

GENDER EQUALITY STRATEGY

2020 - 2022

"I am proud of Queensland Law Society's commitment to gender equality and this strategy is key to underpinning a culture that values equality, diversity and inclusion of all employees".

Rolf Moses, CEO Queensland Law Society

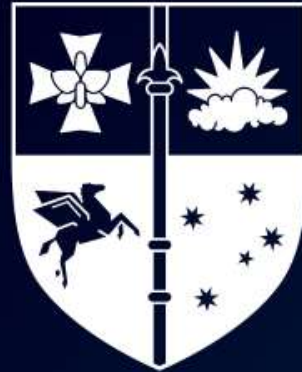
Note: This Strategy applies to all Employees, Contractors and Casuals. Contained within this Strategy is also the Remuneration Strategy, as it relates to gender.

Gender Equality at Queensland Law Society 2020-2022

QLD Law Society:

- Is committed to creating a work environment which supports diversity and encourages inclusivity. Gender Equality is core to this commitment.
- QLS will continue to foster a culture where inclusive leadership practices, diversity and gender equality are valued within the Society.

Our Goals	Fair & Equitable Remuneration for all	Gender Balanced Leadership, organisational & community impact	Embracing Parenthood	Mainstreaming Flexibility	Enabling equality through hiring
Commitment & Actions	Remuneration Strategy <ul style="list-style-type: none"> • Remuneration Policy’s purpose commits to achieving Gender Pay Equity • We do this via an Annual Gender Pay Gap Analysis covering: <ul style="list-style-type: none"> ✓ Like for like ✓ Level by level ✓ Full time / part time ✓ Performance ratings & promotion rates ✓ Sharing results with CEO, Leadership Team and Governing Body ✓ We take action to close the gap • Performance Review process and Remuneration Review includes gender overlays to reduce / eliminate any gender bias 	<ul style="list-style-type: none"> • Set and monitor progress towards our gender targets • CEO is a visible champion of gender equality • Gender lens is applied to promotions, learning, development & career advancement opportunities • Seek to understand why people leave to ensure no gendered themes • Redundancy guidelines explicitly reference gender • Zero tolerance of Workplace Bullying, Sexual Harassment & Discrimination • Supportive Domestic & Family Violence Policy • Promote genuine inclusive leadership • Encourage law firms & members to keep gender equality front of mind • We will endeavour to advocate for, and seek gender balance on any panels or speaking events our CEO and Senior Leadership Team are involved in 	<ul style="list-style-type: none"> • Support parents and actively encourage men to take parental leave • Stay connected with parents via Quarterly Keeping in Touch events • ‘Parental Leave 101’ Toolkit and FAQ provides tools and resources • Continuously review and update parental leave policy • Accredited with Australian Breastfeeding Association. Dedicated “baby hub” and wellbeing rooms to support those with caring responsibilities • Continued Lunch & Learns that include parenting related topics • Our people on parental leave are considered for promotion opportunities and included in remuneration reviews 	<ul style="list-style-type: none"> • Flexibility is 1 of 3 core EVP pillars • Flexible Work Arrangements Policy, Flexibility Strategy and Business Case is known and embraced • Our people, regardless of gender, actively use flexible working – we track usage • Our leader's role model flexibility from the top • Communicate male and female success stories on flexible working, for all forms of caring • Educate our people on Flexible Working through training and the promotion of our Flexible Working Toolkits • Promote access to Flexible Working arrangements during recruitment and onboarding 	<ul style="list-style-type: none"> • Gender Equality recruitment guidelines in place and reviewed regularly • Job advertisements are inclusive and gender neutral • Recruitment systems and processes reviewed regularly to keep bias out of the framework • Selection panels are gender diverse • Minimum 40% females on shortlists and at least one woman on interview panels • Our recruitment consultants (internal and external) are provided with recruitment guidelines that outline our Gender Equality commitments • Our Graduate Program is representative of our cohort / demographic.
Targets	Reduce the gender pay gap for females by 3% to achieve 97% pay equity (excludes CEO & ELT). Like for like roles pay equity 90% +	Females to hold minimum 40% of Management and Leadership Team roles at QLS	Gender balance (40% - 60%) organisational wide	90% agreement from employees that they have the flexibility they need	40% women on all recruitment shortlists
Strong Basics	<p>The overall strategy will be evaluated on a yearly basis by the CEO and People & Culture Team to assess progress made and alignment to our D&I priorities. Where targets are at risk of not being met, an action plan will be developed and changes implemented that same reporting period. Key metrics relating to the strategy will be tracked, assessed and reported on a yearly basis to our employees, D&I Committee and Governing Body.</p>				
Regular reporting on progress Strong presence at external events Continued support internally and across the profession for events that highlight gender issues and promote gender equality		Maintaining WGEA Compliance Leading policies and processes		D&I Committee that provides leadership and insight Supportive & Flexible work practices	



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“The QLS Diversity and Inclusion Committee continues to be a keen supporter of the QLS Gender Equality Strategy and the significant initiatives it contains. Gender equality is an important issue to us”.

Matt Dunn, General Manager Policy, Public Affairs and Governance &
Executive Member on QLS Internal Diversity & Inclusion Committee