

21 February 2018

## HESTA named top employer for gender equality

HESTA has once again been named an Employer of Choice for Gender Equality by the Workplace Gender Equality Agency (WGEA), who today released its annual list of citation holders.

HESTA CEO Debby Blakey said the industry super fund is committed to maintaining gender equality for all its employees by implementing organisation-wide strategies that foster diversity and inclusion.

“With more than 80% of our more than 840,000 members across the country women, gender equality and closing the gender pay gap directly impacts the financial interests of HESTA members, Ms Blakey said

“It’s vital that HESTA sets an example and that’s why we’re proud to once again be recognised by WGEA as a workplace that fosters workplace diversity, respect and inclusion.”

Ms Blakey said HESTA is committed to championing gender equality and has built an organisational culture that supports people’s professional development whilst also fostering flexibility for families to achieve balance between work and home.

“We’ve developed approaches across our organisation that celebrate diversity, promote flexibility and support people in their employment and throughout their career journey,” Ms Blakey said.

“At HESTA we’re committed to gender equality and that commitment goes much further than just talking about it. We want our actions and culture to reflect these values and to help drive long-term, meaningful outcomes — that’s the HESTA impact.” Ms Blakey said.

Diversity and equal opportunity benefits for HESTA employees include up to 12 months parental leave for men and women, 14 weeks of which are paid. Superannuation is paid on both paid and unpaid leave up to 12 months. Other initiatives include the launch of a Parental Support Program in 2017 that helps support parents through access to internal and external coaching, support and flexible working arrangements.

Criteria for organisations to obtain the WGEA Employer of Choice for Gender Equality citation includes leadership, learning and development, robust analysis and correction on gender pay gaps, flexible working arrangements and targets for improving gender equality outcomes.

Debby Blakey has been a WGEA Pay Equity Ambassador since 2016.

### HESTA

*HESTA is an industry superannuation fund dedicated to those working in the Health and Community Services Sector. HESTA has over **840,000** members and manages more than **\$43 billion** of members’ assets.*

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