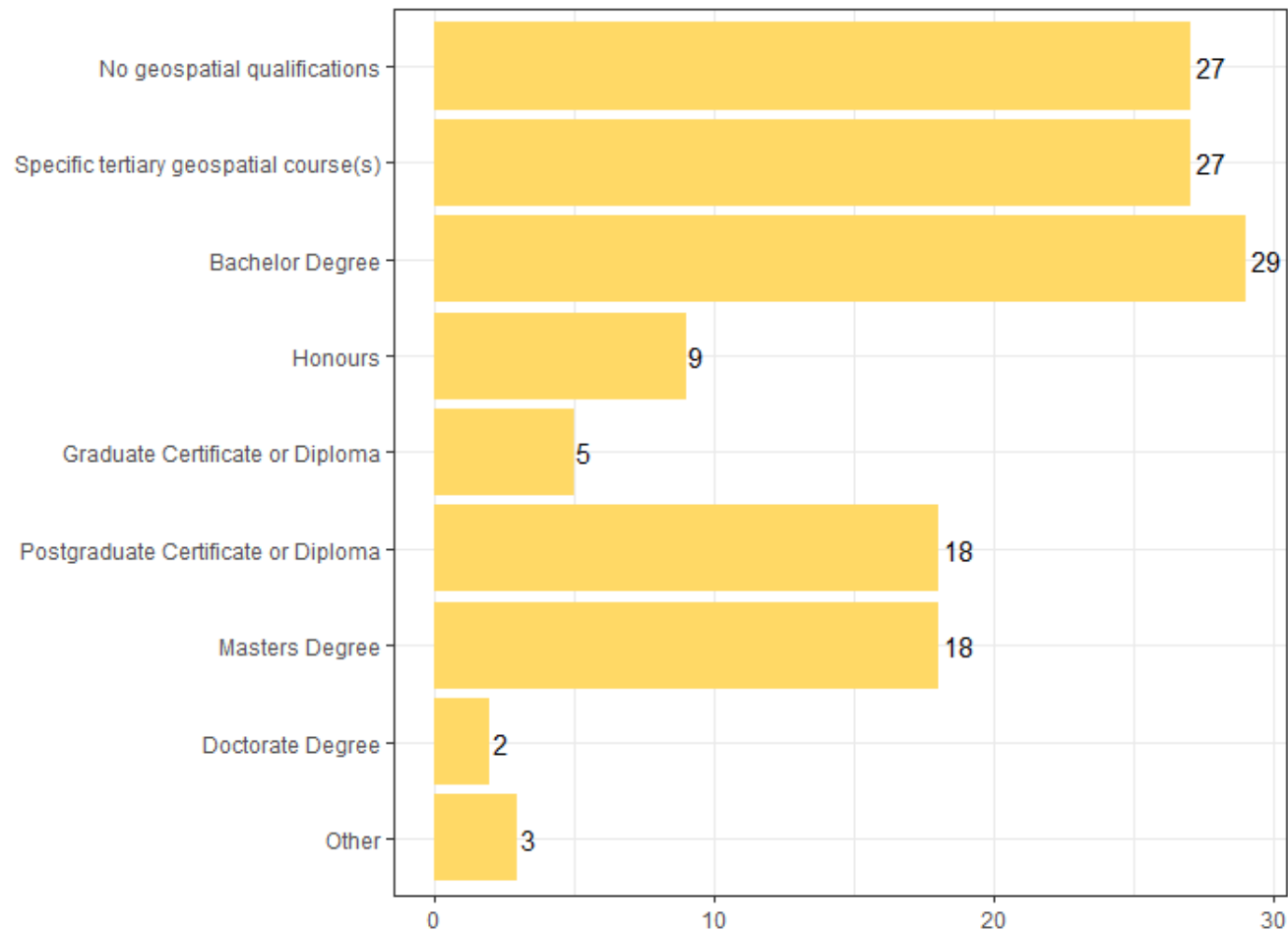
2018 Survey Results - Education

Employment Status vs Highest Educational Qualification



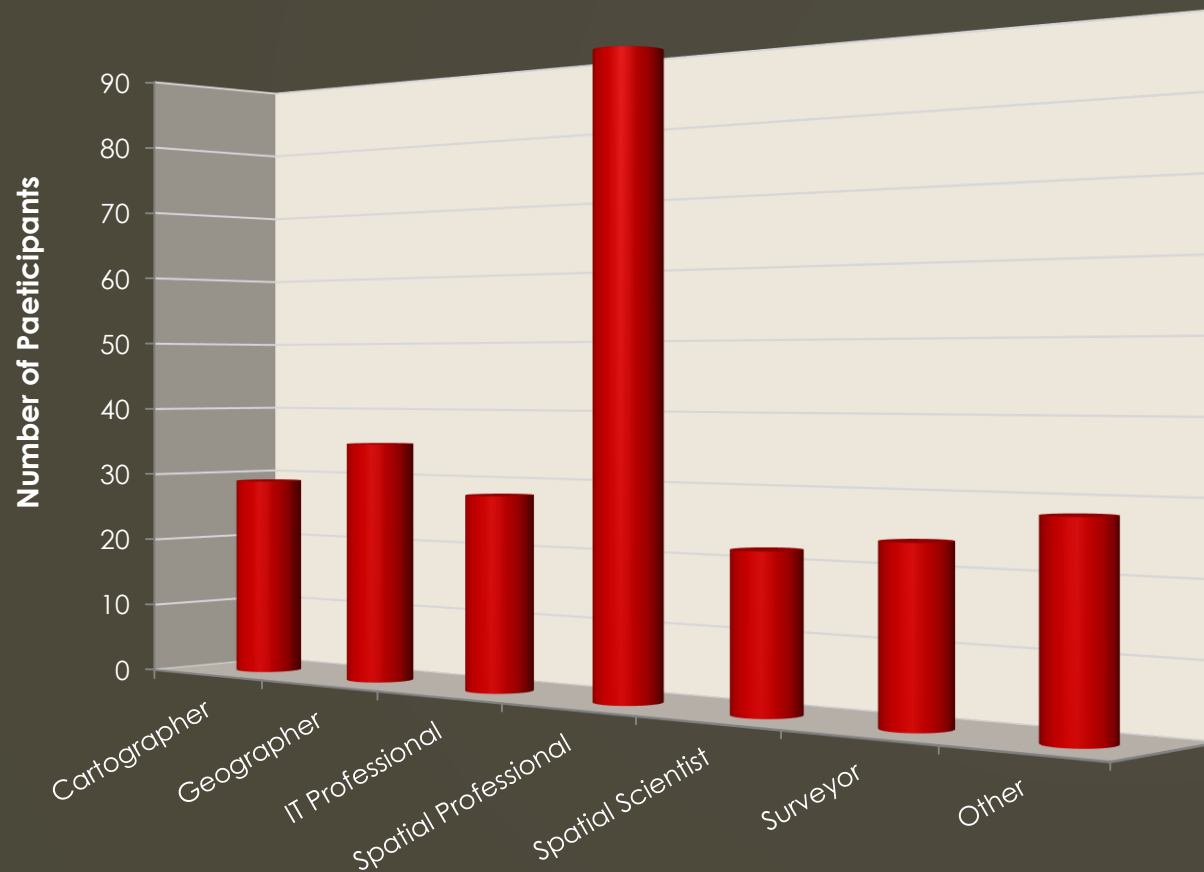
2018 Survey Results- Education

Highest Geospatial Qualification



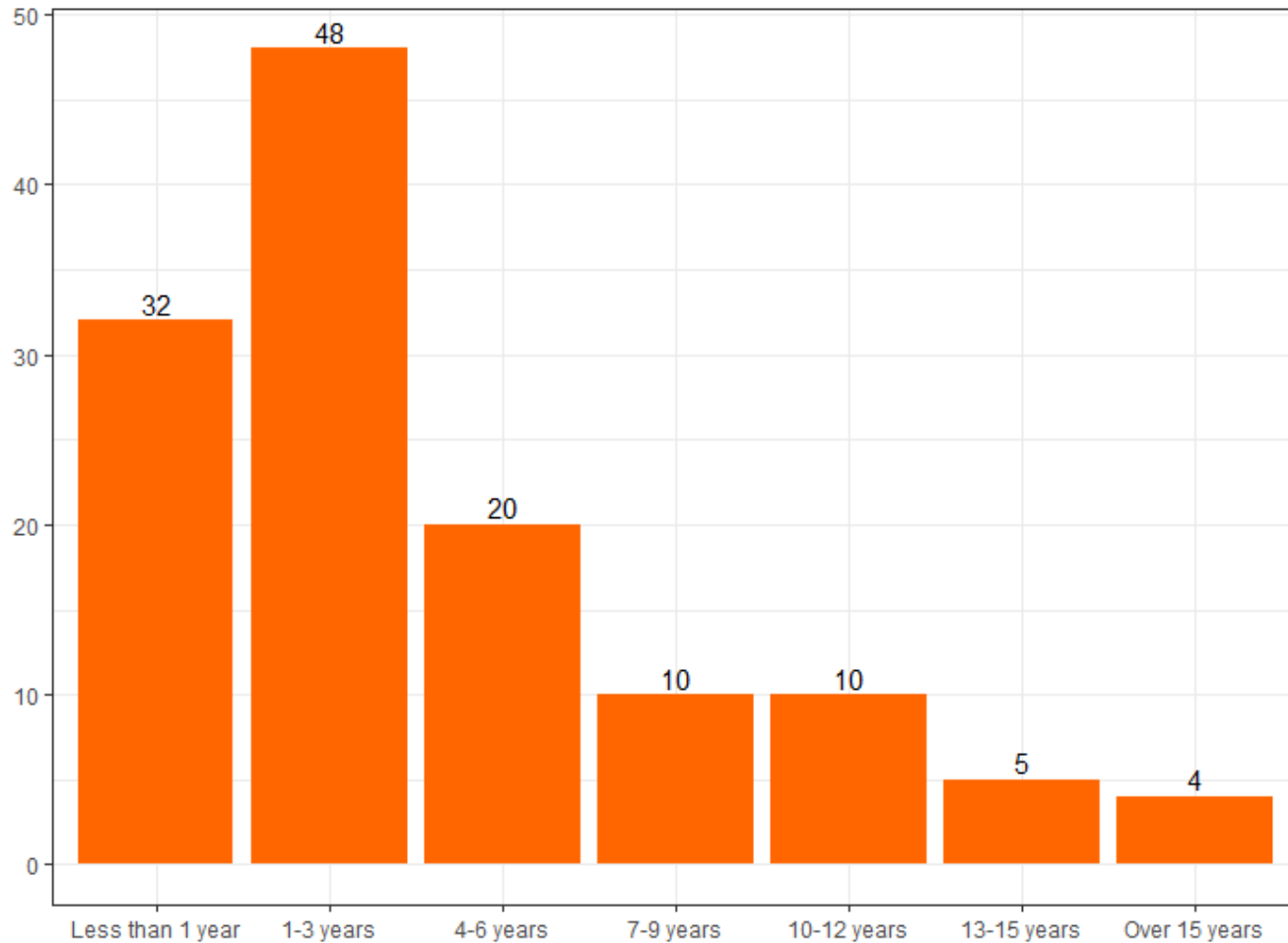
2018 Survey Results - Career

Professional Identity



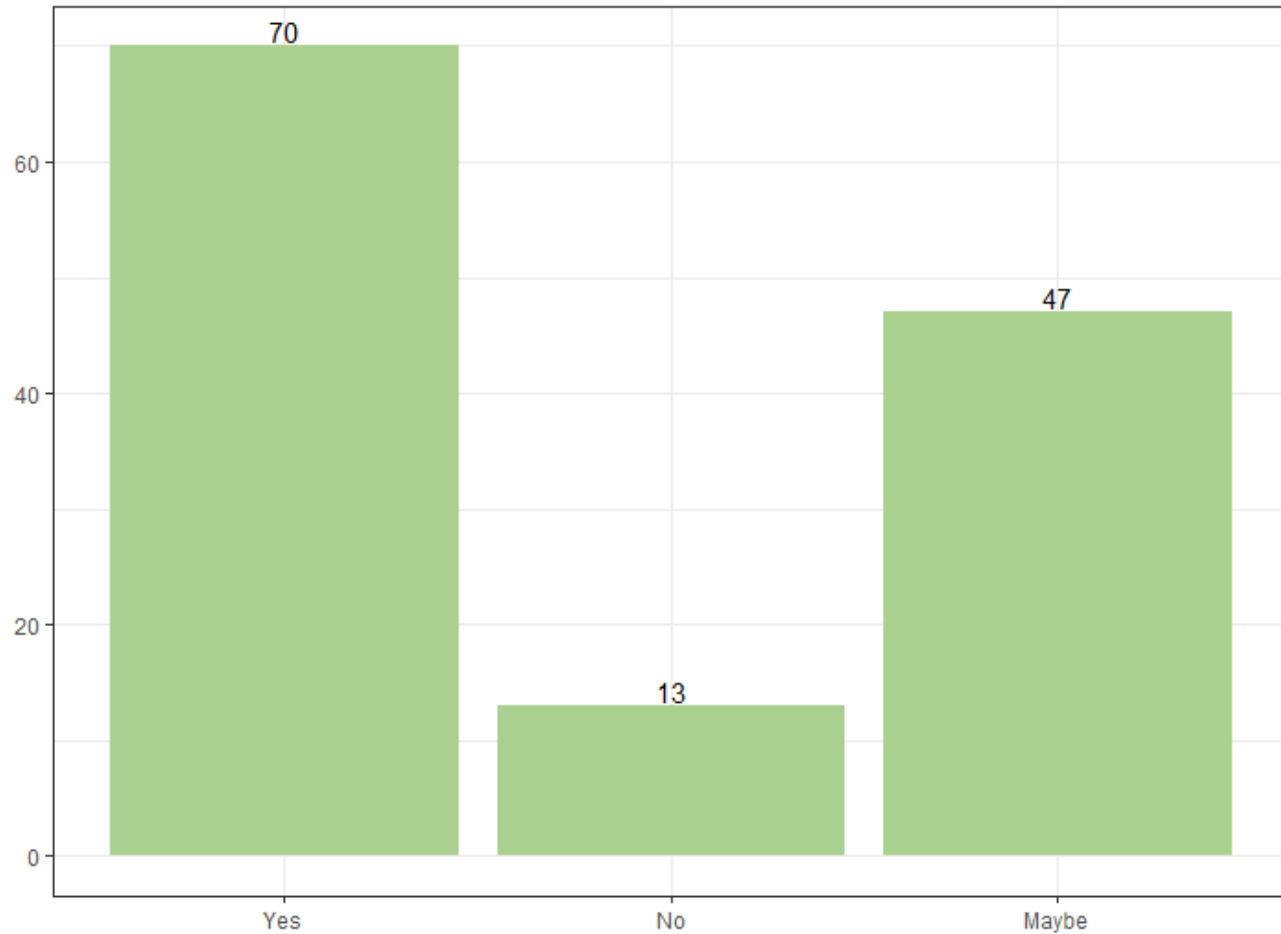
2018 Survey Results - Career

Length in Current Position



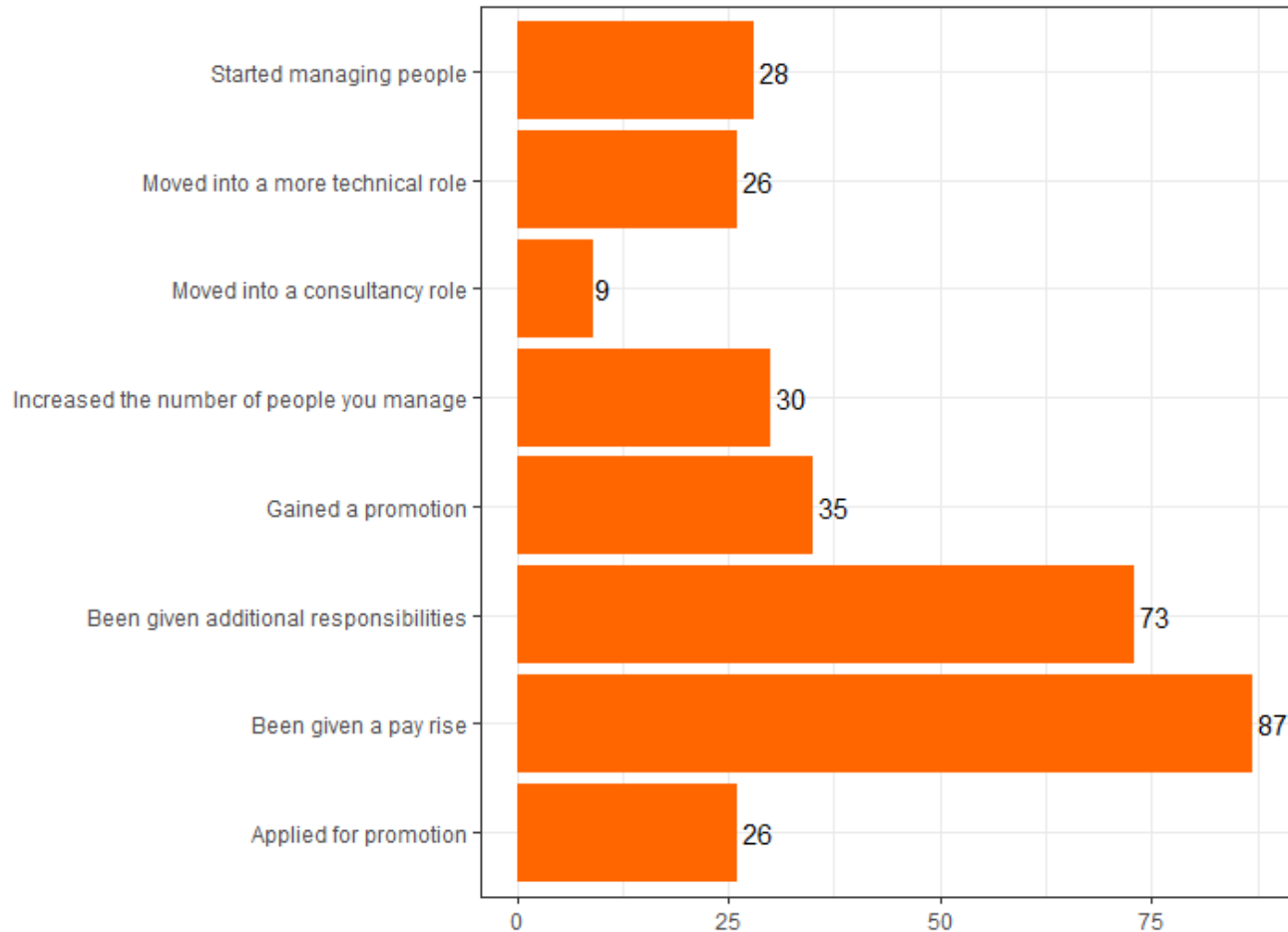
2018 Survey Results- Career

Do you see yourself in a geospatial position in 10 years?



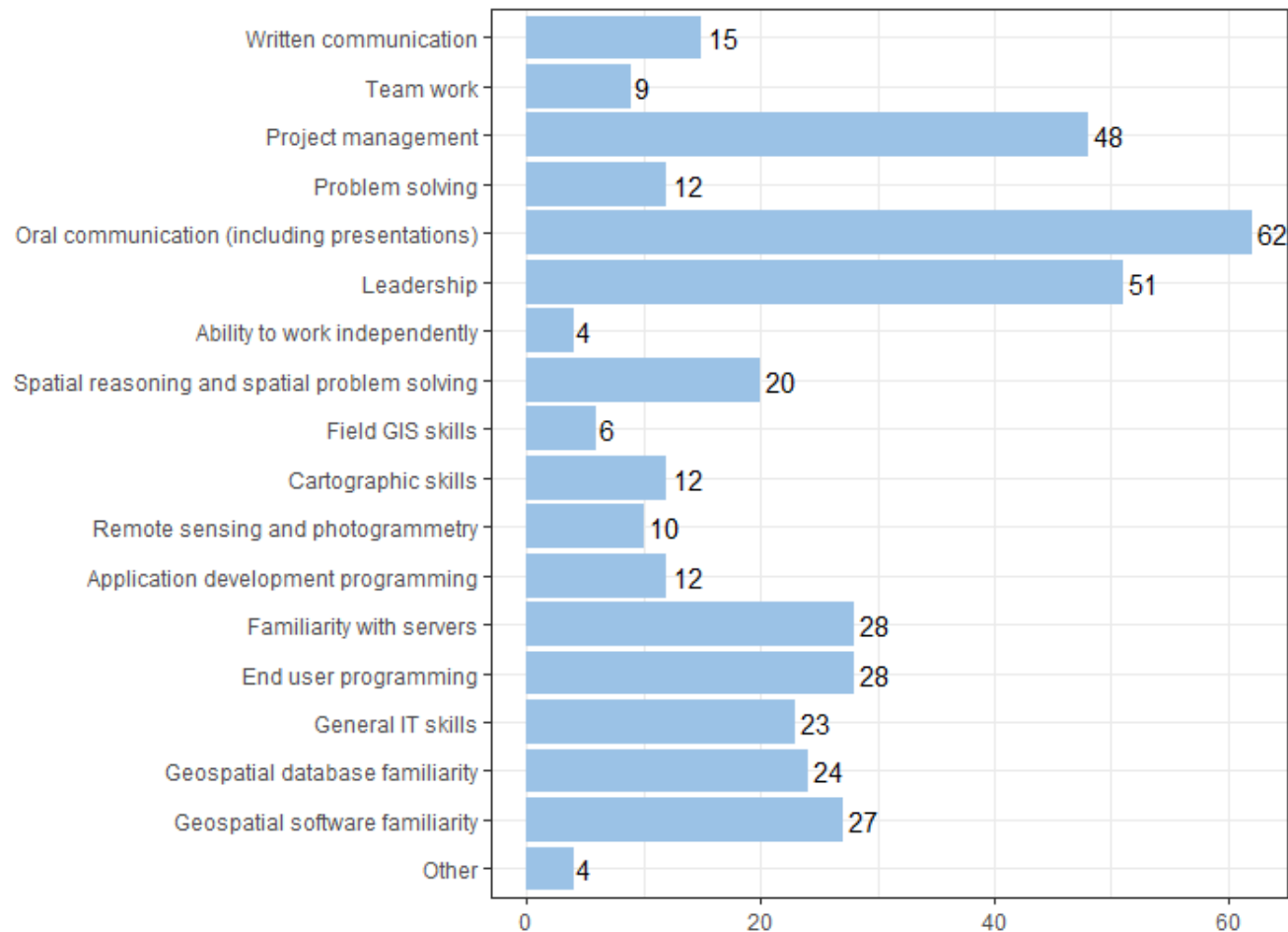
2018 Survey Results- Career

Responses to: "In the last 2 years have you.."



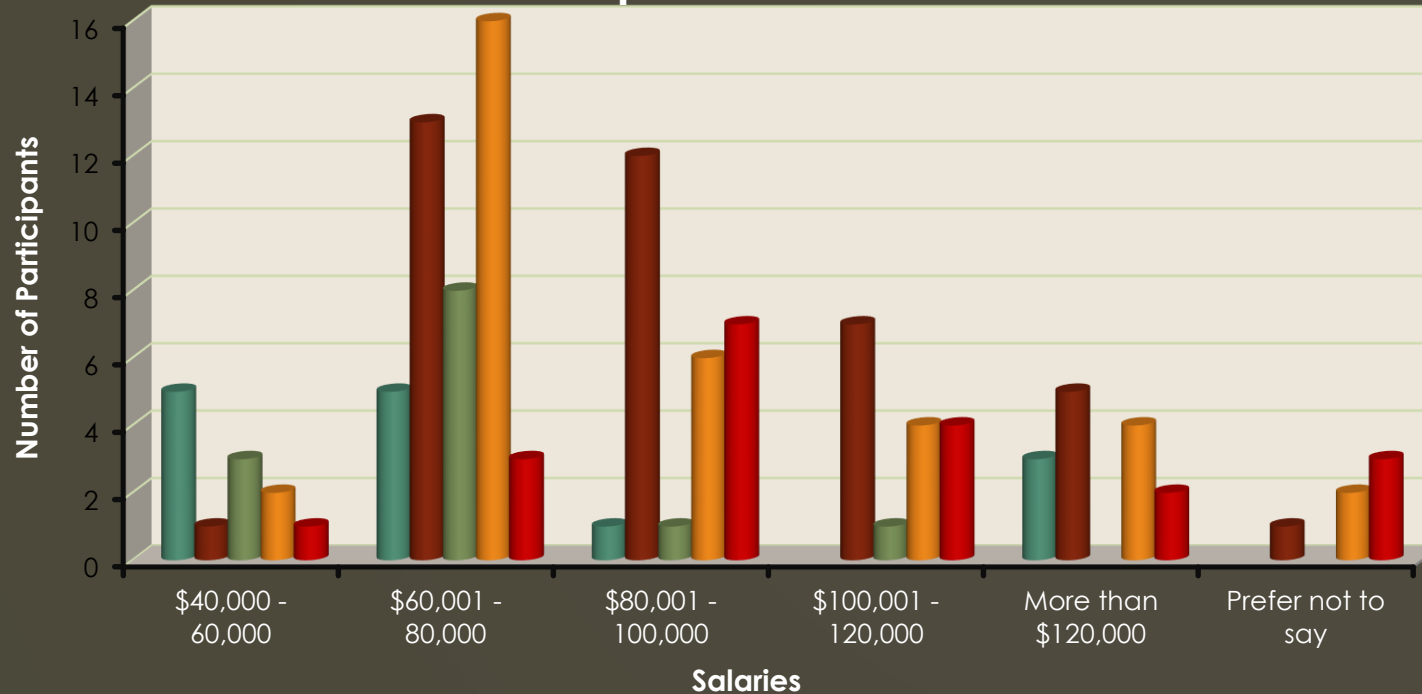
2018 Survey Results - Career

Skills to develop further



2018 Survey Results - Career

Salary Distribution by Years of Geospatial Work Experience



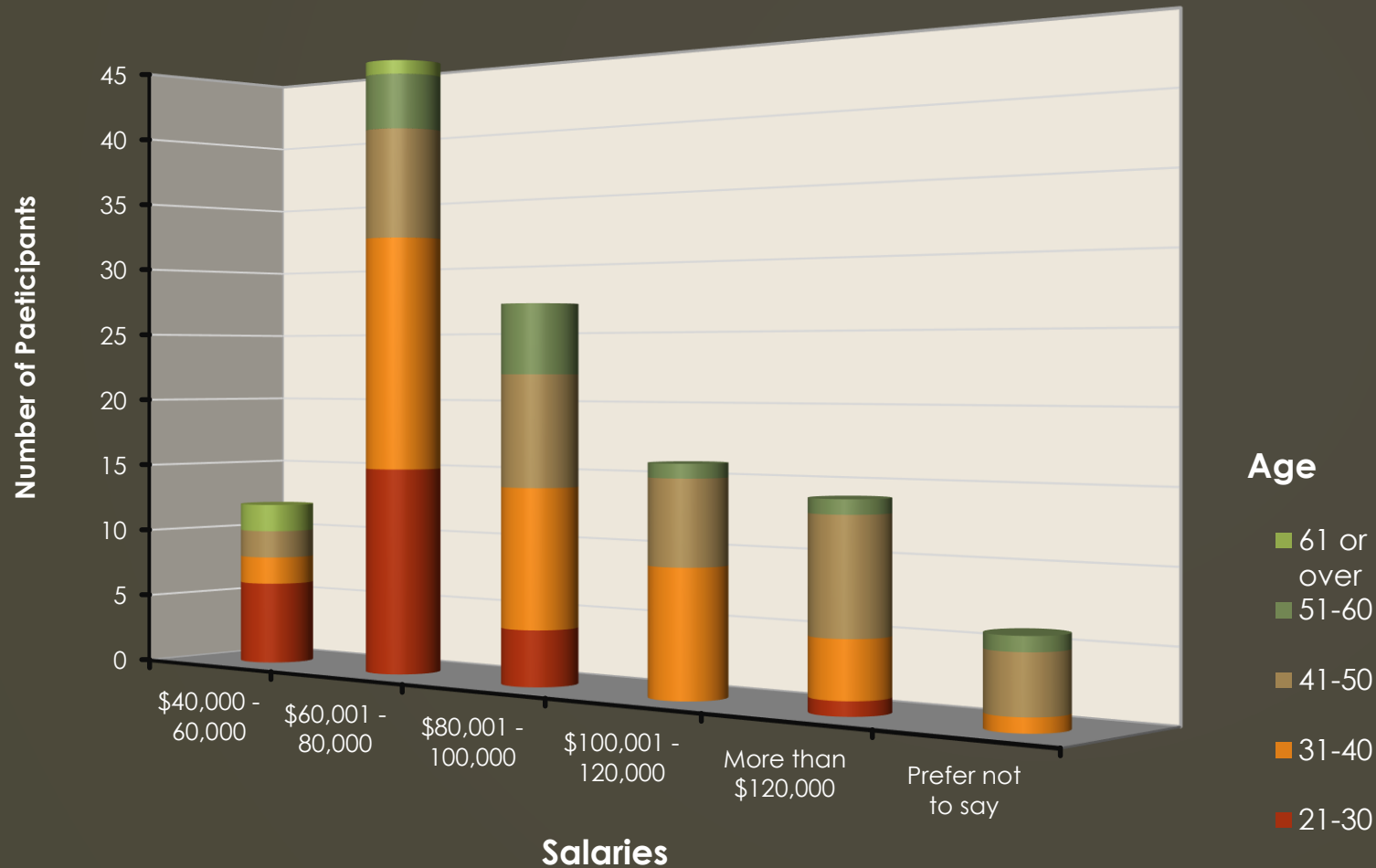
Years of Geospatial Work Experience

<2 years 10-20 2-5 5-10 >20



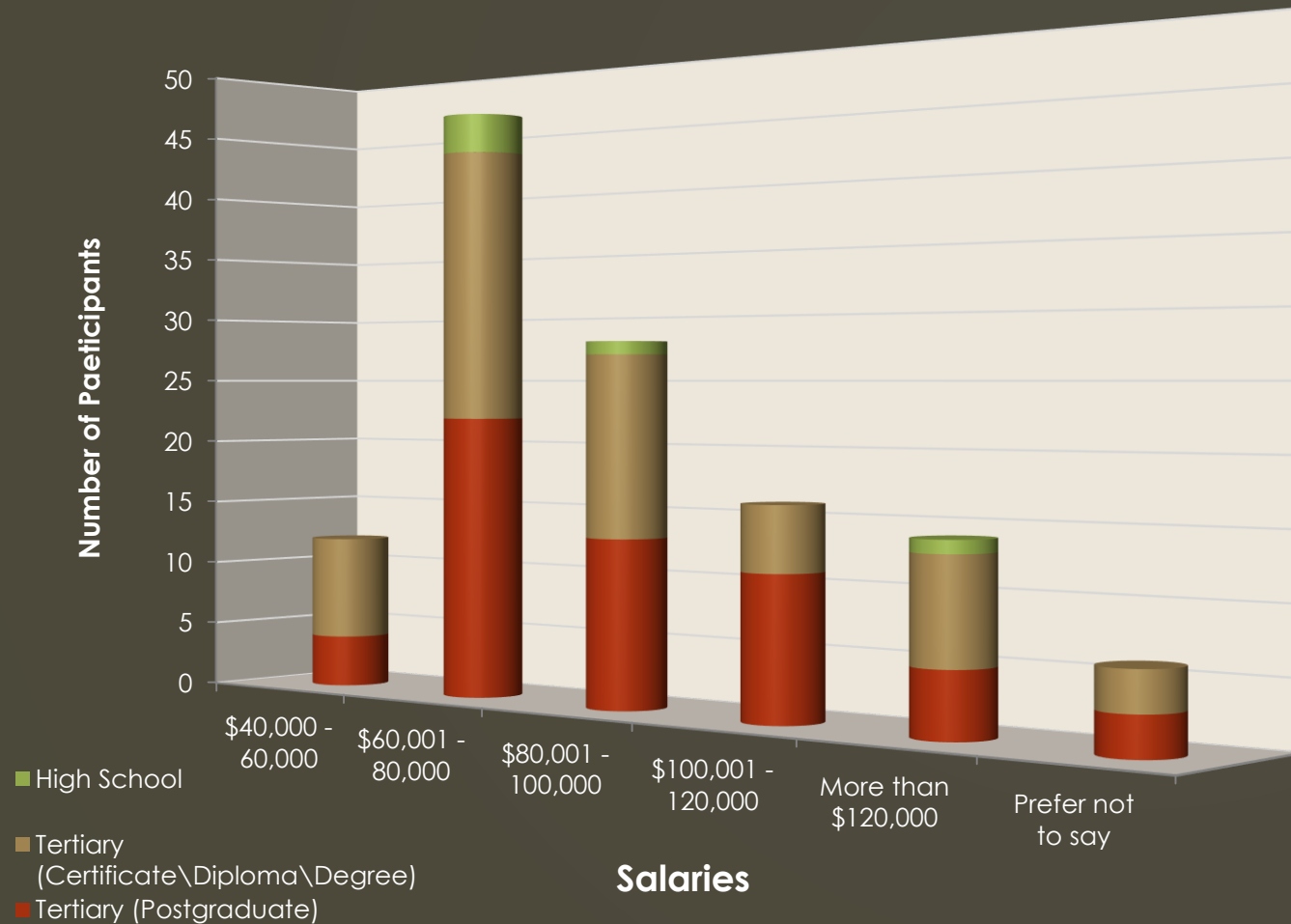
2018 Survey Results - Career

Salary Distribution by Age



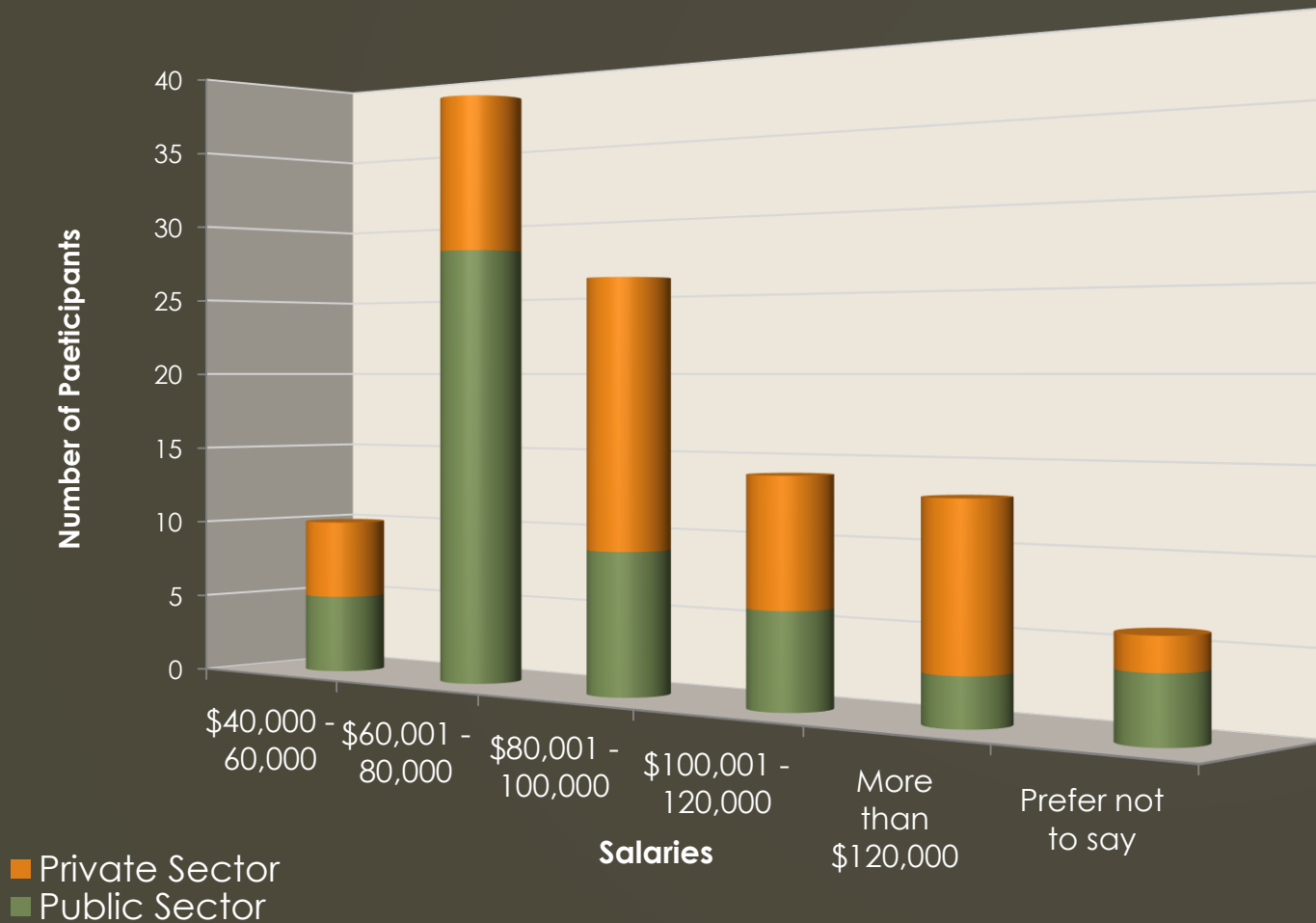
2018 Survey Results - Career

Salary Distribution by Qualifications



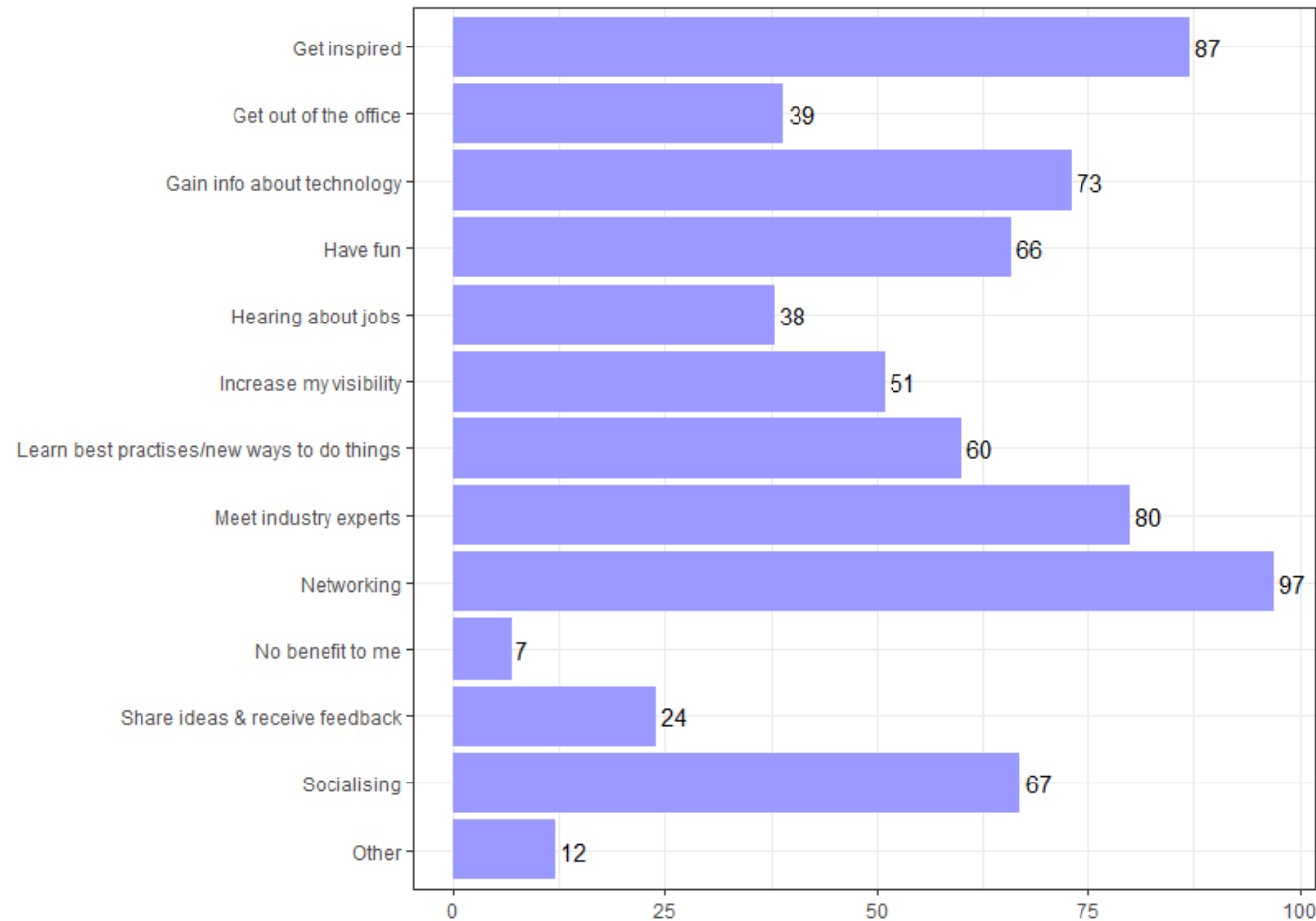
2018 Survey Results - Career

Salary by Private / Public Sector



2018 Survey Results- WIS Group

What is the benefit to you in attending WIS events?





What do women need to progress?

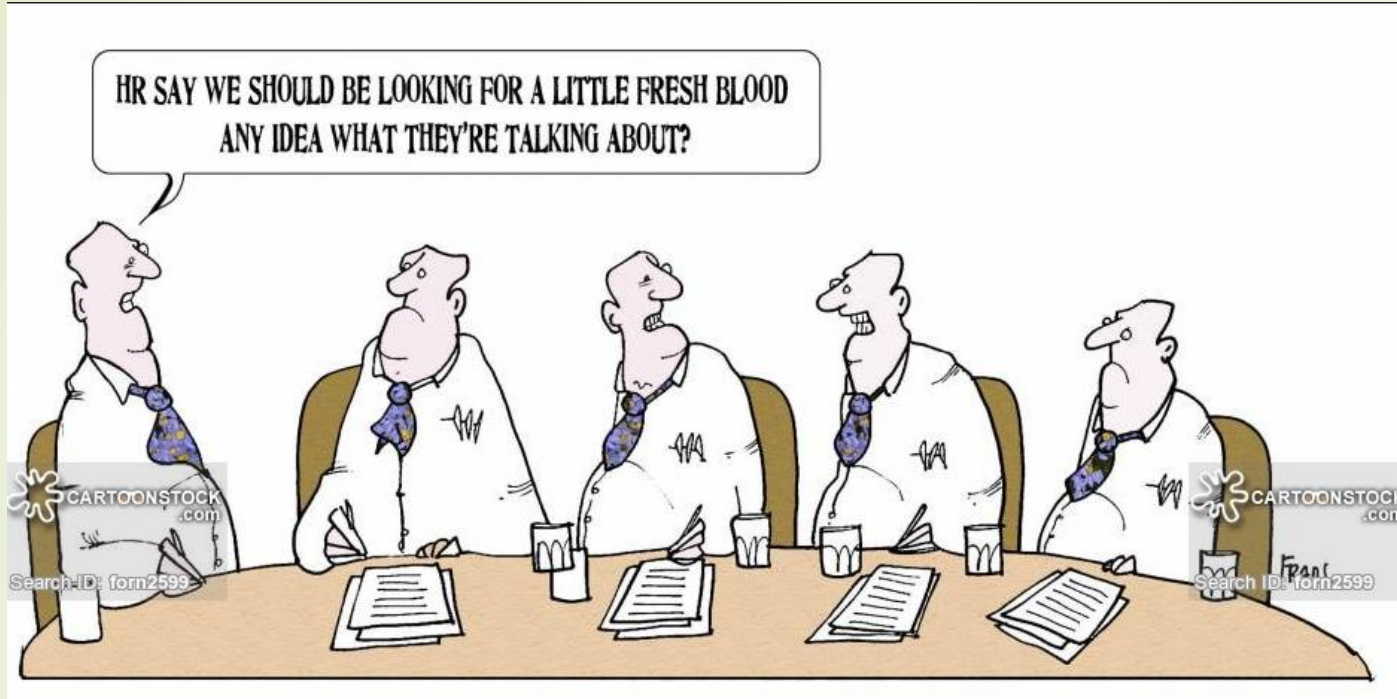
- More flexible working hours
- More opportunities for leadership roles
- Better pay transparency
- Equal treatment
- Mentors and role models

Has is been a success – the good

- Filled a niche
- Provides a comfortable environment
- Free
- Comments from Survey.....
 - *Excellent well run group that I enjoy being part of*
 - *WIS is an awesome institution and long may it continue*
 - *Thanks for the events and energy thus far*
 - *Great work WIS team! Amazing you have built a strong community.*
 - *I think compared to other industries women are well voiced in Spatial*

How can it improve – the bad

- Mentoring
- More geographically diverse
- Comments from Survey.....
 - *There isn't much in the way of WIS events in Hamilton*
 - *It's usually in wellington bit hard to get to*
 - *I live rurally so do not have much chance to go to a WIS event.*



Thank you