



Equality Talks Podcast - Transcript

Season Two Wrap Up

Equality Talks. Brought to you by Work 180. Where we discuss how to finally put an end to workplace discrimination. Let's talk about what it really takes to succeed, what people are doing to drive equality and what can still be done.

What a year, 2020 has finally wrapped up, and I hope that you're enjoying a little break between the end of 2020 and the start of next year.

I hope that you are safe, healthy and able to take a little bit of time to recover and rejuvenate after what has been a very busy and difficult year for everyone.

Equality Talks podcast this year has been absolutely amazing to be part of and I cannot believe the calibre of women that I've had the chance to speak to.

It's really been amazing and eye opening, and I've learnt so much from the wonderful women this season. The theme that really came out to me when I was reflecting on the season just past was generosity. I was blown away by the amount of generosity all our guests showed with their time, their wealth of information, and their true desire to see other women succeed as well.

We started out with Naomi Simpson, the founder of Red Balloon and well-known for her seasons on Shark Tank. Naomi spoke about passion, purpose and rebooting Australia as we come out of the crisis of COVID. As Australia has pretty much returned to normal and internal travel increases, Naomi had a lot to share about supporting small businesses and the action we can take individually to support our economic recovery.

I spoke to Fiona Vines, who is the Head of Diversity and Inclusion at BHP, and with 25 years in the industry she had a lot to share about best practice and the tools BHP has used to take an oil and gas company – an industry that is traditionally about 22% women – to their global goal of 50% women by 2025. She had so much inside information and really rich knowledge to share with us it was such an interesting conversation, I really loved this conversation.

Our Co-CEO and Co-Founder of WORK180 Gemma Lloyd interviewed Heidi Roizen, who told the fascinating story being part of the Heidi versus Howard study that was done at Columbia Business School, where they compared student responses to two CVs. One belonging to Heidi and one belonging to Howard, but both of them were actually Heidi's CV. This study is one of the foundational studies into unconscious bias, and how people respond to strong female leaders versus strong male leaders. It's a fascinating study and a really interesting conversation between the two of them.

It's really hard for me to narrow down the most exciting conversations this season.

I spoke to Anastasia Volkova, who has such an impressive CV for such a young woman, about women rising and supporting women through STEM careers and the amazing work that she's done with her company Florosat.

At the other end of the kind of career experience spectrum I spoke to Diane Smith-Gander, who's on the board of Wesfarmers and AGL, and she had a huge wealth of information to share. As I said earlier, this theme of sharing and generosity is a real theme that ran through Season Two of Equality Talks.

I loved my conversation with Libby Lyons, the Director of the Workplace Gender Equality Agency. She was talking about the new research that has come out from WGEA and Curtin Business School that shows the causal relationship between having a female CEO and women on your executive leadership team, and the financial benefits that companies achieve because of that. It's really worth having a listen to this episode, and you may find the information in it helpful in progressing diversity and inclusion measures at your work. As Libby says, the data is the key driver to change. People can't ignore it.

Julie Moss was another really fascinating conversation. She started her career in D&I before it was really a 'thing', so her thinking and experience is quite ground-breaking. She talked about the bias she faced when trying to address the gender pay gap, and actually got told to pay two men more than their female counterpart because 'they had families to support'. I'll be honest that I didn't know a lot about Julie before I had the chance to speak with her, and this ended up being one of my favourite conversations of the season.

I then spoke to Shivani Gopal who has founded a group called The Remarkable Women. I actually heard of Shivani originally on the Women of Clout podcast which is hosted by Jane Caro and Catherine Fox and it was one of my favourite episodes of their show, so I was really excited to speak with Shivani myself for Equality Talks.

I then had a really heartfelt conversations with Samantha Payne from Pink Elephant, talking about pregnancy loss support, which is an area that is under supported in our society. Pink Elephant are doing amazing work to increase the level of support that women and men facing pregnancy loss can access.

Somoud El Masri heads up Jacobs' Global Diversity and Inclusion Council, and she told some really shocking stories of things that have happened her across her career – not at Jacobs but in previous employers and the fight she's been through on her own quest for gender equality and for her career progression. I laughed in frustration and gasped with surprise at some of the stories she told, but the thing is, we know she's not alone in the challenges she's faced! If you want to hear some shocking stories, and also feel less alone in the bias you may have felt in your career, definitely listen to this episode.

Camille Wilson spoke with me about mental health at work and she really gave some practical tips and advice on how to support your own mental health. She talked about the gap of people in between - you know there are some people who are in crisis with their mental health and we sometimes recognise who those people are. And then there are people who are really thriving and doing very well. But then 45% of the workforce is actually somewhere in the middle. Not thriving, not in crisis but just kind of getting about their day. Camille's work really focuses on bringing those people towards thriving. And I love that as a concept because I think it's very easy to kind of fall into that rut of 'meh, nothing's too bad but nothing's that great either.'

And then we've closed out the season with our second bonus episode with Sangeeta Venkatesan from FairVine super. She has had such an amazing, impressive career and she talks about the superannuation attenuation gap and everything that FairVine Super is doing to try and close that gap. She gave some advice on how to create a career that you really love, because after 25 years in big corporate and financial services she stepped out and started her own business. We also talked about self-advocacy, and the opportunities women have to step up and ask for what we are worth.

I won't go through all of season one, but that launched at the start of this year which feels so long ago now looking back at it. I'd love for you to revisit any of the old episodes that you've missed. I'd love to hear from you what you think about the podcast and the episodes you've liked the most. And I'd also love to hear from you about your suggestions of who you'd love to see featured on the podcast.

I hope you have a wonderful break, and a happy new year, and that 2021 is the start of something new and wonderful. Until then!