

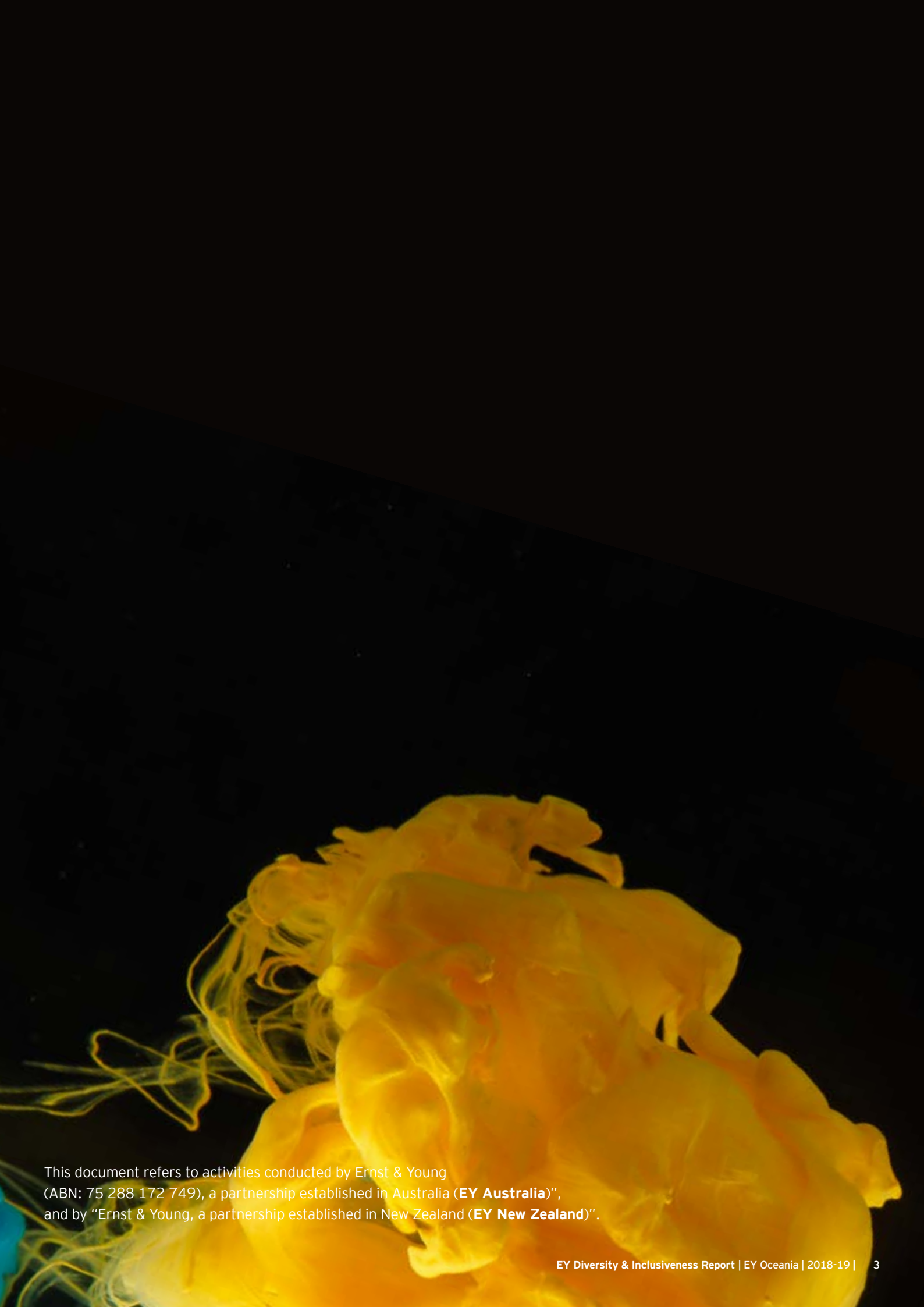
EY Diversity & Inclusiveness Report

EY Oceania
2018-19



Table of contents

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This document refers to activities conducted by Ernst & Young (ABN: 75 288 172 749), a partnership established in Australia (**EY Australia**), and by "Ernst & Young, a partnership established in New Zealand (**EY New Zealand**)".

Introduction





Tony Johnson

Chief Executive Officer &
Regional Managing Partner Oceania

At EY, we value everyone's differences and work hard to create an environment that embraces inclusiveness, where people of all abilities and backgrounds feel they belong and can succeed. It takes sustained effort and this report outlines some of the actions taken by EY leaders and people throughout the year.

Through Inclusive Leadership workshops, Cultural Agility training and Auslan@EY classes, in celebrating days of significance, leading conversations on complex issues such as how to address issues of sexual harassment and discrimination in the workplace, and by embedding new processes and policies, we bring continued focus to the agenda and build a better and fairer experience for all.

Alongside the work of many within the organisation, I am personally proud to be able to join business leaders in championing diversity and inclusion through the Male Champions of Change and the Leadership Council for Cultural Diversity. Achieving mainstream inclusiveness requires a collective effort and I thank the many people who have made a passionate contribution to a better working world.



Clare Sporle

Assurance Partner and Diversity &
Inclusiveness Council Chair
EY Australia

I'm proud to share our 5th Annual Diversity & Inclusiveness Report, setting out the achievements and progress we made against the EY D&I strategy over FY19 and recognising the contributions of EY people whose efforts drive the creation of an inclusive workplace for all.

I have been reflecting lately, not only on what we have achieved, but where we will direct our D&I strategy beyond 2020. I am therefore pleased to share with you our recently refreshed D&I strategy, which aims to build on the great work we have done in recent years, whilst laying the foundations for the rapidly evolving environment we find ourselves in. Our strategic priorities focus on three key aspects: Our People, Our Leadership and Our Impact, working together to create a working environment where we can all Belong, and to have a broader impact on clients and community. This is no small feat and to achieve this, we will need to work together, taking bold decisions and holding ourselves continuously to account for our future.

As you read this report, I encourage you to reflect on the stories shared and think about how you can contribute to creating a place of belonging for everyone. Though we are all different, we all need to feel safe to be ourselves. Let's stay actively curious about others, consider what is important to them and invite all voices to contribute equally.



Alison Burgess

EY Oceania Diversity & Inclusion Leader
EY Australia

I am delighted to present the 5th Annual EY Oceania Diversity and Inclusiveness Report. The purpose of this report is twofold; a retrospective look at the impact of numerous programs, campaigns and leadership efforts on our D&I goals in recent months, and a platform of ideas and recommendations on how anyone can become a more involved inclusion champion, to create a sense of belonging for everyone.

This report is categorised by the key pillar focus areas of Inclusive Leadership, Gender, Cultural Diversity, Disability, LGBTI and Flexibility, however you will also notice cross-overs as we continue to create an intersectional approach to our inclusiveness strategy and move ever closer towards the overarching concept of 'Belonging'.

what is D&I?

At EY, Diversity and Inclusiveness (D&I) sits at the heart of everything we do and we regularly test our goals to see that we are achieving positive cultural change. In recent months, the EY Oceania D&I council team have worked with our leaders, EY professionals networks and the D&I council to review and refresh our strategic direction, to help to ensure that it is aligned with our priorities as a leader of inclusion.

Diversity

Diversity is about differences, seen and unseen.

At EY, we understand that actively seeking and then managing the diversity of our people is essential to forming high-performing teams and to disrupting the status quo.

Every one of us is different and we value and respect individual differences.



Inclusion

Inclusion is about valuing differences to provide a better experience for our people and better results.

We strive to create an environment where all our people feel, and are, valued; where they are able to bring their whole selves to work each and every day; and where they can contribute their personal best.



Why is D&I a focus for us?

The ability to invite and learn from different perspectives is fundamental to driving innovation, building strong relationships and providing the best approaches for clients. Research shows that teams that are diverse in regards to gender, ethnicity, sexual orientation, skills, experiences, languages and background, can outperform teams of people who are more alike, but this can happen only if a diverse team is led inclusively.

Given the increasing diversity of teams, we cannot take a sense of belonging for granted, which is why we, as leaders, colleagues and team members, need to be purposeful and deliberate in cultivating a sense of belonging for all, to harness its benefits for us as individuals, for highest-performing teams and for organisations.

A strong sense of belonging can lead to better collaboration, retention and performance. When we feel we belong, we are more motivated and engaged; it significantly reduces stress levels and improves physical health, emotional well-being and performance.

By embracing D&I, EY teams continue to extend their lead as one of the most inclusive professional services organisations with the ability to win more work, increase profitability and recruit and retain, better people. The purpose of the EY Oceania D&I team is to provide the resources, tools and policies needed to create high-performing teams that help maximise the power of different opinions, perspectives and cultural references - and succeed in the global marketplace.

Belonging

Teaming and leading inclusively helps people feel safe and promotes trust, so they feel that they belong.

Belonging is what makes us feel free to be ourselves and safe to offer different points of view or dissenting opinions.



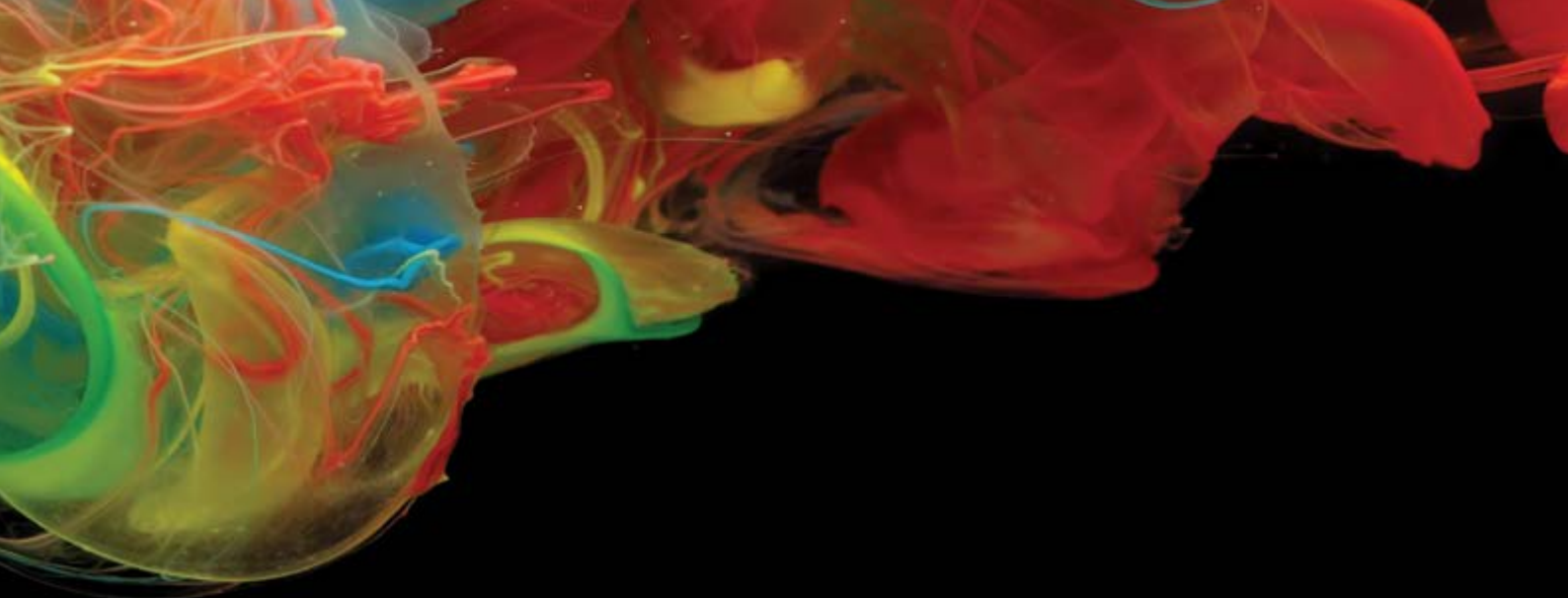
D&I snapshot

At EY, our D&I strategic focus is supported by

Seven focus areas or 'pillars'

Purpose

Inclusive Leadership	Develop all EY talent to be able to connect and engage with all people.
Gender	Achieve gender equality in the workplace for all genders.
Disability	Further our commitment to maximising the employment prospects of people with disability.
LGBTI	Create a workplace where lesbian, gay, bisexual, transgender and intersex people are free to be themselves.
Cultural Diversity	Improve our intercultural intelligence while celebrating the value of culturally-diverse professionals.
Indigenous	Recognise and respect the First Nations peoples of Oceania; advocate for the social and economic advancement of Māori, Aboriginal and Torres Strait Islander Peoples.
Flexibility	Empower EY talent to meet their personal and professional goals through flexible working.



Achievement

Inclusive Leadership Workshops have been delivered across EY Oceania on to senior staff across the firm on Unconscious Bias, Insider/Outsider dynamics, and micro-behaviours.

In 2019, we connected to celebrate the theme of #SheBelongs, with a focus on women in Digital and STEM.

EY has collaborated with the Australian Network on Disability to introduce “Disability Confidence” training to EY recruiters.



EY celebrated its **AWEI LGBTI Employer of the Year** status.

In 2019, EY was a finalist for the AHRI Fons Trompenaars Cross Cultural Management Award

New Zealand teams are supported to learn te reo Māori; offices in Australia host First Nations Cultural Awareness Sessions.

Formal flexible working options support EY talent to take:

- Life Leave
- Temporary Part-time
- Term-time working

Recognition

Our revitalised Gender Inclusion Network (GIN) encourages active involvement of all EY people and fosters open discussions on gender inclusion

EY Oceania has achieved AWEI Platinum Qualifier status in Australia and the Rainbow Tick in New Zealand



CD@EY (Cultural Diversity at EY) Melbourne Network won the EY Oceania Better Begins with You Award for Strengthening our Communities in 2019

In 2019, EY was part of a founding group that collaborated with the Business Council of Australia and Supply Nation on the Raising the Bar initiative to help develop the First Nations business sector.

Inclusive leadership

Inclusive Leadership involves everyone at EY. Many elements go into creating the highest-performing teams, but underlying them all is the ability to include different viewpoints into our mindset, behaviour and operations as inclusive leaders. In our increasingly interconnected world, developing inclusive leaders who can connect and engage with anyone - regardless of their background, style or culture - will be a key competitive advantage for EY.

6 key inclusive leadership behaviours



Highlights

Inclusive Leadership Workshops

Training has been facilitated across EY Oceania in all service lines. These workshops are aimed at the Partner/Director level and include exploring concepts such as Unconscious Bias, Insider/Outsider dynamics, micro-behaviours and identifying and actively adjusting team norms to create a more inclusive environment.

Cultural Agility Training

Developing the intercultural intelligence of EY people has become an increasing focus as we become more globally connected and onboard diverse talent. Cultural Agility training has been provided across Oceania in for the mentor and mentee participants in the cultural diversity mentoring program through the 3 Colours of Worldview™ workshop. All surveyed participants reported that this training was a valuable experience for them, with an overall rating of 8.3 out of 10.

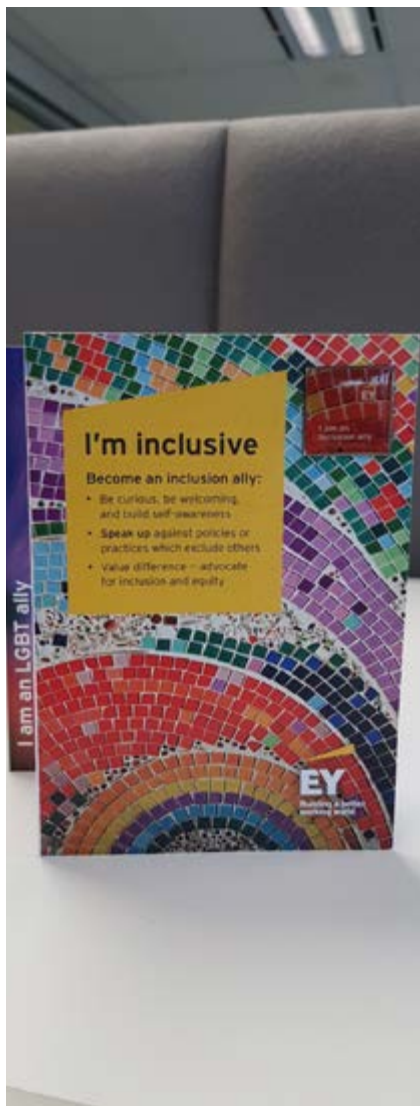
Belonging

As we evolve our dialogue towards the concept of 'belonging', we have begun to roll-out belonging teaming activities in Sydney and Melbourne. Our 2019 Tax graduate cohort came together in Ballarat to explore what Belonging means to them personally and in their new EY teams, whilst established EY FSO Assurance teams discussed belonging and inclusion at an offsite in June 2019.

Outlook

2020+

Inclusiveness is at the heart of highest performing teams, and cultural agility and belonging are key components to creating an inclusive teaming environment. We will be refining EY D&I talent development offerings and presenting a clear 'journey' and suite of options from graduate to Partner, with virtual, self-paced and classroom options.



Inclusion documents like this are often distributed at EY events.



In 2018, Terence Jeyaretnam and Peter Wilkinson were EY representatives at Garma, Australia's largest annual Indigenous forum

Terence Jeyaretnam

Climate Change & Sustainability Services Partner and Reconciliation Leader
EY Australia

EY celebrated World Day for Cultural Diversity for the first time on the 21 May 2019 and Terence took the occasion to share his thoughts on cultural diversity and corporate leadership. [Read of the full article on LinkedIn](#) or see an extract below:

As a Partner from a culturally diverse background at EY Australia, I feel it is incumbent upon me to be prominent on the topic of cultural diversity, show leadership and bring my personal learnings and insights.

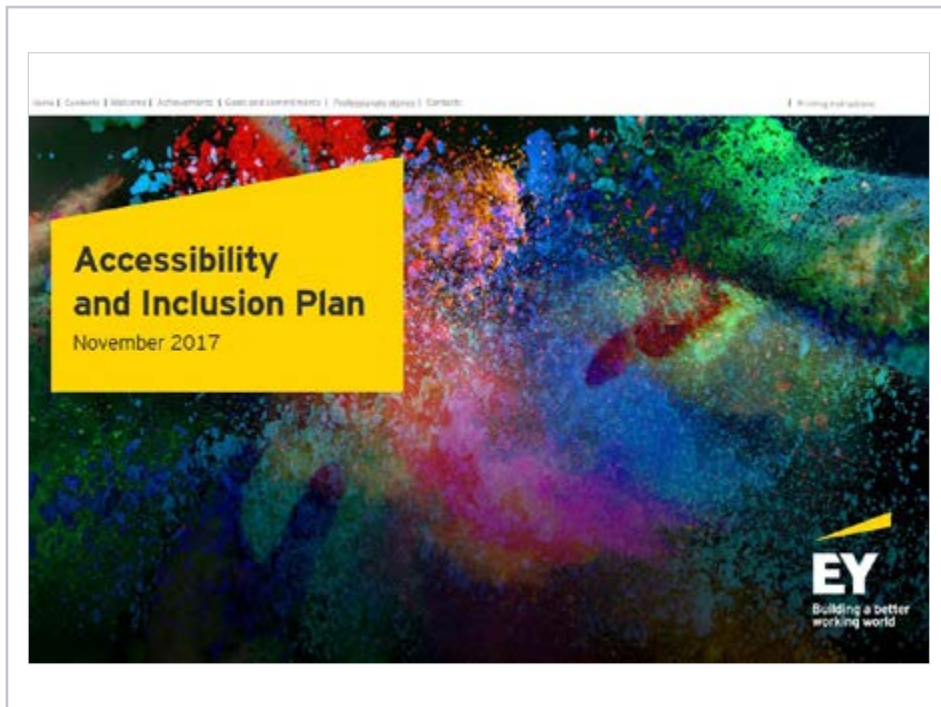
My heritage is Sri Lankan Tamil. Tamils are a minority in Sri Lanka, which in itself is an ethnically diverse country with three ethnicities and more than four religions. The religious and ethnic persecution in the country that led to significant overseas migration since the 1980s is well-known. I came to Australia with my parents under the Hawke government's humanitarian intake program during the mid-80s. As refugees. I was part of yet

another wave of immigration that has continued to shape Australia as one of the most successful multi-cultural nations in the world. Perth, where I grew up, was not very multi-cultural at the time.

Cultural diversity, to me therefore may carry some baggage. Ethnic persecution does mean you grow up thinking that you are vulnerable given your background. Moving to Australia, however, I never sensed that I was treated any differently - by my teachers, my employers, clients or teams. This has played a pivotal role in the way I have viewed the importance of multiculturalism. I often joke with my family that as Australians we do not have to travel to experience cultures; there are cultures from all across the world right here at our doorstep. The same cultures are at EY - an opportunity for all of us to learn from and become more worldly.

Disability

EY is committed to removing barriers and improving the employment prospects of people with disability. After the successful launch of the first EY Accessibility and Inclusion Plan (AIP) in November 2017, 2018 was focused on year one plan commitments relating to recruitment, establishing strong foundations and raising the profile of disability inclusion within EY Oceania.



Outlook

AIP Goals

As EY moves from the second and towards the final year of EY Accessibility and Inclusion Plan (AIP) commitment, focus will be on continuing to embed inclusion across all systemic processes (creative services, communications, facilitation, recruitment and development).

Globally, EY is reviewing workplace adjustments processes and accessible technology and we continue to collaborate to create a Better - and more Accessible - Working World.

Highlights

Australian Network on Disability

In collaboration with the Australian Network on Disability (AND), EY has completed a review of internal recruitment and onboarding processes to identify opportunities for enhancing accessibility. The findings of this report form the basis of the focus of ongoing works. AND also provided training on creating accessible learning environments for the Talent Development Team.

Ability Network

The EY Ability Network was established in October 2018, with the launch coinciding with the Invictus Games held in Sydney. A number of Ability members

attended, taking advantage of the 'Take me to the games!' competition.

The Ability Network also gained an Executive Sponsor in FY19, EY Oceania Chief Operating & Financial Officer Craig Robson, and is co-led by EY Global Advisory Learning Leader Patrick Medd and EY Asia-Pacific Recruitment Strategy Implementation Leader Paul Scantlebury.

Auslan@EY

Ability Network member and CODA (Child of Deaf Adults) Tara Ulrich, led the development of an Auslan pilot initiative in Perth. This 8-week course introduced team members in the Perth office to

basic Auslan signs to use in conversation and for client meetings. These classes are now being rolled out to Melbourne and Canberra. Tara also went on to win the Lynne Sutherland Future Leader Award, in part for her contributions to this innovative program.

Be. Accessible

In FY19, EY New Zealand worked with Be. Accessible to onboard two interns with accessibility needs, both of whom have progressed to permanent roles. This program will continue into FY20, with 17 team members volunteering to provide professional mentoring to other Be. Accessible program participants.

Luci Gumpl

Workplace Services

After almost five years at EY, it inspires me that Diversity & Inclusiveness is still on an upward path; it's easy for these initiatives to drop off or become piecemeal. While the journey can be slow at times, we're still moving forward in positive ways. In terms of disability inclusion, I believe EY has the chance to affect great development: executive leadership support, internal and external communications around disability inclusiveness, appropriate recruitment safeguards, and improvement of workplace accessibility through assistive technologies.

As a person born with a profound hearing impairment which has continued to decline, I am well versed in unaccommodating and unsupportive institutions. Transport, workplaces, shopping centres, movie theatres, all places we take for granted - are potential minefields for people with a disability. While I sometimes forget I have a physical impairment, it's at those



Luci Gumpl lives life on the edge

unexpected times that something throws you off guard or makes a situation difficult because it's not a circumstance the 'able' world has considered.

While I'm fortunate to be part of an incredibly supportive team at EY, I am sure there are others with a disability who are working inefficiently, without appropriate support or in way that's detrimental to their health. Why? Because most people with a disability don't want to attract attention to it, especially when people with disabilities are perceived as being less able to achieve success.

As an active member of various D&I committees, I am working to push inclusivity into the mainstream; where one's disability, cultural background, gender or sexual identity is no longer subject to awareness campaigns or recruitment targets. I look forward to a time when performance judgement is based on one's talent for their job, and nothing else.

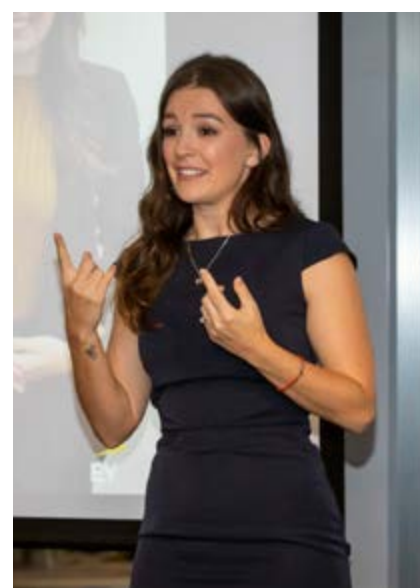
Tara Ulrich

Lynne Sutherland Future Leader Award Winner Learning and Development

Tara joined EY four years ago and throughout this period has been actively involved in D&I as a vocal advocate to those with different lived experiences to their peers, leading to her winning the Lynne Sutherland Future Leader Award. Having grown up in a deaf household with Auslan (Australian Sign Language) as her first language, Tara championed the development of an innovative Auslan program in the Perth office. The aim of Auslan@EY is to drive greater awareness of the difficulties faced by the deaf community and highlight how we can help create a more inclusive

environment for both EY professionals and clients. Auslan@EY is currently slated to run in Melbourne and Canberra during FY20.

Tara also supports supports the Perth office's local focus charity, Esther Foundation, which provides residential care to girls in need. She works diligently to ensure these girls are exposed to an inclusive corporate environment and are aware of the future career opportunities available to them.



Tara accepted her Lynne Sutherland Award in English and Auslan

Recruitment

As we navigate through the complexities of this Transformative Age, it is no longer a 'nice to have' but rather an imperative to recruit and nurture talented people with diverse backgrounds, abilities and skills. We know that with diversity of thought, comes diversity in decision making which is crucial to ensuring top quality service for clients and communities.

Highlights

Reconnect

2019 saw the launch of Reconnect 2.0, a program specifically targeted at females who have been on a career break for 2-10 years. This 4 day per week, 12 week program is an opportunity for returners to reconnect with their career in a supported environment, encompassing group and personal coaching and structured training sessions. The second intake broadened its reach, with returners located in Auckland, Canberra and Melbourne from a pool of 226 applications (up 60% on prior year).

Female Future Leaders Series

With fewer than 40% of eligible applicants to EY Oceania in FY19 identifying as female, it's imperative that Campus Recruitment strategic priorities remain focussed on this demographic. The Female Future Leaders Series is a new EY initiative that commences with a recruiting event aligned to International Women's Day and an associated recruitment campaign. This is followed by the Breaking Down Barriers Program for pre-penultimate year female students, which examines the barriers to female career progression and assists women to become purpose-driven leaders. Through this program, we identify high potential female talent, educate them on career opportunities with EY and promote the Career Compass Program and future vacationer

programs. We are currently building a new section of the series which involves mentoring successful applicants from the Breaking Down Barriers Program.

Corporate Finance Woman of the Year

The Corporate Finance Woman of the Year competition was created to inspire the next generation of exceptional female talent to pursue a career in corporate finance. The competition assists us to build a pipeline of female talent and to raise awareness of corporate finance as a viable career choice for women. Caitlin Brand, 2018 Corporate Finance Woman of the Year winner, represented EY Oceania at the global competition in London in February 2019.

Disability Confidence in Recruitment and Onboarding

EY has collaborated with the Australian Network on Disability to introduce 'Disability Confidence' training to the Talent team, starting with Learning & Development and extending to Recruitment and the Ability Network over the next year. Our aim is to provide an excellent candidate experience by removing barriers during the recruitment and onboarding experience and in doing so, become an employer of choice for people with a disability.



Outlook

Stepping Into & GradWISE

EY continues its commitment to removing barriers to employment and improving the employment prospects of people with disabilities, EY has worked with Australian Network on Disability (AND) as well as disability employment service provider GradWISE to pipeline junior talent into the student programs. Students have been invited into the 2019 Career Compass Program with a view to extending placement opportunities in vacationer and graduate programs in 2020 and beyond.



Kevin pledged to change the status quo as part of International Women's Day 2019

Kevin Mar Fan Advisory

Diversity and inclusion means a lot to me personally. For me, growing up as a Chinese migrant in Brisbane wasn't an easy experience and I felt the constant pressure to conform. I firmly believe that D&I allows people to confidently be themselves and to achieve their full potential.

As someone who's left EY and returned after many years in industry, I've noticed how the organisation has become more diverse and inclusive in recent years. This includes the breadth of cultural and professional backgrounds of EY people, achieving gender balance for EY leadership and the vocal support of inclusion issues, such as marriage equality. We have come so far, but as international events constantly remind us, we can't afford to be complacent. Our people deserve nothing less.

What if you
could focus on
something you
really cared about?



■ ■ ■
The better the question. The better the answer.
The better the world works.

Gender

It will now take 257 years for women to achieve gender parity in the workplace, according to the World Economic Forum, slightly down on last year. We need to drive our efforts even more passionately in the market, with governments and in conversations with our colleagues, family and friends so we can improve gender parity and bring that projection forward.

International Women's Day

In 2019, offices across EY Oceania connected to celebrate the theme of #SheBelongs, with a focus on women in Digital and STEM. A digital inspiration page was created to recognise and promote female leaders and nine separate events were held to explore questions such as **"How can more women become architects of the digital world?"** and **"Will innovation drive gender equality or will gender equality drive innovation?"**

Creating an environment free from harassment and discrimination

Our people play an important role in fostering an environment free from harassment and discrimination, which is a priority for the organisation, its leaders and people. Tony Johnson, Chief Executive Officer & Regional Managing Partner Oceania, sits on the Male Champions of Change (MCC) group,

and over the past six months has led discussions with other MCC CEOs on sexual harassment and discrimination in the workplace, to understand the best approach to addressing this issue. In addition to this, late 2018 each office held discussions on this topic, featuring guest speaker and journalist, Tracey Spicer.

Male Champions of Change & Champions for Change

Tony Johnson, Chief Executive Officer & Regional Managing Partner Oceania, has been an active member of the Male Champions of Change group since 2016, a high-profile coalition that involves men of power and influence working together to achieve change on gender equality issues in organisations and communities.

Simon O'Connor, EY New Zealand Managing Partner and Braden Dickson, Chair EY New Zealand, are both members of Champions for Change in

New Zealand. Champions for Change is a group of over 50 New Zealand CEOs and Chairs from across the public and private sector who are committed to raising the value of diversity and inclusiveness throughout the wider business community. Convened by Global Women in March 2016, Champions for Change represents more than 100,000 employees in New Zealand. More than a quarter of the group are female CEOs and Chairs. EY New Zealand is a major partner of Global Women, a not-for-profit organisation which seeks to increase diversity in leadership in New Zealand through promoting, encouraging and facilitating the development of women.

Sponsorships & Networks

Gender Inclusion Network

EY is a proud supporter and convener of inspiring women around the world through collaboration, sponsorship and networks that cover the public, private and non-profit sector including:

► Women Athletes Global Leadership Network

Supports elite female athletes who seek to develop leadership potential beyond their sporting careers

► Worldwide Women Public Sector Leaders Network

Gives women leaders visibility of each other, enabling them to connect with other women in similar positions at a global level and facilitate exchange of leading practice



Our 2019 Lynne Sutherland Future Leader nominees were recognised for their gender inclusion work: Lakshmi Homes, Tara Ulrich, Kirsten Callendar, Riya Shankar



Gender Inclusion Network Leader Diane White moderated a panel for International Women's Day

Outlook

Gender Inclusion Network

As we continue into 2020, EY is focused on gender inclusion through our new Gender Inclusion Network, which encourages active involvement by EY people of all genders and fosters discussions around issues related to gender inclusion.



Lakshmi Holmes and Tori Horton celebrated International Women's Day at EY.

► Entrepreneurial Winning Women Program

An executive leadership program that identifies a select group of high-potential women entrepreneurs whose businesses show true potential to scale – and then helps them do it

► Clinton Global Initiative

Our commitment to develop and support women-owned businesses by strengthening their capacity to enter corporate supply chains and increasing the spend they receive

► Global Women in Business Advisory Council

A networking resource designed to harness the insights and experiences of top women in business



Mark Conroy made a pledge for International Women's Day 2019

LGBTI

When it comes to LGBTI inclusion we know people are at their happiest and most productive when they feel free to be themselves. We want EY to be a place where everyone can bring their whole selves to work and creating a work environment where lesbian, gay, bisexual, transgender and intersex (LGBTI) professionals can be their authentic selves at work is a core priority of our diversity and inclusiveness commitment. To achieve lasting LGBTI workplace inclusion, continued bold action is required and we are proud of our inclusive policies and practices, our presence at pride festivals across Oceania, ongoing LGBTI awareness sessions and supporting community organisations such as ReachOut to champion mental health for LGBTI youth.

Highlights

AWEI Platinum Qualifier & Rainbow Tick

EY Australia has been listed as a Top Tier 'Gold' LGBTI employer at the Australian Workplace Equality Index (AWEI) Awards for the fourth year in a row. EY is now a Platinum qualifier for the AWEI and will completing an innovative Platinum Project to further drive LGBTI inclusion. EY continued to maintain its Rainbow Tick certification since 2017 in recognition of EY LGBTI inclusion in New Zealand.

Inspirational Award Winner Gina Mills

EY Unity Leader Gina Millst, Tax, won the Inspirational Role Model award at the New Zealand LGBTI Awards in November 2018. Within EY, Gina has been considered an out role model for many years. Externally, she has spoken at a number of events on LGBTI workplace inclusion, written social media blogs and supported other New Zealand corporates to begin their inclusion journey.

We would also like to congratulate Andrew Conquest and Luci Gumpf for their nominations for the AWEI Out Role Model Award.



Sweet treats for Unity



EY marched at the Melbourne Midsumma Pride Parade

Better Begins with You Award Win

In 2018, the EY Oceania Unity EY professionals network was a regional winner at the EY internal global Better Begins with You Award, an internal global recognition program which recognises the outstanding work EY people do each day to help build a better working world. Unity was successful for the category 'Strengthening Our Communities', acknowledging the sustained commitment of the network to making EY a place where our people can bring their whole selves to work.

Outlook

Inclusive Bathroom Signage

In FY20, EY will continue to build on its existing policies and resources to support gender-diverse and intersex employees by implementing inclusive bathroom signage in all Oceania offices.

Transgender & Gender Diverse Inclusion

EY is currently undergoing a review of all policies, practices and benefits to ensure they are fully inclusive for Transgender and Gender Diverse employees and clients. This includes Transitioning Leave, Hospitality and Event Guidelines, Inclusive Bathrooms, and Dress for your Day guidance.



Joyce Kwan
Financial Services

When I started as a grad with EY last year, I was initially concerned about how receptive it would be to LGBTI employees, and if I'd have to go back into the closet. These worries subsided the moment I walked into the lobby, when I saw the UNITY banner proudly on display. This, along with the induction presentation on how diversity and inclusion for all is core to EY organisation's purpose, confirmed for me that I had made the right choice in joining EY. Visibility is hugely important, and I believe we've come a long way in Oceania and in professional services with LGBTI inclusion. While we're not waving rainbow flags every day, I can say with pride that I've joined an organisation that's committed to making employees feel supported, included and safe.

Having a strong community of support is paramount and we've done some amazing work over the last year to support the LGBTI community.

I'm really proud of our organisation's achievements so far and where our focus on intersectionality will take us. I am excited to see the difference we can make within EY, with clients and in the community with D&I in the future.

Flexibility

At EY, flexibility helps everyone meet their personal and professional goals and enables all of us to maximise our contributions to our teams and deliver exceptional client service. Challenging our assumptions about where, when and how work gets done, while maintaining a clear focus on the results we want to achieve together, is one of the ways we can be agile and responsive to the diverse needs of our people, teams and clients. Enabling EY people to lead sustainable, fulfilling, personal and professional lives contributes to our purpose of building a better working world.

Highlights

Flextober 3.0

October 2019 saw our third successful month-long Flextober campaign from EY, which had a new focus on using flexible working to improve wellbeing, and examined the Better Question: Could switching off help you become more switched on?

We hosted local events on flexible working, shared tips and resources, and held a social media competition where EY people were encouraged to share their personal flexible working stories using the hashtag #EYFlextober. One of the most popular stories was published on LinkedIn by D&I Council Chair Claire Sporle - **Working flexibly: 'Anytime, anywhere' NOT 'All-the-time, everywhere'**. Feedback indicates that Flextober continues to be a very popular D&I initiative within EY and an invaluable part of supporting staff to integrate flexible working into the everyday.

Formal Flexible Working

New formal flexible working options became available at EY in early 2019, which consisted of:

► Life leave

The ability to take between 6-12 weeks of self-funded leave in one or two solid blocks of time.

► Temporary part-time

Adopting a part-time arrangement for up to 3 months in length.

► Term time working

A part-time arrangement with an income similar to a 4-day week using self-funded leave. This would allow people to work full-time during school term times but not work during school holidays.

These options join the existing formal options of permanent part-time, job share, career breaks and FLEX-leave (purchased leave), and received significant attention from media outlets globally.

Outlook

Flextober 4.0

Flextober has now spread to other regions of EY and is now celebrated throughout the EMEA (Europe, Middle East, India, Africa) region. Oceania will continue Flextober, further embedding flexible working into the daily culture of EY.

Flexible Parental Leave

EY has reviewed its family leave policies in Australia and New Zealand so that we continue to provide market-leading benefits for our people. One of the changes means that EY people will now have the option to take paid parental leave benefits on a part-time/flexible basis.

This adjustment was made in order to facilitate more male staff to access parental leave, in response to consultation with EY professionals.



Christian Heikaus won the 2018 Flextober Social Media Competition with his post about volunteering with the SES

Job redesign for flexibility

A guide to assist people on
reduced or flexible schedules



Building a better
working world



Daniel Sapuppo
People Advisory Services

Daniel published his story on LinkedIn recently about how he accessed flexible working and flexible parental leave during a difficult time for his family over FY19. [You can read the full article on LinkedIn](#), or see an excerpt below:

I had always commented on the importance of gender equality, however it wasn't until I had two very sick babies, and a very active two year old, that I truly had need to begin challenging myself to step beyond gender roles, and traditional work arrangements, to ensure I was giving myself, my work team and my family the best of myself.

I took three weeks of parental leave, offered by EY, however I flexed and took it when my babies were home, almost 4 months after they were born, as I felt that it would be a better use of the time off. EY were incredibly accommodating,

and allowed me to do this with their blessing. I attended several appointments in the interim, often having to leave work at a moment's notice.

I want dads to feel empowered to parent their children in anyway they feel is appropriate, and set examples. I want my daughters to see me as driven career wise, but understand that that is not mutually exclusive to being a present father who does everything mum does too, from cooking, cleaning, to watching Ballerina on Netflix with her and taking her on weekends away. I am proud, and relieved, to work at EY, which has provided me the flexibility, the acceptance and confidence to think and act differently, in a manner more consistent with my true values, without judgment.

Cultural diversity

We all see the world through the lens of our own background and experiences. When we consider how we are working more and more in cross-border teams, servicing global clients, cultural capability is essential in providing exceptional client service – and EY won't achieve this cultural capability unless we are a culturally diverse organisation.

Highlights

World Day for Cultural Diversity

EY recognised World Day for Cultural Diversity across Oceania for the first time on 21 May 2019, celebrating what cultural diversity brings to our teams and clients, and to call for allies to take action. The Oceania D&I team created an action-oriented video featuring our culturally diverse staff across Oceania and distributed a Cultural Agility training toolkit. Some EY leaders penned blogs around their personal stories relating to cultural diversity, including [Terence Jeyaretnam's story](#) of coming to Australia as a refugee. Events were held in Sydney, Melbourne, Brisbane and Canberra, featuring guest speakers and celebrated the end of the second round of the Cultural Diversity Mentoring Program.

Cultural Diversity Mentoring Program

The Cultural Diversity (CD) Mentoring Program aims to explore some of the challenges facing EY culturally diverse people. It not only supports their development as future leaders of EY, but also provides valuable insights to the current leaders who act as mentors. In FY19, the CD Mentoring program expanded to all Oceania cities and had 232 participants – an increase of 190 participants on the first cycle. Three Colours of Worldview™ cultural training was rolled out to participants and 85% participants were satisfied with their mentoring experience. You can read about Rahna Hamsa's experience in the program through her [article on LinkedIn](#).

The CD Mentoring Program will be running for a third time, commenced for a third time in October 2019.

Cultural Diversity New Starter Sprint

EY formed a sprint team to improve the experiences of Culturally Diverse New Starters at EY. The cross-service line team helped update the Culturally Diverse New Starter Guide, and recommended small alterations to communications and onboarding that will make a big difference to new starters joining EY from countries outside of Oceania.

Outlook

CD@EY

EY professionals network for culturally diverse professionals and their allies, continues to expand and now includes Interfaith discussions. CD@EY groups are now in Melbourne, Brisbane, Canberra and Sydney, with more chapters to be opened in other cities in 2020.

Senior leadership

Tony Johnson, Chief Executive Officer & Regional Managing Partner Oceania, continues to agitate for change in the cultural diversity space as a member of the Leadership Council on Cultural Diversity.

We're celebrating World Day for Cultural Diversity at EY!
[Click here to watch](#)





Shafeen's contributions were recognised at the Lynne Sutherland Awards Night in Melbourne

Shafeen Mustaq

Lynne Sutherland Emerging Leader Award Winner
Advisory

Shafeen was presented with the Lynne Sutherland Emerging Leader Award in May 2019 to recognise her outstanding contribution to D&I. Shafeen is a Manager in the Canberra Customer practice. In her two and a half years at EY, she has worked on 12 engagements with federal and state governments, private organisations and NGOs through EY Ripples.

Shafeen also helped set up the Cultural Diversity D&I stream in Canberra, along with Zainab Farouk. They helped garner leadership support for the initial pilot program and run lunch and learn sessions focussed around Cultural Agility. The program has now run twice successfully in Canberra.

She has also founded an EY STEM initiative, focused on engaging academia, government, and industry to support and encourage young girls to pursue STEM courses and careers and has undertaken similar work with clients. Outside of EY, Shafeen works with Sitara's Story, a not-for-profit focused on mental health advocacy, awareness and education.

For International Women's Day 2019, Shafeen was interviewed by the Oceania D&I team for her thoughts on 'How can more women become architects of the future?' You can read more on Shafeen's personal story and passion for gender parity in STEM in [her LinkedIn article](#).

Indigenous Australia

It is our vision to embed reconciliation across EY to drive improved social and economic outcomes for First Nations peoples and enhance relationships between all Australians. EY will do this by increasing our organisation's cultural capabilities, valuing of the rich cultural heritage of Australia, collaborating with local organisations as they develop business, education and employment opportunities within their communities, and by joining with and advocating for the social and economic advancement of First Nations.

Reconciliation Action Plan

EY is in its third year of a Stretch Reconciliation Action Plan (RAP). While not all targets have been met on issues such as employment and capacity building, we are ahead in others including Indigenous procurement and leadership engagement. RAP Leader Terence Jeyaretnam will soon start working with Reconciliation Australia on the next three year RAP.

Garma 2019

In 2019, as in previous years, nearly a dozen EY people had the privilege to participate in the annual Garma festival on the lands of the Gumatj clan



Melbourne hosted Lee Prouse for a National Reconciliation Week discussion with Melbourne Bama Gala Leader Katie Woods.

of the Yolngu people in Arnhem Land. Garma is a gathering of 2,500 business, political, community and First Nations leaders hosted by the Yolngu people and is a unique combination of cultural immersion and political discussion. Participants included EY Indigenous Sector Practice (ISP) representatives, and senior EY Partners. Among them was Jenelle McMaster, EY Markets Managing Partner, Oceania, who described it as an "incredibly immersive, mindset shifting experience" - [you can read Jenelle's reflections on Garma here.](#)

Career Trackers

EY continued its membership and relationship with Career Trackers, which is a valuable pipeline of First Nations interns for EY. 2019 saw the total number of First Nations internships rise to 24, with three graduates confirmed as hires and targets to convert more from the intern pool. We continued to develop relationships with First Nations support services and networks at universities.

Events

National Reconciliation Week and events were held in each EY office across Australia, and a NAIDOC Week event was held in Sydney with virtual attendance options for all staff in Australia.

Further cultural awareness events were hosted throughout FY19 by Bama Gala, an employee driven initiative within EY that aims to help build the First Nations cultural awareness and understanding among EY people.

Cultural Safety Empowerment Officer

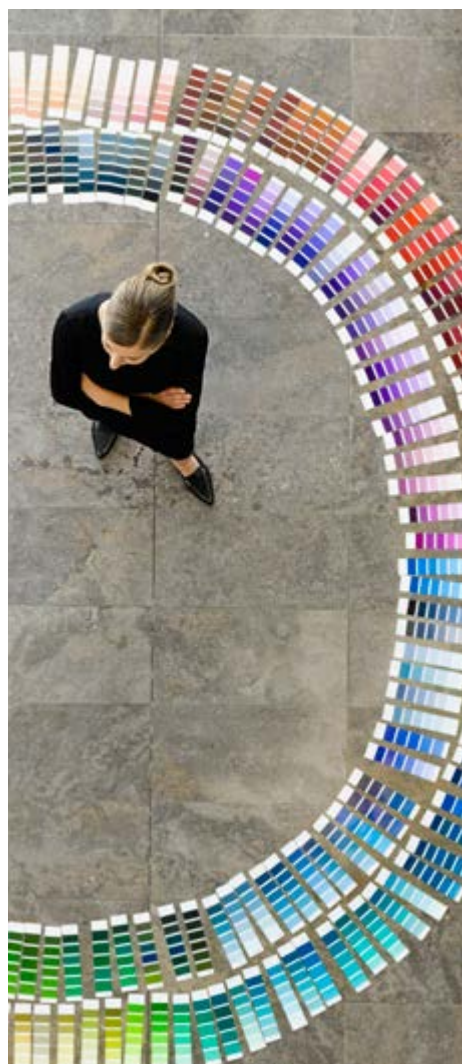
In November 2018, EY Australia introduced its first Cultural Safety Empowerment Officer to guide EY on its cultural safety journey through cultural mentoring and support to all staff as EY implements its Stretch Reconciliation Action Plan, our Indigenous Sector Practice continues to grow and the First Nations Interns program expands. Deanella Mack is a Kemerre woman from the Arrernte and Alyawarre Nations with a background in cultural consulting and facilitating cultural educational experiences.

First Nations Conversations

From June 2019, First Nations Conversations training sessions were led by our Cultural Safety Empowerment Officer in every EY Australia office, alongside virtual sessions. Ongoing monthly sessions are continuing into FY20.

Raising the Bar

During 2019, EY was part of a founding group of 19 companies that collaborated with the Business Council of Australia and Supply Nation on the Raising the Bar initiative. Raising the Bar is designed to help develop a thriving and sustainable First Nations businesses sector while fostering improved social and economic outcomes in First Nations communities. Through this, EY Australia has adopted a target of 3% of contestable spend with First Nations businesses by 2024. EY sits on the Supply Nation quarterly leadership roundtable and has been a sponsor of the Young Indigenous Entrepreneur of the Year award at Supply Nation's supplier diversity awards for the last 3 years.



Joe Hedger with the Uluru Statement from the Heart

Joe Hedger

Indigenous Sector Practice Leader, EY Australia

Joe Hedger leads the First Nations peoples, which mobilises capabilities across EY to assist organisations working with and for First Nations peoples, businesses and communities. Earlier this year, Joe shared his thoughts on the legacy of activism of Aboriginal leaders on LinkedIn, which you can [read here](#) or see an extract of below:

My great grandfather, Jack Patten, was a proud Yorta Yorta man who along with many other First Nations leaders was instrumental in leading the 1938 Day of Mourning. Campaigning against the callous treatment of First Nations people and the deplorable conditions many faced was at the heart of this struggle, as communities fought for control over their own affairs and to be treated as equal citizens in their own country. The constant threat of physical harm and imprisonment faced by leaders then demanded courage, resilience and determination, as well as political savviness to skillfully navigate politics at a time when First Nations leaders had little political capital other than the support of trade unions and their own communities.

80 years on, we find ourselves in a very different political context, but still dealing with similar issues. Through the Uluru Statement from the Heart, we have captured the imagination of the broader community about what's possible and what can be achieved to provide a rightful place for First Nations people in the life of this nation. Different to the 1930's, a window of opportunity now exists for us to steer this country to a place where our voices can be heard and our aspirations respected and supported.

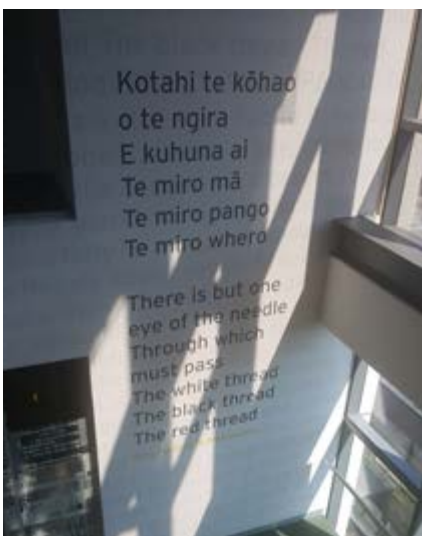
Back in 2017, EY stated its support for the Uluru Statement from the Heart. EY backed the Uluru Statement then and continues to now, not only because it's the right thing to do, but because it speaks to the values of the firm and our commitment to building a better working world.

Indigenous New Zealand

For EY New Zealand, our Māori inclusion strategy is driven by EY Tahī, a standalone, global member firm of EY – an indigenous ‘firm within a firm’. EY Tahī’s kaupapa (purpose) is ‘Hāpaitia te iwi Māori, kia puāwai a pito mata’ meaning that its singular focus is to achieve Māori success.



EY Tahī Managing Partner Selwyn Hayes speaking at the Annual Building Nations Symposium.



Whakatauāki (proverb) found at the EY building in Auckland.

Te Wiki o Te Reo Māori

In September 2018 and 2019, the New Zealand offices recognised Te Wiki o Te Reo Māori (Māori language week) with a series of challenges designed to increase the use of Te Reo Māori in everyday life, including learning basic greetings, place names, and how to order a coffee in te reo Māori (Māori language).

Kōrero mai ki EY

Following on from Te Wiki o Te Reo Māori 2018, a te reo Māori course called Kōrero mai ki EY was ran for the second year at Wellington and Auckland offices. Learning outcomes included: basics of tikanga (Māori customs and protocols), correct pronunciation, basic greetings and introductions, and a waiata (song) and karakia (chant/prayer).

Matariki

New Zealand offices celebrated Matariki (Māori New Year) with a celebration in the Christchurch office, through the sharing of Māori food and Māori produced beverages with Selwyn Hayes, EY Tahī Managing Partner in attendance.

Pōwhiri & mihi whakatau

EY Tahī continued the incorporation of tikanga Māori (Māori customs and protocols) into the welcome of EY New Zealand interns and graduates through the delivery of pōwhiri or mihi whakatau (traditional Māori welcome). A Pōwhiri

and mihi whakatau is a culturally appropriate way of welcoming manuhiri (visitors) by tangata whenua (people of the land) and removes the tapu (sacredness) surrounding manuhiri so that they become one with our EY staff.

World Indigenous Business Forum

In October 2018, EY Tahī jointly sponsored and supported the World Indigenous Business Forum (WIBF) with the EY Indigenous Sector Practice (ISP), an advisory service within EY Australia that leverages the expertise of the firm to make positive change in Aboriginal and Torres Strait Islander First Nations communities. WIBF aims to bring together our indigenous businesses and nations to connect, share and inspire.



EY Oceania Diversity & Inclusiveness

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