



What happens when  
the place where  
you work amplifies  
your potential?



The better the question. The better the answer.  
The better the world works.



Building a better  
working world

# Welcome



**David Larocca**  
EY Oceania CEO and  
Regional Managing Partner



**Alex Wilson**  
EY Oceania Diversity,  
Equity & Inclusiveness Leader

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Each of you bring a different perspective to work and in life based on your experiences and backgrounds. That's what makes us all so unique.

We know this diversity of views and ideas leads to better innovation and decision-making, and being inclusive of others builds greater collaboration, teamwork, and stronger relationships within the workplace and our communities.

It's only by embracing diversity and being inclusive of people from all cultures, genders, ages, abilities and sexual orientation can we solve our clients' toughest challenges and build a better working world for all.

At EY, we encourage our people to have a voice and bring their whole selves to work. This is underpinned by a culture of respect and belonging where everyone is treated fairly and given equal opportunities to succeed. We are continually adapting and refining our workplaces, policies, and practices to enable our diverse mix of people to thrive in their work, career and home lives.

Ultimately, our goal is to foster a workplace for you to grow professionally and personally and fulfil your career aspirations. Because when you succeed, we succeed.

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Diversity, Equity and Inclusiveness (DE&I) is core to who we are and how we work. It starts with maximising the unique perspectives and diversity of backgrounds our people bring to EY.

We are committed to fostering an environment of inclusion where all differences matter, they are valued and that our people feel they are able to bring their whole selves to work.

Our DE&I strategy is focused around three anchors:

- ▶ Shaping the conversation
- ▶ Equity by Design
- ▶ Inclusion and belonging for everyday

Our strategy is underpinned by our global focus to advance social equity, inclusive growth and to stand against injustice, bias and discrimination. We're on a journey. We are continually learning, knowing there is always more to do. For me personally, it's about ensuring our 'inclusive intent' is translating to meaningful everyday actions. We all have a role to play as where everyone experiences a sense of belonging.

I am incredibly proud of the achievements of our people and business as we constantly strive to make EY a place where everyone can be their whole selves.

We believe an inclusive workplace where people from all backgrounds can achieve their full potential is central to achieving our purpose of building a better working world.

We help to create long-term value for clients, people and society, and to build trust in the capital markets. Enabled by data and technology, over 11,000 diverse people in Oceania work together to help clients grow, transform and operate.

[EY Value Realised](#) shows how we're delivering on our purpose, the progress we're making, the impact of our work and what more we'll do tomorrow as we continue to build a better working world.

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An equitable and inclusive approach to hiring is essential to attracting and retaining diverse talent otherwise we lose out on the very best. Recruitment is the starting point, maximising the benefits that diversity can bring helps us to challenge our biases and past habits to build stronger smarter teams. This not only has a huge impact on our people as individuals but, our clients and ultimately society. I've seen directly the benefits of diverse groups of people collaborating in an inclusive environment – resulting in alternative solutions that a single-minded approach would never have arrived at. I also speak from lived experience that when there is a sense of inclusion and belonging for all voices and perspectives to be heard we really are contributing to a better working world.

**Zoe Field**

Diversity, Equity & Inclusiveness Operations Manager,  
FSO Oceania and Co-Chair EY Oceania Ability Network

## EY Oceania's Accessibility Inclusion Plan spans over 3 years

and contains 75 commitments from across a range of areas to ensure that every touchpoint a person has with EY is inclusive, accessible and person-centred.

### What does inclusion mean to us at EY?

In the 1880s, Arthur Young completed his legal studies and began his career as a lawyer. Arthur was deaf and had low vision, and despite his strong competence and work ethic, his personal circumstances proved to be insurmountable obstacles to his success as a lawyer. Undeterred by the differences that held him back as a lawyer, Arthur leveraged his talents to become an entrepreneur and a founder of the modern accounting profession. He valued differences as strengths not weaknesses.

Arthur Young helped to build the foundation for diversity, equity and inclusion, and later, those principles were further strengthened when Arthur Young combined with Ernst & Whinney, a firm recognised as one of the first to hire a Black partner in the 1970s.

In tribute to our founders, we remain committed to building diverse teams across a broad range of differences, while also fostering an environment where differences are valued, practices are equitable, and everyone experiences a sense of belonging.

At EY, you'll find a diverse and inclusive culture, where you're embraced and respected for who you are. We want you to feel like you belong here because your uniqueness helps us to stand apart.

We believe we can solve the toughest challenges together by valuing our differences and teaming inclusively to build safety and trust. Diverse viewpoints are the catalysts that lead to better questions and better answers. That's when creative ideas flow, igniting innovation and inspiring more effective solutions.



Drawing on everyone's strengths

# Our networks, communities and mentoring programs

Your point of view matters and you deserve to feel included. We're working to build a culture where you're embraced for who you are. We want you to be empowered to use your voice to help others find theirs.

Through our employee networks and communities, we run a variety of events and campaigns to support our Diversity, Equity and Inclusiveness (DE&I) strategy, including National Reconciliation Week, World Day for Cultural Diversity, International Day of People with Disability, International Day Against Homophobia, Biphobia, Intersexism and Transphobia (IDAHOBIT), International Women's Day and EY Neurodiversity November.

Our Global Executive have also publicly shared their increased focus and accountability to make meaningful progress through their [Diversity & Inclusion Statement](#).

EY employee networks are an integral part of our people culture and provide opportunities for members to expand their personal networks, exchange information and develop professional skills, all while connecting with leadership, peers, our communities, and clients. All EY people are welcome to join and participate in any network.

Unity LGBTQ+ internal network spread across  
**90 locations**

## Gender Equity

### Gender Network

The Gender Network is for women, men and non-binary people who are passionate about advancing equality and inclusion. It is a network where people show up, regardless of rank and background, and everyone takes responsibility for building a strong community, driving positive change, and celebrating our people who are making a difference. The Network provides regular opportunities for members to meet, expand their networks, build relationships, and discuss current issues.



### Work180

EY is proud to be a Work180 endorsed employer. Work180 promotes organisational standards that raise the bar for women in the workplace. Visit EY's Work180 page [here](#).

### Women in Leadership Programs

We invest in diverse talent for balanced and equitable representation in leadership and commercial areas of focus. Research suggests that without deliberate focus, these opportunities can be delivered in a biased way that is not gender-balanced. Therefore, we have tailored Women in Leadership programs:

- ▶ **Accelerate sponsorship program:** Designed for women who are Senior Managers and Directors to accelerate the next generation of women in leadership and future partners. Accelerate is a winner of an Australian HR Awards 2020 in the "Best Leadership Development Program" category.  
It focuses on providing access to experiences and sponsorship generally less available to women.
- ▶ **Women Athletes Business Network:** Created to address the gap in leadership development for internationally competitive women athletes as they transition from competitor to professional. A combination of mentorship and formal training, the women selected to participate in this program come from the highest ranks of sport and are mostly focused on building entrepreneurial capabilities.

## EY joined the Champions of Change Coalition in 2016.

The Champions of Change Coalition is a globally recognised, innovative strategy for achieving gender equality, advancing more and diverse women in leadership, and building respectful and inclusive workplaces.

### EY Reconnect

Supported hiring program for women who have had an extended career break and are looking to re-enter the workforce.

### Women in Tech (WiT) Network

We are committed to creating an inclusive culture to successfully harness technology's potential and truly transform society. By educating women and girls, incubating their leadership potential and innovating new ways to empower a diverse technical workforce, we are dedicated to closing the gender gap in technology and creating an environment where everyone can succeed.

### Rediscover Program

A supported return to work program for EY people who have had an extended parental leave break of nine months or more and are now returning to EY. Open to everyone, the program comprises of:

- ▶ Opportunities to learn from others' lived experiences through panel sessions
- ▶ Connecting as a cohort to support and encourage each other
- ▶ The benefit of advice from mentors based on their own personal experiences.

## LGBTQ+ Inclusion



### Unity

Unity is EY's network for lesbian, gay, bisexual, transgender, and queer (LGBTQ+) people and their straight allies. Unity aims to create a sustainable, inclusive culture where LGBTQ+ individuals at EY can bring their whole selves to work.

### LGBTQ+ Mentorship

Extraordinary leaders are values-driven, courageous and real. Being real is about being true to yourself, and having the confidence to express your strengths, feelings and limitations on the outside. When you can't do that effectively, it's stifling and performance limiting, and this can often be the case for LGBTQ+ professionals who are used to being seen as different. To help Unity members build the confidence and the professional skills needed to become extraordinary leaders, Unity runs a mentoring program for our people across Oceania.

### Rainbow Tick



EY is proudly Rainbow Tick certified. Receiving this accreditation displays that EY is a progressive, inclusive and dynamic organisation that reflects the community that we are based in.

### AWEI Platinum Employer

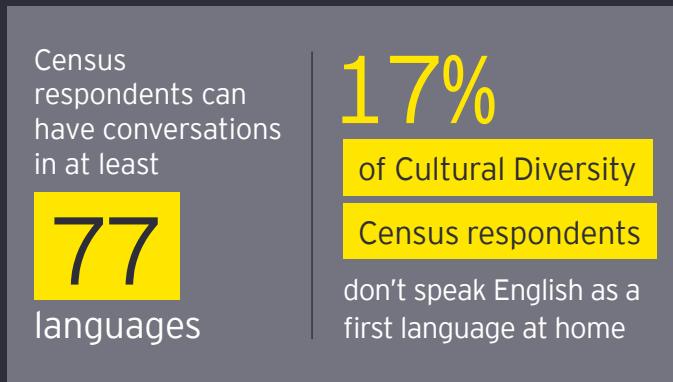


EY first attained 'Platinum' LGBTQ+ employer status in the Australian Workplace Equality Index (AWEI) Awards in 2021 after many years as a 'gold standard' recognised organisation. This fantastic result recognises EY's work for LGBTQ+ inclusion, including pride festivals, LGBTQ+ awareness sessions and supporting community organisations.

### She Starts Out

She Starts Out is a business mentoring program that is aimed exclusively at social impact entrepreneurs who identify as LGBTQ+ women or non-binary people. She Starts Out creates a unique space for LGBTQ+ women to accelerate their business progress and commercial success. This dedicated program acknowledges the barriers faced by LGBTQ+ women, provides tailored support and creates a positive, lasting impact on the broader community.

## Cultural Diversity



At EY, we are committed to fostering an environment where people are inspired to team and lead inclusively in their interactions every day. To understand the make-up of our workforce, we have EY's cultural diversity census survey so that we can identify gaps in representation and act to ensure everyone gets a fair and equal opportunity to grow, contribute and succeed.

### **Cultural Diversity at EY (CD@EY)**

With 700+ members, CD@EY aims to empower the EY community to build a better working world through cultural diversity at work, with clients, the marketplace, and the wider community.

### **CD Mentoring**

EY runs an internal 6-month mentoring program, known as CD Mentoring, which aims to explore some of the challenges faced by our culturally diverse people and build a sense of belonging. Providing our culturally diverse people access to mentors and targeted career development is one of many ways we look to create equity for all and build a pipeline of culturally diverse talent. The program pairs junior people with senior leaders to enable them to build their network and encourage psychological safety. Participants can attend face-to-face networking events and have access to a range of learning resources and topics that mentors and mentees can explore together. CD mentoring has been hugely successful with 400+ mentors and mentees consistently signing up each cycle in recent years.

**66%** of Cultural Diversity Census respondents



were born outside of Australia

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Our goal is to bring together exceptional and diverse talent, value different perspectives, deliver more valuable insights to our clients, and enhanced experiences for our people. This is something that connects back to my personal purpose as well.

**Robinjit Kaur**

Technology Consulting

## Disability



### **Accessibility and Inclusion Plan**

Today, more than one billion people around the world are living with a disability, including EY people, clients, and prospective recruits. Furthermore, [eighty percent \(80%\) of people with a disability acquire it between the ages of 18 years and 64 years – their prime working years.](#)

In 2017, we announced our first ever Accessibility and Inclusion Plan – an ambitious strategy to elevate disability inclusion at EY. Since then, we have come a long way in establishing an inclusive working environment.

Most notably, EY became a global signatory to the Valuable 500, a coalition of the world's most influential businesses who are igniting systemic change by unlocking the business, social and economic value of people with disabilities everywhere. We recently spent 12 months collaborating with the University of Sydney's Brain and Mind Centre on a pilot autism employment program. We are really proud of the learning and impact from this program and are committed to becoming a more accessible and inclusive workplace for people with disability.

Read about our latest Accessibility and Inclusion Plan [here](#).

### **Ability Network**

The Ability Network seeks to elevate disability inclusion and ensure accessibility in the EY workplace to recognise the contribution that all our people can bring to the world. The network also has three community groups to foster belonging and connection for our people, including our Neurodivergent Community, our Parents and Carers community and our Chronic Health & Invisible Disabilities community.

EY people were given an incredible insight into the wonderful culture that is the deaf/hard of hearing community through learning the language from deaf natives through Auslan and NZSL@EY courses.

### **Workplace Adjustments**

Making workplace adjustments to support people with disabilities or long-term health conditions can help people to not only perform effectively in their roles but to thrive.

Here are some of the adjustments we've made for our people at EY:

- ▶ Adjusted responsibilities and workload
- ▶ Adjusted hours and working location
- ▶ Ergonomic setup
- ▶ Priority desks in our flexible workspace environment
- ▶ Assistive technologies
- ▶ Equipment such as noise cancelling headphones
- ▶ Additional support

We are proud to be one of 4% of companies globally

that include disability in our diversity agenda (World Economic Forum 2019) and one of the first companies to sign up to the Valuable 500.

### **Silver Member of Australian Network on Disability**



AUSTRALIAN  
NETWORK  
ON DISABILITY

EY is proud to have Silver membership with the Australian Network on Disability (AND). AND brings together the experience and knowledge of hundreds of Australia's leading organisations. EY offers internships for university students with lived experience of disability through AND's Stepping Into Program.



# Our vision for reconciliation

## Australia



### **Yarning Circle**

Yarning Circle is an initiative within EY that aims to help build Aboriginal and Torres Strait Islander cultural awareness and understanding for all EY Australia people. Through our Yarning Circle, EY people are given the opportunity to participate in a range of different events and activities through our offices around Australia. We're also looking to set up a new Indigenous employee network.

### **Indigenous Cultural Capability**

We have an Indigenous Cultural Capability Leader who helps drive our Indigenous focus initiatives.

### **Stretch Reconciliation Action Plan**

We envision an Australia where relationships between all Australians are based on trust and respect; where Aboriginal and Torres Strait Islander peoples and cultures are valued and celebrated; where Aboriginal and Torres Strait Islander entrepreneurs and businesses flourish; and, where the priorities of Aboriginal and Torres Strait Islander communities are given sufficient attention and resources.

While we have made good progress on our reconciliation journey so far, we know we have more to do and we continue to listen and learn. Our second Stretch RAP, released in September 2021, details our reconciliation ambitions through to 2024.

Download a full copy of the EY Australia Stretch Reconciliation Action Plan 2021 - 2024 [here](#).

### **Indigenous Sector Practice**

EY's Indigenous Sector Practice (ISP) leverages the expertise of the business to make positive change in Aboriginal and Torres Strait Islander communities. Members of the ISP are currently working on projects which will contribute to reducing inequalities and improving outcomes for Aboriginal and Torres Strait Islander people including Indigenous suicide prevention, intergenerational trauma and a \$33m engagement with Department of Social Services and the First Peoples Disability Network which is designed to create more jobs in the disability and aged care sectors in regional, rural and outer metropolitan areas across Australia.

### **Indigenous Graduate & Vacationer Programs**

Our Indigenous Vacationer and Graduate Programs are open for applications year-round. Through these programs, participants will partner with an Indigenous mentor, connect with other Indigenous people in office and across the country while gaining valuable experience, skills and networks.

We also offer paid, multi-year internships through our partnership with CareerTrackers, a national purpose-driven organisation that supports pre-professional Indigenous university students.

## New Zealand



## EY's commitment to indigenous Aotearoa

### **EY Tahi**

Tahi is our indigenous Māori firm within EY. Our firm leads the market in supporting Māori organisations, government and businesses to accelerate success and produce meaningful outcomes through sustainable change for Māori people. Founded in 2014, Tahi was born from a desire within EY to transform the professional advisor experience for the Māori market.

We are well credentialed to co-design solutions with Māori and government that work for all of New Zealand and we can help the business community understand and connect with opportunities in Te Ao Māori.

We are guided by our tikanga (values) of whakarongo (we listen), manaakitia (we support) and hāpaitia (we uplift). We strive to be the trusted professional advisor for kaupapa Māori by having an exceptional team delivering quality work that produces meaningful outcomes. EY Tahi also coordinate the informal network for Māori staff.

### **Māori Cultural Capability Lead**

In partnership with the EY leadership team, our EY Pou Whakatupu Ahurea Māori (Māori Cultural Capability Lead) is building a programme to support EY's growth and development of Māori cultural capability. Our vision is to empower all EY people with cultural intelligence that equips them to better serve our clients and communities, as well as driving a distinctive and attractive organisational culture.

### **Tupu Toa Intern Programs**

EY is a Scholarship Partner of Tupu Toa. Tupu Toa seeks to ensure corporate Aotearoa is representative of New Zealand, by developing and empowering Māori and Pasifika and building the cultural capability of their partners. Through our partnership, EY offers internships for Māori and Pasifika.

# Refugee & Asylum Seekers



## CareerSeekers Internships

We are proud to partner with CareerSeekers to offer paid internships for university students who are asylum seekers or refugees. CareerSeekers is a non-profit organisation supporting Australia's humanitarian entrants into professional careers.

## Talent Beyond Boundaries

EY partners with Talent Beyond Boundaries, a not-for-profit organisation who are committed to building a world where displaced people can safely migrate for work, using their skills to rebuild their lives with dignity and purpose. Skilled refugees are matched with EY opportunities and individuals and their families are supported before, during and after their migration and transition into EY employment.

# Inclusive Leadership

Diversity, Equity & Inclusiveness are core to who we are and how we work at EY.

We hold a collective commitment to fostering an environment where all differences are valued, practices are equitable, and everyone experiences a sense of belonging – where people are inspired to team and lead inclusively in their interactions every day.

Our individual actions make a difference to those around us. For this reason, Inclusive Leadership is an integral part of our Transformative Leadership Framework, our policies and our training, including Bystander Intervention training and Inclusive Leadership for All e-learning program.





## EY has launched the “EY STEM” App

The EY STEM App is an innovative gamified mobile platform for girls aged 13–18 that aims to inspire and support the next generation of girls in Science, Technology, Engineering and Math to create a more equitable future.

Download the EY STEM App and help us reach our goal to impact one billion lives by 2030.

EY exists to build a better working world, helping create long-term value for clients, people and society and build trust in the capital markets.

Enabled by data and technology, diverse EY teams in over 150 countries provide trust through assurance and help clients grow, transform and operate.

Working across assurance, consulting, law, strategy, tax and transactions, EY teams ask better questions to find new answers for the complex issues facing our world today.

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