

Microsoft Australia

Microsoft Australia has a number of key policy areas that contribute to our support of women across the organisation. Tracey Fellows, our Managing Director leads an organisation of committed, passionate and motivated employees that 'work as one' to achieve our strategic priorities. A culture that embodies 'customer centricity' in all that we do is realised through a formidable foundation of Values based behaviours. Tracey continues her passionate leadership in the area of promoting women in the workplace, particularly in the IT industry.

Leadership committed to Diversity & Inclusion – with a strong people manager community in place, we have worked with our managers to support them in building and developing teams that are diverse and deliver great results. Managers are encouraged and rewarded for attracting and retaining the best talent in the market for their organisations. As part of this, their focus is on increasing and maintaining the number of females across all business groups. Microsoft Australia also established its Diversity Council in 2007. The council, championed by our Tracey Fellows aims to create and maintain an inclusive workforce that is in tune with the changing global marketplace. The Diversity Council has a vision to create an environment where Microsoft is recognised as a place where diversity is appreciated and leveraged. This is driven by three Diversity Pillars – Education and Awareness, Attracting a Wide Pool of Candidates, and Retain and Develop.

Working Flexibly – Encouraging a culture of “what works for you, can work for us too” embodies our approach to flexible work arrangements. Along with policies and practices that include everything from job share and working from home, we ensure employees feel comfortable in discussing their needs in an open, supportive way through helping managers understand how they can make flexible work be a success in their organisations.

Women’s networking – In 2007 we established a women’s networking event. These bi-monthly networking forums are open to both men and women who are interested in networking and discussing topical issues impacting women at work. The forums include senior female executive guest speakers from our leadership team, Diversity Council Updates and roundtable discussions of issues. Roundtable topics at the most recent Forum included: attracting more females into the IT industry; offering flexible work arrangements around managing childcare in school holidays and when sick; providing necessary training to develop women’s skills at Microsoft?

Educational outreach – With the known lack of females currently in the industry as well as a lack of young women entering IT related university courses, we focus on driving increased female participation in IT courses at universities, and encourage current university students to consider a career in IT. Examples of Microsoft’s efforts include:

- ICT Careers Week – a co-sponsored event where we presented at multiple universities highlighting diversity of careers within Microsoft. We also have a number of Senior Managers – many Female who present at schools with the

aim of attracting male and female students into IT related courses at university.

- 'TechEd08' Student Day - This involved some 1000 High School Students and almost 200 University Students. The overarching objective was to encourage young people to consider and engage in a career in Information Technology during which we also highlighted the potential for women in IT. Additionally we facilitated a "Women in Technology" panel discussion during the High School event. TechEd also saw over 100 women attend a WiT (Women in IT) luncheon, with a panel discussion featuring Tracey Fellows. The event was to allow a range of women working in IT to share their experiences, the challenges they faced and their personal successes throughout their careers in IT.