



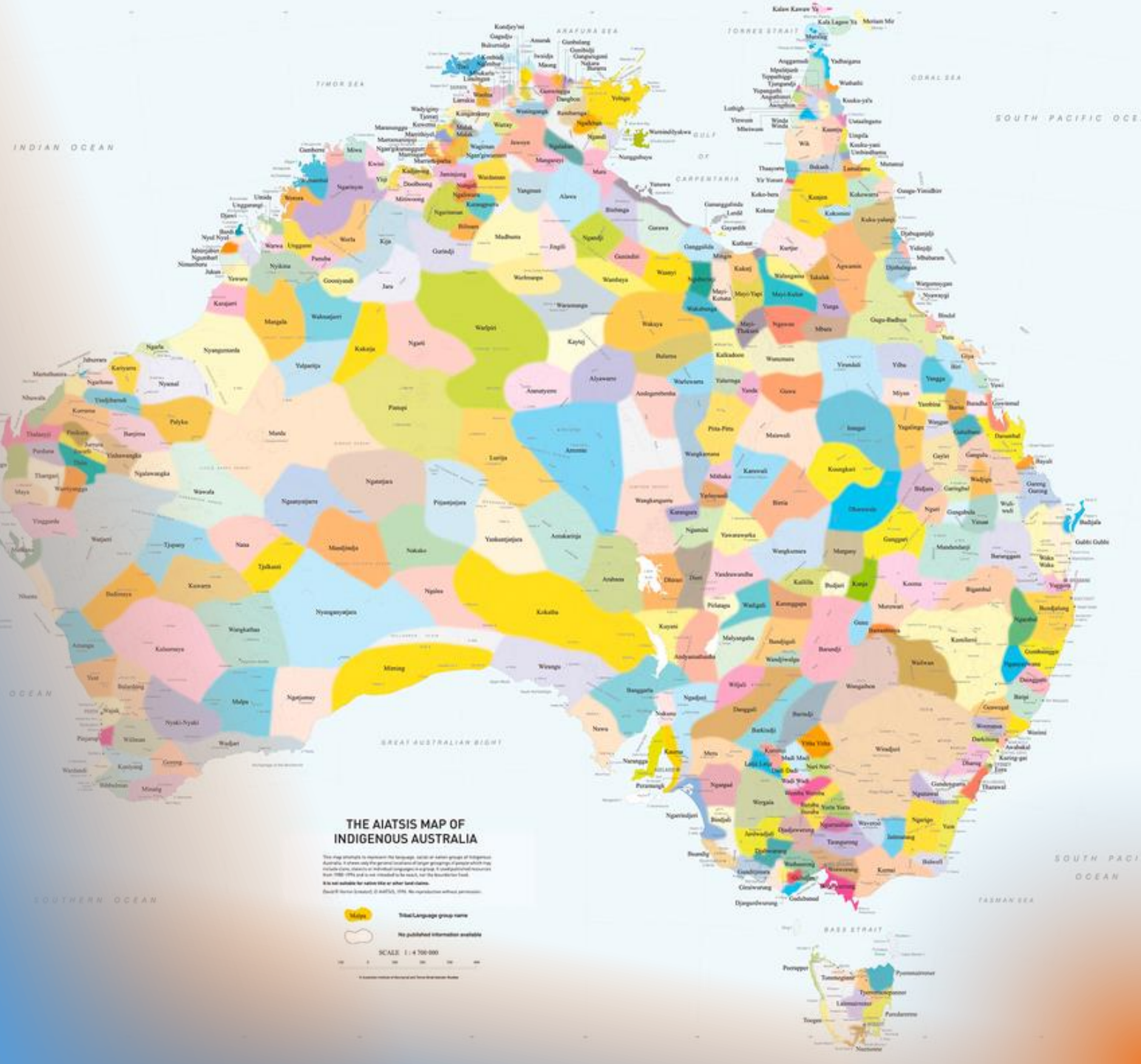
Women and Girls Action Plan

August 2023

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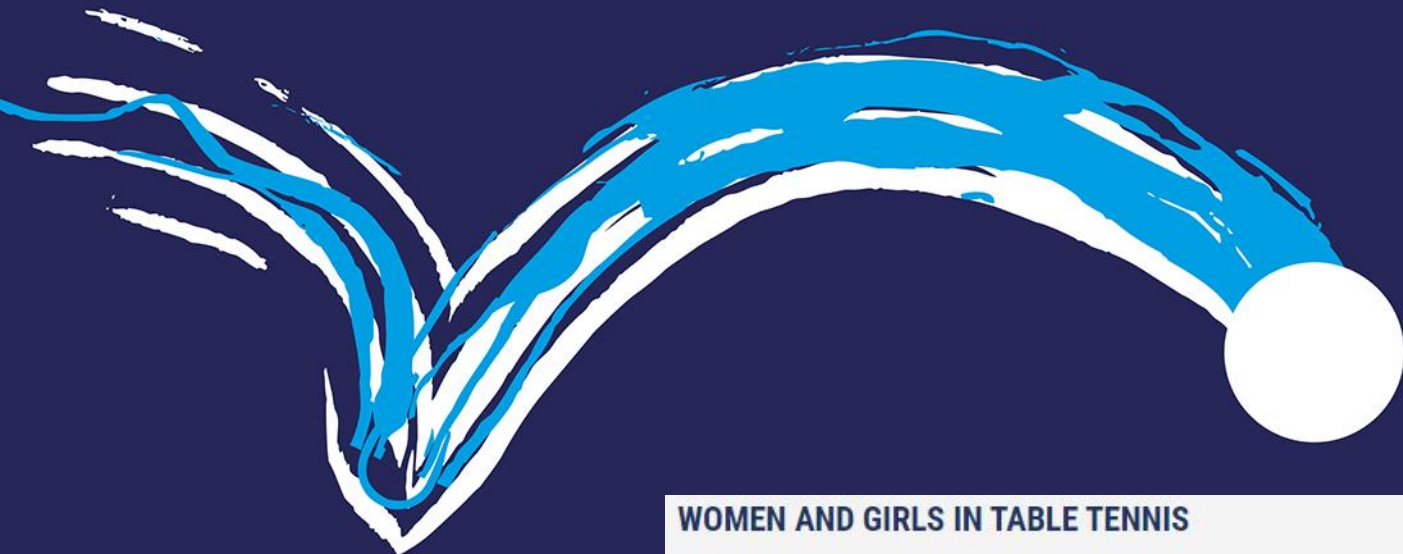


Welcome to Country

I would like to acknowledge the Traditional Owners and Custodians of the lands on which this event is taking place and pay our respects to Indigenous Elders of the past, present and emerging.

Sovereignty has never been ceded, it always was and always will be, Aboriginal land.

I also recognise those whose ongoing efforts to protect and promote Aboriginal and Torres Strait Islander cultures will leave a lasting legacy for future Elders and leaders.



Celebrating One Year of the Women and Girls in Table Tennis Working Group!

WOMEN AND GIRLS IN TABLE TENNIS

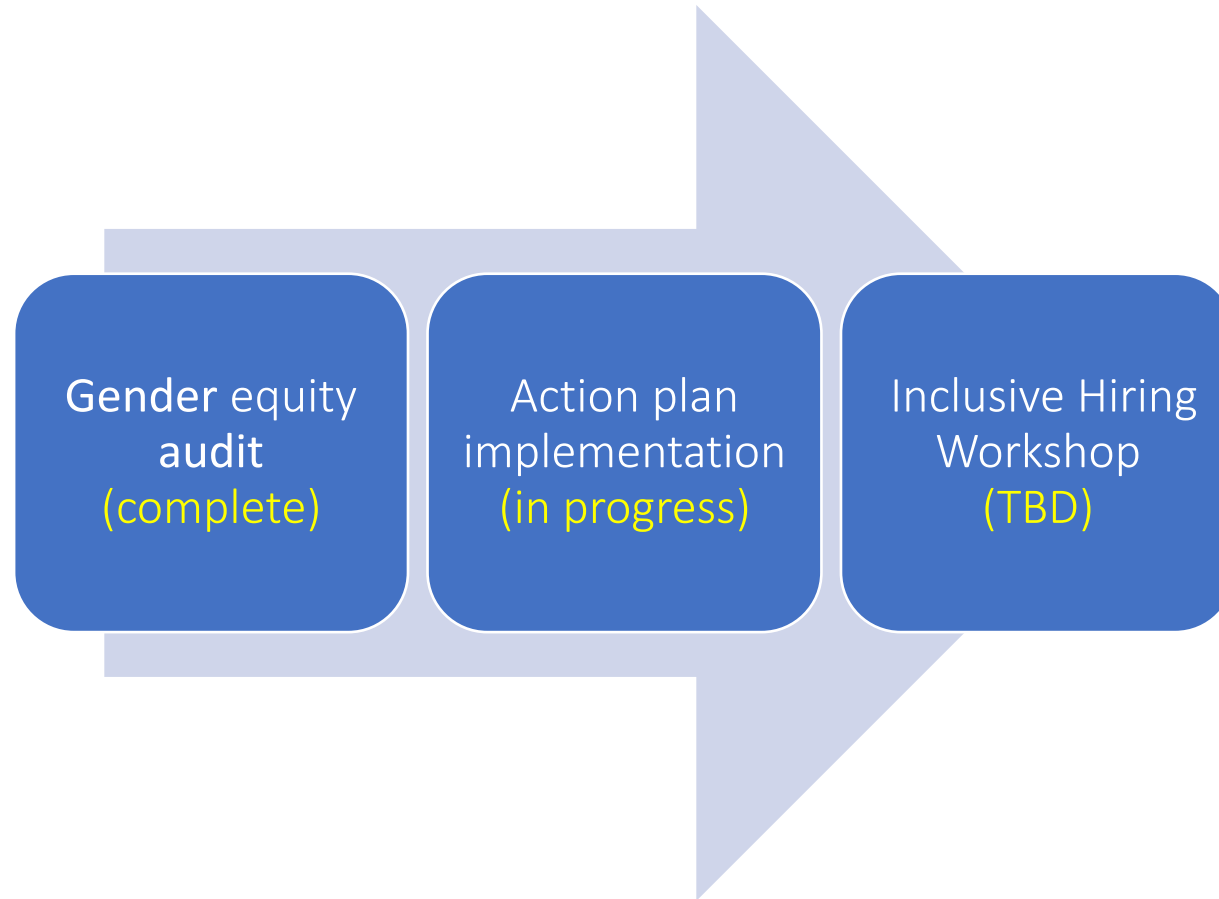
Table Tennis Australia sets out to encourage and inspire more women and girls to play our sport. With the vision of achieving gender equity in table tennis, TTA is determined to not only address barriers to women and girls' access to our sport, but also increase opportunities for them to participate and progress.



ASC WLIS Executive Program

Table Tennis
AUSTRALIA

To create inclusive cultures and adopt equitable best practices across all levels of the sport.



Work 180



- **Vision** | Create a working world in which there is *fair and equal representation, opportunities, and pay* for all women.
- **Approach** | set, review, and drive *global standards* that deliver great workplaces for all women.
- **Support** | Provide organisations with *tools, tips and resources* to turn good intentions into meaningful actions.

Overview – Diversity, Equity & Inclusion Audit

Table Tennis in Australia

Table Tennis
AUSTRALIA

Activity

Inclusive hiring practices

Representative leadership

Flexible working arrangements

Pay equity

Shared caring responsibility

Employee voice & ERGs

Career development

Inclusive & anti-discriminatory culture

Employee support & safety services

Strategic commitments

Table Tennis Australia

Your organization's overall rating is generated based on the responses provided in the DEI assessment. This is then broken down across the 10 key standards for equity in the workplace. The status provided is designed to highlight gaps and opportunities within your organizational approach.

40%



DEI assessment rating distribution

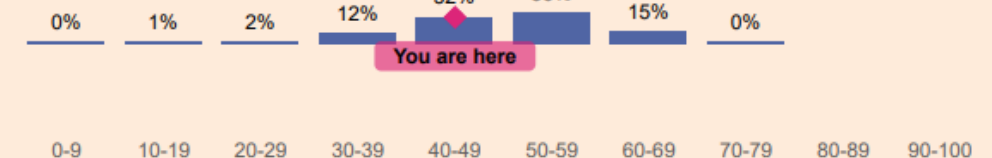


Table Tennis Strengths

Standard	Your rating	Status	Average employer rating	Variation
Flexible working arrangements	45%	Foundational	57%	-11%
Shared caring responsibility	49%	Foundational	49%	-1%
Inclusive & anti-discriminatory culture	45%	Foundational	61%	-16%
Career development	28%	Foundational	55%	-26%
Representative leadership	64%	Progressing	33%	+31%
Pay equity	11%	Foundational	31%	-20%
Inclusive hiring processes	21%	Foundational	50%	-29%
Employee support & safety services	4%	Foundational	37%	-33%
Employee voice & ERGs	39%	Foundational	52%	-13%
Strategic commitments	60%	Progressing	54%	+6%

- **Flexible working arrangements**
- **Shared Caring Responsibility**
- **Inclusive Culture** – tapping into CALD data
- **Representative Leadership**
- **Employee Voice** – Presence of working group
- **Strategic Commitment** – Gender Equity Strategy & working group

Areas for improvement & Recommendations

Key Focus Areas

Flexible working arrangements

Inclusive Recruitment

Employee support & safety

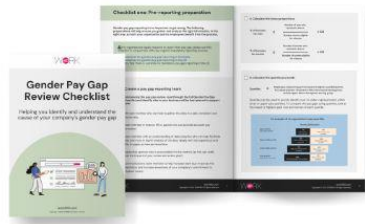
Career Development & Succession Planning

Gender Pay Gap

DEI Actions

- Create a formal policy related to flexible working arrangements
- Create an external inclusive recruitment strategy to increase representation of women and CALD individuals.
- Create a documented policy for domestic and family violence
- Update your sexual harassment policy to reflect zero-tolerance
- Implement a formal growth planning process
- Conduct gender pay gap review

Tools & Resources



The Gender Pay Gap Review Checklist

What's your company's gender pay gap and how can it be resolved? Use our step-by-step checklist to answer these important questions and take meaningful action today.

[Learn more](#)



The What Women Want Report 2023

Surveying over 600 women, our most recent annual report reveals how the wants and needs of women in the workplace have changed over the last two years — and what competing employers must do about it.

[Go to download](#)



The Driving Workplace Equity Series

Full of expert insights and actionable data, the DWES reports are here to help organizations better understand, identify, and remove barriers for women and marginalized individuals.

[Learn more](#)

- Policy templates (easily adaptable)
- Growth planning templates
- Inclusive Hiring Webinar
- Pay Gap Review Guidelines

Gender Equity Strategy Review

- **Strengths**
- Priority classification – Leadership, People, Participation, and Profile.
- Alignment with organisation strategy
- **Recommendations**
- Identify 3-year targets
- Break down into 1-year goals





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