

MARCH 2023

CEO Summit Report

Psychosocial Safety



CEOs for Gender Equity

Welcome



Dear CEOs for Gender Equity,

In 2014, 12 CEOs agreed to seed-fund the work being done by CEOs for Gender Equity. Since then, we have grown our membership to 70 CEOs, representing over 300,000 employees in Australia.

Our vision is to accelerate gender equity in Western Australia by inspiring and supporting CEOs to take action. In pursuit of our vision, we are inviting more CEOs from the private, public and not-for-profit sector to help us.

CEOs for Gender Equity has successfully shifted the conversation from 'fixing women' to fixing organisations in WA.

In achieving this, we ask our CEOs vis-a-vis their CEO Commitments to be courageous, candid and creative so that we can also shift the conversation from fixing problems to assessing potential impacts; from programs to inclusive practice; from intervention to prevention, in a way that sustainably improves gender equity outcomes for men and women.

The contents of this report summarise the key themes and ideas from our first 2023 CEO Summit. I look forward to the deep dive session with your gender equity leads where we will work on bringing the ideas to life.

I am grateful for us all standing together to improve outcomes for women and men in WA, not only because we have the highest gender pay gap in Australia (22%), but because we know we can do better.

A handwritten signature in black ink, appearing to be 'Ash', is located to the left of the group photo.



Minimise psychological risks at your workplace.

Common hazards and factors are:

- high job demand
- low job control
- poor support
- low role clarity
- poor organisational change management
- poor workplace relationships
- poor organisational justice
- violent or traumatic incidents
- remote or isolated work
- poor environmental conditions
- low reward and recognition



Source: Workplace Health and Safety Queensland

Workers might talk about their exposure to psychosocial hazards in different ways.

Recognise the signs.



Source: Safe Work Australia

Wesley College key learnings for promoting psychosocial safety

- Don't rush into the solution - this can cause psychosocial harm
- Stop and be strategic in your approach
- Embrace being uncomfortable
- Set guidelines for behavior
- Establish an employee reference group
- Provide unconscious bias training
- Ensure multiple safe avenues to speak up
- Create and promote 'Contact Officers'
- Empower all employees to call out unacceptable language/attitudes/behavior
- Measure and track how comfortable your employees are to address and escalate issues.





CEOs for Gender Equity

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