

Equity and diversity plan 2023-2024

Department of Treaty, Aboriginal and Torres Strait Islander Partnerships, Communities and the Arts

Vision

A thriving diverse and inclusive workplace where all people feel safe, valued and respected, and where the principles of employee inclusion, diversity and embracing difference are strongly reflected in our culture and values.

Purpose

The purpose of this plan is to create and support an equitable, diverse and inclusive workplace reflective of the communities we serve, that is culturally capable and culturally safe.

How we'll get there

Leadership and accountability: Develop an inclusive, flexible, compassionate and culturally safe workplace that embodies cultural integrity; and respects, protects and promotes the human rights of all Queenslanders.

Human capital investment: Invest in the learning and capability development of our staff, ensuring that their safety, health and wellbeing are prioritised, with a focus on the attraction and retention of a skilled and diverse workforce.

System levers: Engage with staff to harness their voices and build workplaces that support the department's ambition as an employer of choice.

Background

The Department of Treaty, Aboriginal and Torres Strait Islander Partnerships, Communities and the Arts formed in mid-2023.

The department is committed to advancing the Queensland Government's commitment to reflect the diversity of the communities we serve, having a strong focus on recruiting a diverse workforce.

The department is also committed to supporting our diverse workforce to be able to bring their whole self to work, supporting people across the spectrum of cultural backgrounds, languages, sexualities and genders, disability, neurotypes and lived experience.

Employee group	Actuals	Targets and benchmarks	
	DTATSIPCA 30 June 2023	QPS benchmark*	PSC target
Aboriginal and/or Torres Strait Islander employees	17.66%	2.55%	4%
Employees with disability	6.91%	3.4%	12%
Culturally and linguistically diverse employees (CALD) — speak a language other than English at home	7.30%	7.49%	12%
Women	70.12	-	-
Women in leadership – Senior officer roles	62.22%	51.16%	50%
Women in leadership – Senior SES and CEO roles	50.00%		

Alignment to other plans and strategies

Actions and objectives within this plan align with the following related strategies and plans:

- [Cultural Capability Action Plan](#)
- [Disability Service Plan](#)
- [Inclusion and diversity strategy](#)
- [Strategic Plan](#)
- [Strategic Workforce Plan](#)
- [Queensland Inclusion and diversity strategy](#)
- [Queensland LGBTIQ+ Action Plan](#)
- [Queensland Multicultural Action Plan](#)
- [Queensland Reconciliation Action Plan](#)
- [Queensland Women's Strategy](#)

Under development:

- Reframing the Relationship Plan

How we will measure success

- Diversity census targets and data, with increased results in the following measures:
 - proportion of staff from diverse backgrounds employed in decision making roles
 - number of job applicants from diversity target groups
 - retention rate of staff in diversity target groups
 - percentage of women in leadership aligns with total proportion of women
 - progress towards departmental diversity targets.
- Improvement in Working for Queensland survey results, tracked annually on the following categories:
 - Employee engagement
 - Leadership
 - Keeping you well
 - Social support
 - Equitable treatment (diversity)
 - Flexible work.
- Equity and diversity audit indicators.

Our acknowledgement

Our department respectfully acknowledges the Traditional Owners and Custodians of country throughout Queensland and their ongoing connection to the land and water. We pay our respects to their cultures and Elders past and present. We acknowledge that self-determination of Aboriginal and Torres Strait Islander peoples is a human right enshrined in the United Nations Declaration on the Rights of Indigenous Peoples and recognised in the *Human Rights Act 2019* (Qld).

Our human rights commitment

Our decision-making and actions will respect, protect and promote human rights as a cornerstone of a fair, just and inclusive society.

Our values

Customers first



Ideas into action



Unleash potential



Be courageous



Empower people



This plan provides the foundations for future work. These actions will be reviewed and refreshed annually to ensure they remain relevant and appropriate to the changing needs of the department.

Leadership and accountability

Develop an inclusive, flexible, compassionate and culturally safe workplace that embodies cultural integrity; and respects, protects and promotes the human rights of all Queenslanders.

Goal	Actions	Outcomes	Led by	Start/end date
<p>1 The principles of inclusion should underpin all that we do and set the tone for our work.</p> <p>With a shared responsibility for inclusive behaviour across the organisation, and led by example.</p>	<ul style="list-style-type: none"> Establish an executive level Inclusion and Diversity Champion to lead the equity and diversity agenda and promote the importance of fostering inclusive workplaces, with the champion responsible for reporting to the People and Culture and Board of Management. Establish an Inclusion and Diversity Network and harness their expertise and experience to advise on and drive initiatives, inform organisational processes, systems and practices and provide a point of reference for consultation. Develop and promote a resource to help embed inclusion, equity and cultural safety considerations into workforce and strategic planning Incorporate cultural capability into performance plans. Review all human resources documentation and information to ensure the use of inclusive language and accessibility Support managers to use performance conversations as an opportunity to ensure staff feel empowered, enabled and encouraged to pursue their career goals. Engage with equity and diversity industry partners and peak bodies and participate in available index and/or accreditation programs to ensure our workplace practices, policies and programs are appropriate and contemporary. 	<ul style="list-style-type: none"> All key strategies and plans contain inclusion, equity and cultural safety considerations. Performance conversations incorporate inclusion. 	<ul style="list-style-type: none"> Board of Management (BOM). Human Resources and Ethical Standards (HRES) People and Culture Committee (PCC) 	<ul style="list-style-type: none"> June 2024
<p>2 Percentage of people with disability and culturally and linguistically diverse people in the department.</p>	<ul style="list-style-type: none"> Investigate the causes of lower representation of people with disability and culturally and linguistically diverse people in the department. Promote available workplace adjustments and flexibility on the intranet, Enhance internet landing pages, to highlight benefits when advertising roles (included in the applicant guide). 	<ul style="list-style-type: none"> Improve the proportion of people with disability and culturally and linguistically diverse people. 	<ul style="list-style-type: none"> All Leaders HRES 	<ul style="list-style-type: none"> June 2024

Human capital investment

Invest in the learning and capability development of our staff, ensuring that their safety, health and wellbeing are prioritised, with a focus on the attraction and retention of a skilled and diverse workforce.

Goal	Actions	Outcomes	Led by	Start/end date
<p>1 Recruit and retain a workforce that reflects the diversity that exists in the Queensland community we serve.</p>	<ul style="list-style-type: none"> Develop an employee value proposition (EVP) strategy to promote the department as an employer of choice and attract talents from diverse backgrounds and groups. Review recruitment, selection and retention strategies and resources and include inclusion, equity and cultural safety considerations. Embed inclusive recruitment practices, allowing all candidates equal opportunities to showcase their skills and lived experience relevant to the job. Offer graduateship and traineeship programs to people with diverse backgrounds as a career entry pathway. 	<ul style="list-style-type: none"> Develop an EVP strategy. Improvement in recruitment, selection and retention practices Identified recruitment positions established 	<ul style="list-style-type: none"> Board of Management (BOM) People and Culture Committee (PCC) HRES 	<ul style="list-style-type: none"> June 2024
<p>2 Provide equitable and accessible training and development opportunities to help all staff thrive.</p>	<ul style="list-style-type: none"> Provide staff induction and onboarding that is comprehensive and accessible to all. Review the performance and development agreement (PDA) process and ensure learning and development resources are accessible to help employees achieve their career goals. Identify and promote programs for skills development and career advancement across staff diversity groups, including the Aboriginal and Torres Strait Islander Career Pathways Service. Provide learning and development programs that support developing further awareness in: cultural capability, cultural safety, gender equity, inclusion and diversity, disability and LGBTIQ+. Promote member events and resources associated with the departmental membership of the Australian Network on Disability (AND) and the Diversity Council of Australia (DCA). Embed accessibility considerations into the development of corporate publications, events and training for staff, including consideration for staff in regional locations. Ensure leadership and career progression programs are inclusive and accessible to our diverse workforce. 	<ul style="list-style-type: none"> Learning and development opportunities are accessible by all staff Offering additional diversity and inclusion learning and development opportunities. 	<ul style="list-style-type: none"> All leaders HRES Governance and Strategic Communications (GSC) 	<ul style="list-style-type: none"> June 2024

System levers

Engage with staff to harness their voices and build workplaces that support the department's ambition as an employer of choice.

Goal	Actions	Outcomes	Led by	Start/end date
1 Embrace and celebrate diversity and leverage the advantages it provides.	<ul style="list-style-type: none"> • Undertake an Equity and Diversity audit to support the development of the 2024-2027 Equity and Diversity strategy and create targeted responses. • Once establishment, promote the outcomes achieved by the Inclusion and Diversity Network, encourage membership and establish sub-groups as identified. • Maintain and promote a diversity and inclusion calendar of events to increase understanding and appreciation of diversity, and to encourage and empower staff to celebrate difference. • Develop communication, consultation and support channels and networks with diversity groups, participate in the Public Sector Commission's Inclusion and Diversity community of practice (CoP) and maintain departmental memberships with key organisations. • Celebrate and promote inclusion and diversity through the Staff Excellence Awards and actively increase focus on positive initiatives across the department. 	<ul style="list-style-type: none"> • Diversity and Inclusion Network established. • Events promoted and supported. • Develop networks, hold memberships and participate in CoP. 	<ul style="list-style-type: none"> • All Leaders • HRES • GSC 	<ul style="list-style-type: none"> • June 2024
2 Ensure all staff feel included and supported to do their best work.	<ul style="list-style-type: none"> • Review the Flexible work arrangements and Workplace adjustments policies and related resources. • Improve access to reasonable adjustments and flexible work arrangements. • Engage Employee Assistance Service (EAS) providers who can appropriately support our diverse employees. • Review the intranet to ensure it is accessible, practical and contemporary. • Implement the relevant workforce actions in the: <ul style="list-style-type: none"> ○ Cultural Capability Action Plan ○ Disability Service Plan ○ Inclusion and diversity strategy ○ Reframing the Relationship Plan ○ Strategic Plan ○ Strategic Workforce Plan 	<ul style="list-style-type: none"> • Flexible work arrangements policy and Workplace adjustments policies reviewed and promoted. • Intranet reviewed and updated where required. 	<ul style="list-style-type: none"> • HRES • Whole department 	<ul style="list-style-type: none"> • June 2024