

Women in STEM Decadal Plan

SYSTRA

Prepared By

The Tech Girls Movement Foundation Ltd

On behalf of

SYSTRA ANZ

Prepared For

Champion Response for the Women in
STEM Decadal Plan

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Our Engineers and Consultants are dedicated to helping people all over the world move freely and securely with improved quality of life.

SYSTRA ANZ is a world-leading consulting and engineering firm specialising in transportation, infrastructure and technology. We are part of the SYSTRA Group, which has operated globally since 1957. SYSTRA ANZ is the footprint of SYSTRA in Australia & New Zealand as well as being a provider of Systems Consulting & Technology services worldwide.

This response outlines our commitment to Australia's Women in STEM Decadal Plan providing a shared vision for the STEM ecosystem to attract, retain and progress girls and women in STEM education and careers.



Opportunity 1: Leadership

We are proud to have one of the only female CEO's within engineering in Australia, at the helm in 2022.

Alana Newbrook, Australian CEO is a well respected, highly skilled STEM professional who has dedicated her career to promote diversity. She drives female industry engagement, networking, and participation across the business, and understands first hand the importance of female representation at the top and mentoring.

"I was very fortunate to do my thesis under the tutelage of Judy Raper, who was a great female role model. She helped me early on in my career by giving me guidance around how to apply my technical skills to real world problems." Alana hopes her own experience will drive other young women to consider studying engineering.

*"I'd love to help women choose this career path in any way," Alana says.
"Engineering can lead you anywhere you want to go in life and is a core foundation skill for the future of work."*

Helen Williams, Executive General Manager, Specialty Engineering, also understands the importance of female role models in leadership positions.

At the core of our organisation, 'Bold Leadership' is a key value. With just 12% of engineers in Australia being female, we recognise the significant opportunity we have to tip the scales on gender equality across the sector.

SYSTRA ANZ is reaffirming its desire to promote gender diversity through four commitments:

- To improve the image of engineering among young people, particularly girls
- Ensure equal treatment of women and men throughout their careers
- Encourage a work/life balance for all
- Encourage access to management positions for women, by developing upward mobility

Leadership within SYSTRA ANZ is a desired mindset which is created through empowerment and accountability; we encourage new ideas and leadership in the knowledge that it will drive the company forward.

The year ahead:

The Leadership Team will investigate how they can adjust workloads to ensure all employees have equal access to strategic leadership training.



Opportunity 2: Evaluation

Whilst we are committed to championing change and have a range of initiatives in place, an area we will continue to improve is evaluation.

We recently conducted a gender pay gap review, to evaluate where any unintentional discrepancies may have occurred. We then took that data and rectified, to ensure pay equity across the business.

With 12% of females in engineering in Australia, SYSTRA ANZ strives to be an employee of choice for women, and is continually monitoring gender hiring practices to ensure above average participation across the business.

As at end of 2021 SYSTRA ANZ has:

- ✓ 21% women in engineering roles
- ✓ 50% women in leadership roles
- ✓ 21% women in the ANZ business
- ✓ 17% female graduates
 - this number has decreased from previous years, due to moving from general engineering to mechanical engineering graduates

We conduct yearly performance reviews, which include salary reviews
We conduct exit interviews with all employees, to understand core reasons for leaving the business and to evaluate this data to improve working conditions.

The year ahead:

- We are actively working towards a target of 30% female employees
- Talent Acquisition: Implement a strategy to improve recruitment and retention processes, to not only attract female employees but encourage them to stay.
- Succession Planning: Development of succession planning will assist in futureproofing a diverse workforce. This process will assist current workforce planning activities.
- Metrics: With data captured, continue to measure female participation in all business units.
- Mentor Data: Capture data to measure the tangible impact of the various mentoring activities female employees are undertaking.
- WiSDP: Progress data year on year.



Opportunity 3: Workplace Culture

- ✓ Endorsed employer by Work180
- ✓ Member of the Diversity Council of Australia
- ✓ Completed Gender Pay Gap Review, and provided necessary pay increases to ensure equity
- ✓ We invest in professional development & continuous learning for all our employees via :
 - Participation at industry conferences and opportunities to present;
 - Full access LinkedIn Learning;
 - Mentorship;
 - Workshops;
 - International projects & knowledge sharing;
 - EA Chartership
- ✓ Comprehensive leave & flexibility policies to encourage meaningful work-life balance
- ✓ 12 weeks paid parental leave for the primary carer at usual rate of pay
- ✓ Mental health days covered by sick leave
- ✓ Work from home 2 days a week as per client needs
- ✓ Flexible hours
- ✓ Sabbatical leave
- ✓ Guided career progression
- ✓ Women@Systra
- ✓ Graduate program provides opportunity for site visits
- ✓ External mentoring opportunities with Techgirls Movement Foundation
- ✓ We are part of the Greater Cities Commission's Women's Safety Charter
- ✓ Team offsites and lunches to celebrate successful projects and other successes

Covid-19 Response: Supporting all employees through uplifting gestures such as hampers, online group events when work from home and lockdown orders were in place.

The year ahead:

- Investigate inclusive leadership training
- Formalise Volunteer days
- Formalise opportunities, through events and Techgirls, for female students to connect with the existing SYSTRA ANZ female employees



Opportunity 4:

Visibility

- ✓ Women@SYSTRA - Founded in 2019, the international Women@SYSTRA network aims to promote diversity and equality within the company. This aim, shared by the entire engineering sector, is supported by SYSTRA's Executive Board and Supervisory Board. Via the participation of external personalities and workshops on various themes, this network enables best practices to be shared and diversity to be reinforced across the Group.
- ✓ Alana Newbrook – CEO is a part of Women in Engineering mentoring program at USYD where she currently mentors a student and is available to other participants for career advice
- ✓ Podcast - Women Who Move Nations November 2021
Helen Williams, the Executive General Manager of Specialty Engineering at SYSTRA Scott Lister joins guest host Angé Anczewska, the A/Executive Director of UITPANZ, for an empowering discussion about Helen's exciting and varied career in engineering. Helen shares insights from her professional journey including her top tips on leadership, career progression and how we can attract and retain more female leaders in public transport and STEM professions.
- ✓ Key Partnerships - Engineering Australia, UNSW, RMIT, Techgirls Movement Foundation - to help shape, support and nurture the development of career opportunities for the female workforce of the future.
- ✓ Hosted a case competition with UNSW Women in Engineering Society
- ✓ We understand the importance of mentoring the next generation of female STEM professionals. We proactively assist our female employees participation to mentor within the Techgirls Competition.
- ✓ We believe "you can't be what you cant see" and actively promote our female engineers across a range of media and on our website (see below for example)

The year ahead:

- We are actively working towards a target of 30% female employees
- We hope to influence the broader engineering sector to increase female participation which we see as is critical for success

Women@Systra

"I WOULD NOT BE A HUMAN FACTORS CONSULTANT AT SYSTRA TODAY IF..."

If it wasn't for my boyfriend who saw the job ad for the SSL grad program – Human Factors* stream and encouraged me to apply for it. I was a psychology graduate who was passionate about understanding human behaviour, capabilities and limitations and was looking for interesting work that I could apply this knowledge to. I had no idea this field existed prior to seeing the job ad! After doing a bit of research and reading on Human Factors, I found it so fascinating that I decided to give it a go and I am so glad that I did!

"WHAT MOTIVATES ME ON A DAILY BASIS AT SYSTRA IS..."

The opportunity to learn every day. I am blessed to be in a team full of passionate and technically incredible Human Factors professionals. The diverse experiences and personalities of my team members make work fun and mean I get to learn something different from each of them!

"I REALISED HOW MEANINGFUL MY JOB WAS WHEN..."

When I saw the positive impacts my job can make to ensure human safety and improve whole system efficiency, as well as the negative impacts when Human Factors is not considered in a project. As I perform my duties daily, I am increasingly convinced of the value of Human Factors that puts people's safety, comfort, performance, health and wellbeing first.

"MY MESSAGE TO THOSE CONSIDERING THIS JOB"

To go for it and always be curious, especially about people. I learnt that to consider Human Factors is to constantly think about how people interact, whether it is with an object, each other, or a device, how they perform a task and ask questions to understand their needs and goals. Only then can you appreciate the full context of use and begin building an effective solution to improve safety, efficiency and usability.

Christobel HUI
Human Factors Consultant



Opportunity 5: Education

We understand the importance of education and are proud to support a range of educational pathways for young girls and women in engineering and STEM more broadly.

"My engineering degree has been the solid foundation for me to explore a multitude of different experiences; from small jobs, mega projects, design, construction, commercial, financial and legal aspects. It ensured I had a core set of skills to fall back on, and opened any door I have wanted to walk through."
Alana Newbrook

The level of engagement with various partners goes from grassroots organisations, mentorship in schools and universities, through to the boardroom.

We have strategic partnerships with:

- ✓ Tech Girls Movement Foundation
 - Providing financial support, mentors to school girls, and judges for the Techgirls Competition
- ✓ Fire+ (Females+ in RMIT Engineering)
 - We host site visit for aspiring young engineers and attend careers and graduate days to showcase SYSTRA ANZ and to attract female talent
- ✓ UNSW – Graduate program
 - Attend careers day to showcase SYSTRA ANZ and to attract female talent through the graduate program

The year ahead:

We are looking to increase the amount of strategic partners, specifically Universities



Opportunity 6: Industry Action

- ✓ We showcase the highlights and benefits of a career in engineering , especially for females in our “Meet the Team” page on our website
- ✓ Alana Newbrook, Australian CEO is a well respected, highly skilled STEM professional who drives female industry engagement, networking, and participation. She provides thought leadership pieces to a range of publications such as The Age; Smart Cities Council; and Engineers Australia.
- ✓ Helen Williams, Executive General Manager, Specialty Engineering is always bringing positive attention to the female workforce through public engagements and speaking events.
- ✓ Fellow of Engineers Australia and Chartered Professional Engineer and Engineering Executive.
- ✓ Graduate program including established connections with Universities to support the career pipeline.

The year ahead:

- We would like to highlight the benefits of a career in engineering for females through additional external avenues
- Encourage females to study engineering by promoting SYSTRA ANZ female employees and their career stories.
- We will work with the Tech Girls Movement Foundation to promote these aspirational messages directly through the mentor and bespoke events with schools
- Partnership enhancement to build on the existing and potential new partners. Create a wide network with universities and other education providers to support an increase in participation of female talent.



Commitment to being a Women in STEM Decadal Plan Champion

We are continuing our work to break down stereotypes and biases to ensure that SYSTRA ANZ is an employer of choice for women in STEM everywhere.

