



Pay Equity Ambassador Form

Leading employers recognise that pay equity is essential to superior organisational performance, yet pay gaps persist within Australian workplaces. The national pay gap is currently 15.3%, and only around four in ten employers have conducted a gender pay gap analysis.

To drive change in the community, the Workplace Gender Equality Agency works with a network of chief executive officers, Heads of Department and directors in the public and private sector committed to pay equity and gender equality.

Pay Equity Ambassadors help to create change by:

- Playing a leadership role in their business community and to the broader public
- Reinforcing their commitment to pay equity within their own organisation
- Profiling and promoting their approach to pay equity.

Requirements

Eligibility

To become a Pay Equity Ambassador, their organisation must have:

- Undertaken a pay gap analysis of its workforce in the last two years,
- Taken action on the results,
- Reported pay equity metrics to the executive and board, and
- Communicated their pay equity initiatives to their employees.

Ongoing commitment

Ambassadors must sign the pay equity pledge and commit themselves to working with the Agency to promote and improve gender equality through one or more of the initiatives listed below.

Ambassadors must renew their commitment to pay equity every two years by completing this form again and returning it to the Agency.

Recognition

After this form is returned to the Agency, the Ambassador's name is added to a public list on the wgea.gov.au website.

Ambassadors are provided with image files of the Pay Equity Ambassador logo for use on social media pages and in their email signature block.

Once an organisation's leader becomes a Pay Equity Ambassador their company also satisfies a pre-requisite for the WGEA Employer of Choice for Gender Equality (question 4 iv).

Please note, use of the Pay Equity Leadership network logos is restricted to the terms and conditions set by the Workplace Gender Equality Agency.

Pay Equity Ambassador Form

Please confirm:

Organisation name

Ambassador name

title

email address

Key contact name

title

email address

phone number

My organisation is interested in:

- Hosting a Pay Equity Ambassador roundtable
- Hosting a Pay Equity Leadership Forum
- Contribute a post to the social media campaign
- Developing a case study with the Agency

Completed form and pledges should be sent to Zoe Arthur at partnerships@wgea.gov.au with your **organisation logo** and **ambassador photo (psd file)**.

For further information please contact the partnerships team on 02 9432 7000.



I recognise gender bias can creep into performance, talent development and pay decisions to create gender pay gaps.

That is why my organisation analyses and monitors our pay and talent management data, and takes action to address any inequalities that are found.

I also set the expectation among people managers that they address gender bias in their decision-making.

I do this because I know we cannot attract and retain talented employees and improve workplace productivity if there is any unfairness or perception of unfairness in our workplace.

I encourage all leaders to take the first step.

Equal pay is in our hands.

Ambassador signature

Date

Sponsorship

To amplify the impact of the Agency's work, Ambassadors are invited to make voluntary contributions to the pay equity program. In the past, donations have been spent on initiatives including;

- Educational events
- Case study production
- Collateral to promote the program.

Organisation

Contact name

Telephone

Email

Address

Amount [] \$1100 [] \$2750 [] \$5500
(includes GST)

Payments can be made by credit card or electronic funds transfer (EFT).

Credit Card

Card type: [] Mastercard [] Visa [] American Express

Card Number:

Expiry (MM/YY):

Name of cardholder:

Signature:

EFT

Account name Reserve Bank of Australia

BSB 092 002

Account No 110078

Reference PEA [organisation name]

Upon payment this registration form serves as your tax invoice (ABN 47 641 643 874). Please email a copy of the remittance advice to partnerships@wgea.gov.au and send completed forms to Zoe Arthur at zoe.arthur@wgea.gov.au.

*WGEA may refuse or withdraw from any sponsorship arrangement at its discretion and requires that the sponsor fully disclose any matters relevant to the sponsorship, such as legal action.