

Queensland public sector inclusion and diversity 2026–29

A workforce that reflects the Queensland community helps us make better decisions, design better services and respond more effectively to community needs. Different experiences, perspectives and insights strengthen our understanding of the people we serve. Inclusive workplaces enable everyone to contribute and perform at their best.

Our responsibility

We want every person who works in, or applies to join, the Queensland public sector to feel welcomed, respected and able to contribute. We will create fair opportunities, safe workplaces and inclusive practices that support people to do their best work for Queensland communities.

Under the *Public Sector Act 2022* (the Act), chief executives and public sector entities are responsible for building workplaces that are diverse, equitable, respectful and inclusive. Chief executives must:

- take reasonable steps to ensure people who are members of one or more diversity target groups can pursue careers and compete for jobs and promotion opportunities in their organisation
- develop a plan that identifies how equity and diversity in their organisation will be improved
- take reasonable steps to eliminate unlawful discrimination in their workplace.

Building a workforce that reflects Queensland

The Act has four diversity target groups: Aboriginal peoples and Torres Strait Islander peoples; people with disability; people from culturally and linguistically diverse backgrounds; women in leadership. Setting sector wide targets for the employment of people in these diversity groups ensures everyone is working to a common goal.

The following whole-of-sector targets will continue until December 2029.

Diversity target group	Sector target
Aboriginal peoples and Torres Strait Islander peoples	4%
People with disability	12%
People from culturally and linguistically diverse backgrounds	12%
Women in leadership	50%

Agency equity and diversity plans may also include targets that address other groups, including Australian South Sea Islander, neurodivergent, young and mature age employees, parents and carers, veterans and LGBTQIA+ employees.

Whole-of-government action

Sector-wide programs, resources and leadership initiatives translate our responsibility into practical action and support agencies to improve representation, capability and workplace culture.

Focus	Sector-wide action
Reframing the relationship	Plans and audits build cultural capability, support self-determination and strengthen culturally safe workplaces and services.
Career pathways	The Aboriginal and Torres Strait Islander career pathways service supports leadership development, learning, cultural capability and mobility.
Inclusive employment	Inclusive recruitment and selection, targeted approaches and workplace adjustments improve equitable access, participation, performance and retention.
Respectful workplaces	Sector-wide capability building in respectful workplaces fosters shared expectations and confidence to prevent and respond to harmful workplace behaviour.
Shared learning and leadership	Communities of practice, shared learning, inclusive leadership development and accountability expectations build capability and support practical improvement.

Tracking our progress

The Public Sector Commission will monitor progress against sector-wide targets and workplace experience measures using:

- Minimum Obligatory Human Resource Information (MOHRI) payroll data to track workforce representation.
- Annual equity and diversity audits and plans, to identify agency priorities and support continuous improvement and accountability.
- Working for Queensland survey results on engagement, fair and equitable treatment, equal opportunity, psychological and cultural safety, racism, discrimination, bullying, harassment, and workplace violence and aggression.
- The annual gender pay equity dashboard to strengthen transparency and focus action on workforce composition and pay equity outcomes.

Progress and insights will be shared twice each year through the annual State of the sector report and the mid-year workforce update. This supports transparency, accountability and continuous improvement.