

The Victorian Institute of Sport (VIS) is pleased to record widespread progress in its mission to improve gender equality within the organisation. We acknowledge that we provided insufficient detail in the reporting platform to allow a comprehensive assessment of our progress. Nonetheless, our organisation has taken significant strides and achieved significant progress that is industry leading.

As of June 2023, 60 per cent of the VIS workforce was female, an increase on the previous reporting period of 17 per cent.

In the world of high-performance sport, which has historically been male dominated and in some sectors still is, this is a certain indication of a progressive commitment from the VIS to gender equality and the effectiveness of its policies and general workplace culture.

Leadership at the VIS is an exemplar of this commitment.

The VIS board is 75 per cent female, with the key roles of chair and chief executive held by women. 50 per cent of the executive is female and of other senior positions two of the four High Performance General Managers are female, and the head of the Performance Health Services department and Chief Medical Officer is Dr Susan White.

The VIS champions women and the benefits of a gender equal environment and its athletes and staff see this brought to life.

Moreover, following the salary benchmarking process in 2021, all like roles within the VIS are paid equally and the rationale behind remuneration levels and pay grades is transparent.

The VIS did not receive a complaint of sexual harassment in the reporting period. Nonetheless, the proactive step was taken to train 12 members of staff from varied backgrounds and professional levels to provide more avenues for any future complaints to be made and to build greater trust in the complaints process.

All people managers were also required to undertake bystander and unconscious bias training, building a greater capacity for staff to respond to and act upon incidents of inappropriate behaviour.

To develop and implement such policies, and to more broadly embed within the VIS a culture of inclusion, specific new roles were created and filled during the reporting period.

An executive level role of Director of People and Community was created and filled to bring greater expertise and vigilance to critical issues of gender equality and inclusion. To assist this role a Human Resources Co-ordinator position was also created and filled.

As such, reviews of, and improvements to, VIS recruitment and promotion practices and working arrangements have occurred. Pleasingly, 94 per cent of staff expressed satisfaction with VIS flexible work arrangements in the 2023 People Matter staff survey.

The VIS acknowledges that improvement in all aspects of its operations must continue but, on balance, believes significant progress in the cause of gender equality has been achieved in the recent reporting period. We will endeavour to improve our reporting practices to ensure more accurate evidence of our commitment to gender equality at the Victorian Institute of Sport.

VICTORIAN INSTITUTE OF SPORT

ABN 33 007 358 321 ACN 007 358 321

Lakeside Stadium, 33 Aughtie Drive, Albert Park VIC 3206

T +61 3 9425 0000 E vis@vis.org.au

www.vis.org.au