

Thursday, 15 July 2021

Ms Margaret McMurdo AC
Chair
Women's Safety and Justice Taskforce
Department of Justice and Attorney General
Level 19, State Law Building
50 Ann Street
Brisbane Qld 4000

By email: taskforce@womenstaskforce.qld.gov.au

Tabcorp Submission: Women's Safety and Justice Taskforce

Dear Chair

Thank you for the opportunity to respond to the *Taskforce on Coercive Control and Women's Experience in the Criminal Justice System*. This submission from Tabcorp Holdings Ltd (**Tabcorp**) specifically addresses the section on:

- The need for attitudinal and cultural change across Government, as well as at a community, institutional and professional level, including media reporting of DFSV.

As background, Tabcorp, through our subsidiary brands (e.g. Golden Casket, Powerball, TAB, Sky Racing and Keno), makes **an economic contribution in Queensland of \$918 million per year. Tabcorp's products support 110,000 jobs across Queensland**, and Brisbane is the national headquarters for Tabcorp's lotteries business, supporting 1,400 direct jobs.

As an organisation, we stand united against abuse because we believe everyone – whatever their gender or sexual orientation – should be helped, supported and made to feel safe by every means possible. We are committed to promoting a safe workplace and a culture of inclusion, free of sexism and harassment.

This submission will outline the **policies and workplace initiatives** Tabcorp has in place to help achieve the goal of being an inclusive, diverse workplace and employer of choice for women.

Inclusion & Diversity at Tabcorp

Tabcorp's Inclusion & Diversity (**I&D**) strategy aims to position Tabcorp as a leader in I&D and be an employer of choice for diverse talent. Adopting an intersectional approach to inclusion, Tabcorp actively works to identify and remove barriers to inclusion within our organisation. Ultimately we want to lead by example and influence other organisations and broader society to help level the playing field for all minority groups. A key pillar of our I&D strategy is gender equality, supported by well-established policies and practices that enable a rewarding and safe working environment for women.

Since establishing an I&D Council in 2012, Tabcorp has introduced many market-leading initiatives to ensure we attract and retain diverse talent and foster an inclusive culture. This work has been a critical part of our gender diversity strategy, purposefully removing common

impediments to increase participation of women in leadership roles and empowering men to step into caring roles through parental leave provisions and flexible working. For example, Tabcorp has implemented:

- **A market-leading parental leave policy including** 18 weeks paid fully flexible parental leave for primary carers, six weeks paid fully flexible secondary carer's leave, up to 52 weeks superannuation, IVF, Surrogacy and Kinship care entitlements and pregnancy loss bereavement leave.
- A 'start with yes' approach to flexible working with flexible work practices supported with appropriate technology for remote workstations (i.e., laptops, softphones, virtual meetings).
- A Women's Mentoring Program, which over 150 women have attended.
- Flexi-leave and cultural leave day entitlements.
- A commitment to increasing the representation of women in our senior leadership group, exceeding our target of 40% women in leadership one year ahead of schedule. In May 2021, Tabcorp was one of ten companies to sign up for the [HESTA 40:40 Vision](#) initiative, committing to a target of 40% women as senior executives by 2030.

Our full I&D policy is available [here](#) on Tabcorp's website.

Domestic & Family Violence Support Policy

Tabcorp launched our first Domestic and Family Violence (DFV) Support Policy (the **Policy**) in 2018. Since then, Tabcorp has worked with expert advisors at [Australia's CEO Challenge](#) to refine and advance our Policy. The Policy applies to all Tabcorp employees, including those who may be experiencing DFV, using DFV, or providing support to someone affected by DFV.

We believe a holistic approach to DFV means having policies to support an individual who uses violence or is at risk of using violence. We want to be an organisation that helps facilitate the complex process of social change by providing support for individuals who may acknowledge they require help. For example, they may get access to leave entitlements, flexible working arrangements, or access to our Employee Assistance Program.

We know that DFV can affect anyone in the community regardless of gender, sex, age, location, marital status, education, socio-economic and health status, employment, culture, sexual identity, ability, race, ethnicity, and religion. We understand that being safe goes beyond physical safety and includes all aspects of a person's wellbeing.

We have highly trained individuals on hand to assist any employees experiencing DFV. They are qualified to have confidential discussions and offer tailored support based on an individual's situation. For example, facilitating flexible working, financial assistance, relocation, or DFV leave (see below). In addition, we actively and deliberately foster a culture that encourages people to speak up.

The following support can be made available for team members affected by DFV, depending on individual circumstances and needs:

- Unrestricted paid leave for people experiencing violence to seek safety, support, reorganise personal affairs or to otherwise do something to deal with the impact of the violence. The amount of leave taken depends on the situation and is agreed on a case-by-case basis.
- Up to 10 days' paid carer's leave (domestic and family violence) per financial year to care for a family member or someone in your household experiencing domestic violence.
- Access to personal or carer's leave, annual leave, long-service leave, unpaid leave, or compassionate leave in certain circumstances.
- A financial allowance for those experiencing domestic and family violence to secure safe housing, medical, legal, childcare, psychological or other support services.
- Removalist services with a provider of Tabcorp's choice, including an emergency relocation from your place of residence organised within 24 hours if required.
- Flexible work arrangements, for example, variations to start and finish times, changing work locations, flexible hours, or temporary adjustments to work responsibilities.
- Safety plans tailored to the individual needs of the team member and their immediate team.
- Access to Tabcorp's employee assistance program and advice on further support available across each state and territory.

Our DVF policy and support mechanisms are regularly reviewed and amended. The changing nature of work in Australia following COVID-19 means that traditional definitions of the 'workplace' are now much broader. We recognise that we need to adapt processes as those definitions and ways of working shift.

WGEA Employer of Choice for Gender Equality

In 2021, Tabcorp received the Employer of Choice for Gender Equality citation by the Federal Government's Workplace Gender Equality Agency (**WGEA**). This was the sixth consecutive year that Tabcorp was awarded this citation, which recognises Tabcorp's outstanding work over several years to promote workplace gender diversity.

Gender Affirmation Statement of Support

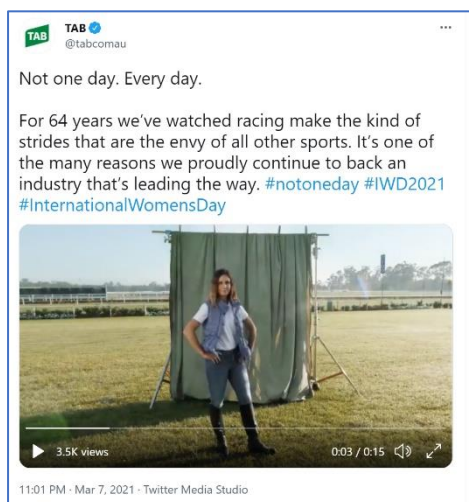
Tabcorp is committed to creating a safe and inclusive workplace where everyone feels free to be their authentic self. [Our Gender Affirmation Statement of Support](#) provides real, tailored support to team members who are affirming their gender through leave inclusions, flexibility in working arrangements and financial assistance. This statement of support outlines our approach to gender affirmation and our shared responsibility to care for our people.

Supporting women in racing

Tabcorp has a proud Australian history dating back to 1881 – collaboratively working with governments and partnering with the community, particularly in times of need.

We are committed to being a responsible contributor to women's sport and charities. We are proud of our ongoing support for women in racing. We have worked hard to promote female jockeys and helped to normalise gender equality in the industry.

For example, Tabcorp financed the film *Ride Like A Girl*, which depicted Michelle Payne's historic Melbourne Cup win. We are also long-term supporters of [Teal Pants](#), the harness racing industry initiative that supports the Women's Cancer Foundation to raise funds for ovarian and gynaecological cancers.



And in 2021, TAB launched the [#NotOneDay](#) campaign to recognise the contribution and achievements of women in the racing industry. In an industry first, the March Randwick race meet saw each race renamed after a trailblazing woman who has helped shape the racing industry. Women from across the industry (thoroughbreds, greys and harness racing) have also been featured in a multi-channel traditional and social media campaign.

Conclusion

Thank you again for the opportunity to respond to the Taskforce. Should you require anything further or have additional questions for Tabcorp Please do not hesitate to contact Lydia Deutscher, Queensland Manager, Government and Industry Affairs at Lydia.Deutscher@tabcorp.com.au or on 0408 308 338. If the Taskforce is seeking the views of senior women working locally in an organisation that actively promotes an inclusive culture for women, we have many female leaders in the business who would be very willing to make themselves available.

Yours sincerely



TOM CALLACHOR

General Manager – Government & Industry Affairs