

EMBRACING EQUITY

IN THE ANZ SAP ECOSYSTEM

FEATURED

Inside stories from women working within the ANZ SAP Ecosystem. Discussing ways we can all help to **#EmbraceEquity**



INTERNATIONAL WOMEN'S DAY 2023

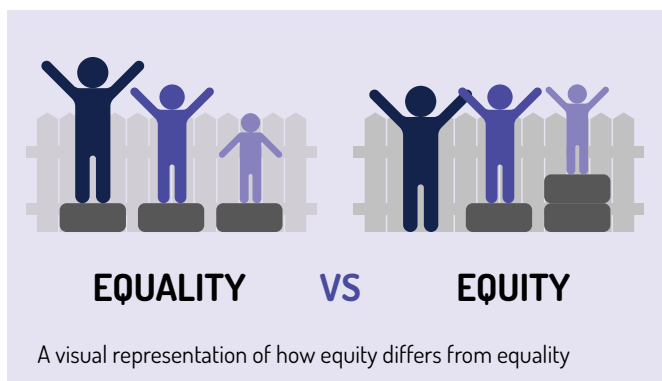
#EmbraceEquity

In recognition of this years International Women's Day theme of *Embracing Equity*, we take a closer look at what that means and how we can all look to embrace gender equity within the ANZ SAP Ecosystem.

International Women's Day (IWD) is marked annually on the 8th March and celebrates the social, economic, cultural and political achievements of women.

The International Women's Day 2023 campaign theme is #EmbraceEquity.

This theme aims to spark the conversation globally about why 'equal opportunities are no longer enough', and why it is important to understand, acknowledge and value the differences between Equality & Equity.



So, what is the difference?

Equality is giving individuals or groups the same resources or opportunities to reach an equal outcome.

Equity recognises individuals have different circumstances, giving resources and opportunities based on their specific needs to reach an equal outcome.

The words *Equality* & *Equity* are often used interchangeably. However, the implementation of their terms can result in very different outcomes.

While Equality gives people the same opportunities to be successful, Equity acknowledges that not all individuals start from a level playing field, and circumstances may make it more difficult to achieve the same goals.

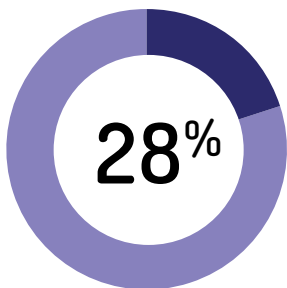
Therefore, it is critical to understand their differences so we can better understand, support and truly embrace equity.



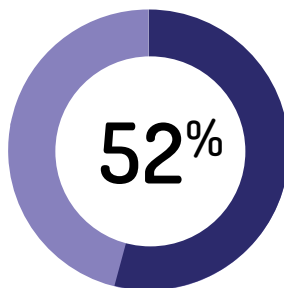
60%

of women
regularly experience
microaggressions
at work

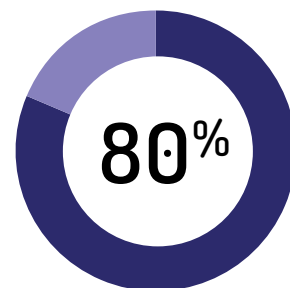
Key findings from the Sapture 2022-2023 Salary & Trends Report



of those who identified as
female felt they'd been
discriminated against or
bullied



of those earning \$100k
(permanent) were female



of those earning \$320k
(permanent) were male

WHAT ACTIONS DO YOU TAKE TO EMBRACE EQUITY?

This year we've spoken to some of the most inspiring women working in the ANZ SAP Ecosystem and they've given us their perspective on embracing equity.

“

I would focus on skills-based allocation of resources, regardless of their gender and race.”

AMETHYST PUNAY
SAP Delivery Centre Resource Manager



“

Being involved in the processes and having discussions early on.”

NISHA NAIR
SAP Analyst



“

People are individuals, with different needs, be mindful of this.”

JENNY MOYLE
SAP Executive Advisor



“

I always try to create an environment where we can collaborate and learn from each other so that we can all bring our best to the table.”

DIVYA ALEX
Global MDM Integration Lead



“

Open, honest and non-judgmental conversation drives awareness and adoption of equity strategies.”

LYN CAMPBELL- ANDERSON
People Change Manager



HOW CAN WE EMBRACE EQUITY?

Tell us a little about yourself.

I am an SAP Executive Advisor – I help business executives deliver successful SAP outcomes.

The people I work with, and the people our projects touch are why I am proud of what I do and the difference it makes.

What does gender equality and equity mean to you?

The best person for the role is important for me.

Respect is one of my core values across genders.

As a woman in the SAP industry, what are the most important challenges you have overcome in your career?

- Learning to lead rather than manage
- Understanding how to empower others to get great outcomes
- Continually facilitating to break down silos and improve the way teams are working



JENNY MOYLE
SAP EXECUTIVE ADVISOR

Jenny believes its important to jump in and get started as the opportunities are endless in SAP!

What advice would you give to women who wish to pursue a career in SAP?

Jump in and get started – the opportunities are endless and it's what you make it.

DM me on LinkedIn if you want to have a discussion.

Could you share the actions you take to work towards embracing equity

Treat others how you would like to be treated.

Lead with respect.

People are individuals, with different needs, be mindful of this!

HOW CAN WE EMBRACE EQUITY?

Tell us a little about yourself.

I've been working for about 10 years in the Global Services Industry specializing in Resource Management. I had the pleasure of working with different MNC like IBM and Oracle. Now, I'm a few weeks shy from celebrating my first work anniversary in SoftwareOne. I am based in Manila, Philippines. I am a furmom, I have lots of cats and dogs :) During my free time, I love to visit different restaurants, but mostly I eat Chinese food! I do love to go to different beach resorts here in the Philippines, whenever time permits.

What does gender equality and equity mean to you?

For me, gender equality and equity, including diversity and inclusion, are about giving equal access and opportunities and removing the barriers of discrimination towards women and other vulnerable populations, such as disabled people, indigenous populations, and refugees. In the workplace, everyone should be given equal treatment and access, regardless of gender, to recruitment, promotion and training activities.



AMETHYST PUNAY SAP DELIVERY CENTRE RESOURCE MANAGER

Amethyst believes its important not to be afraid to take risks, and to speak up when you get the opportunity to do so.

As a woman in the SAP industry, what are the most important challenges you have overcome in your career?

Being confident - I told myself if I am clear on my purpose and on what I am trying to achieve, then I will be successful in getting what I want.

Building alliances with stakeholders - I build healthy relationships with my stakeholders, establish guidelines before each task and position myself as an expert in my field, and most importantly, I communicate with confidence.

Being authentic - I am proud to be a woman. I stay true to my values and I never stop believing in myself!

What advice would you give to women who wish to pursue a career in SAP?

Do not be afraid to take risks, raise your hand and speak up whenever you get the opportunity to do so.

Could you share the actions you take to work towards embracing equity

I am aware of unconscious bias. I acknowledge holidays of all cultures. I focus on skills-based allocation of resources, regardless of their gender and race. In everything I do, I always see to it that I give fair treatment to the resources I am overseeing, to my colleagues, and to my managers at work.

HOW CAN WE EMBRACE EQUITY?

Tell us a little about yourself.

I'm a wife and also mother of 2 beautiful girls in my full time role, partly also working as an SAP Analyst at Accenture Australia

What does gender equality and equity mean to you?

Throughout my life I have only seen the men in my life, having real conversations and being inclusive not only in thoughts but in actions justifying that we are all humans first, before we got into the gender roles/biases as a societal norm. So that is something I still value and hold upto in my life wholesomely - so with friends, family, relatives and colleagues. #Weareallone

As a woman in the SAP industry, what are the most important challenges you have overcome in your career?

I must say my consulting journey is still in its infancy stage so I have only received support and even more from each and everyone that I have worked with over the last one and half years, irrespective of gender. There could be challenges in the aspect of; where I come in from a very functional background, and in few instances



NISHA NAIR
SAP ANALYST

Nisha says small actions can also make a huge impact!

may be perceived as not being able to grapple the much required technical nuances, while working with developers. But I own that challenge and am constantly working on updating myself with the knowledge that is required to improve this situation.

What advice would you give to women who wish to pursue a career in SAP?

The only advice if I may will be - just be yourself and do not hesitate to ask for help. I'm of the opinion that if one is determined to learn, there are no limitations for it.

Could you share the actions you take to work towards embracing equity

By being involved in the processes, having discussions early on etc. Small actions can also make a huge impact!!

HOW CAN WE EMBRACE EQUITY?

Tell us a little about yourself.

Beautifully imperfect feisty individual who lives life to the full! Travel opens the mind, constantly evolving our perception of the world, ourselves, encouraging immersion within culturally diverse communities. Shameless rev-head and lover of all things V8, Steve Madden and staunch support of AFLW.

What does gender equality and equity mean to you?

Equality: My mom earned approximately 60% of the average male wage in the 1960s. Today, whilst the wage gender equality gap is decreasing, a positive, women earn \$253.50 less per week than their male colleagues.¹

Equity: Understanding what each individual needs to succeed personally and professionally regardless of their life journey

As a woman in the SAP industry, what are the most important challenges you have overcome in your career?

Learning the art of active listening, openly defying the “build it and they will come” mantra, deploying



LYN CAMPBELL-ANDERSON
PEOPLE CHANGE MANAGER

a bespoke ‘people first, technology second’ approach amid resistance. Shattering the myth that working 14 hour days defines me as a successful consultant. Decisively declining offers of role promotions attached to a hotel key card. Whilst tertiary studies have their place; self-reflection developing your individual and unique innate curiosity, passion, tenacity is what sets you apart from the herd. Each day find the ‘good’ in your colleagues, your client and say something positive!

What advice would you give to women who wish to pursue a career in SAP?

Your gender does not define you! What defines you is your compassion, tenacity and respect of yourself, your colleagues, your community

- Vulnerability is a strength
- Admit when you are wrong
- Ask when you need help
- Remain focused investing in your future
- Live to work

Could you share the actions you take to work towards embracing equity

Open, honest and non-judgmental conversation drives awareness and adoption of equity strategies. Treating people fairly, meeting their unique needs, delivers individually bespoke equity. *I give of my time* to provide a safe space to keep talking! “Language is not a fixed thing – it’s always evolving. It’s held within Country and spoken into being” Robert Andrew (Indigenous Artist).

1. Workplace Gender Equality Agency Media Release 23 February 2023

HOW CAN WE EMBRACE EQUITY?

Tell us a little about yourself.

I am the Global MDM Integration Lead for Shiseido, one of the top cosmetics companies in the world. I have overall 16 years of experience in leading teams and implementing Master Data Governance Processes, Data Management and Migration Techniques. I started working in the SAP industry fresh out of college. Early in my career, I had the great privilege of working closely with many talented SAP Subject Matter Experts and gained a lot of industry-specific knowledge quickly. Honeywell Aerospace, Aurizon Rail Transport, Powerlink, Bridgestone and Origin Energy are the major clients I have worked for before joining Shiseido.

What does gender equality and equity mean to you?

Equality: Equality for me is treating all of my work colleagues with respect irrespective of gender, position or cultural background.

Equity: Gender Equity for me is to understand that not everyone in my workplace had the same kind of learning opportunities in the past due to various reasons but we can support each other to build a learning culture.



ALEX DIVYA
GLOBAL MDM
INTEGRATION LEAD

As a woman in the SAP industry, what are the most important challenges you have overcome in your career?

There were multiple occasions in my career when years of my experience was overlooked. My recommendations for improving the efficiency of the implementation process were not considered by the Project Management. In spite of these pushbacks, I was able to implement the recommendations and present data showing positive results, eventually earning the client's appreciation!

What advice would you give to women who wish to pursue a career in SAP?

As women, we should be comfortable in our own skin and be willing to take risks. We should not be afraid to make decisions. We might make mistakes along the way but have an attitude to embrace those mistakes and learn from them. We should not let any negativity in the workplace affect our confidence and always find ways to work smarter.

Could you share the actions you take to work towards embracing equity

I always try to create an environment where we can collaborate and learn from each other so that we can all bring our best to the table. I am very much conscious of the gender bias that can happen at my workplace. So, I take time to recognize the achievements of other women at my workplace. I believe that we need to cheerlead other women in the SAP industry so that we can build a group of women who are confident and can take on any challenges that might try to pull them down.

5 WAYS TO EMBRACE EQUITY

1

Drive awareness around equity

Employees and leaders should work together to share information on equity in the workplace. Leading by example and showing support to initiatives around equity is a great way to raise awareness and promote equity amongst your peers.

2

Promote pay equity

Providing pay transparency and removing the stigma of salary discussions in your organisation can help to close the gender pay gap.

3

Provide diversity training

Organisations can drive and implement inclusive programs such as unconscious bias or leadership training to create a more inclusive work environment.

4

Acknowledge holidays of all cultures

Organisations that embrace celebrating different cultural holidays promote cultural awareness and diversity amongst their employees.

5

Mix up your teams

Regularly mixing up teams can promote increased productivity and performance. Diversifying teams can increase employee performance, expose employees to a range of expertise and foster an increased sense of belonging.

“Workplaces that celebrate and support the diversity of their employees promote an environment where people can be more comfortable in being their authentic selves. Providing on-going support, open discussion and resources enables people to thrive and flourish.”

SAP CONSULTANT



ABOUT US

Sapture is a specialist SAP recruitment agency. We focus purely on providing services within the SAP Ecosystem; across both permanent and contract markets; and solely in Australia and NZ.



SHANE MORGAN, Founder

At Sapture we cover the following areas:

- **Permanent recruitment consultancy**
- **Contract recruitment consultancy**
- **SAP senior appointments and executive search**
- **SAP advisory services**

Our expertise

Our expertise between us spans over 25 years. 100% of that experience has been gained specifically within SAP.

We are able to combine that in-depth knowledge, extended networks spanning across 28 countries and a simple passion for doing a good job, to provide a unique offering.

Our service

We have a proven service methodology for both SAP professionals and Employer organisations. This is linked to our core values and our mission statement which clearly guides what we do.

Our attitude

Whether hiring or job-seeking, you can be sure that we will do our utmost to always act in your best interests and ensure that you are completely satisfied with our service.

- We start by **listening**
- To gain **understanding**
- Then apply **flexibility**
- Working with **commitment, persistence & dedication**
- To ensure **delivery**
- To build **long-term relationships**
- Based on **trust & loyalty**
- Always being **accountable**
- And **never stop learning**



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SAP Recruitment Consultant



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DANIELLE CHUNG

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