Queensland public sector **inclusion and diversity strategy** 2015–2020

**At a glance**

**Where do we want to be?**

Our goal is to build workforces and workplaces that better reflect the diverse community. We want to embrace inclusion and diversity, not just because it’s the right thing to do but because it makes great business sense.

**Why? The diversity dividend**

Evidence shows organisations will gain a dividend from increased inclusion and diversity. These organisations:

- feature workplace cultures that embrace *difference* and see it as a source of enrichment, value and competitive advantage
- are more productive and have better performance, decision making and customer service
- have leaders and employees who are more collaborative, agile and innovative.

**What have we done as a sector so far?**

- developed Five Year Workforce Strategic Plans to design workplaces that embrace inclusion and diversity
- developed a framework for Disability Action Plans for agencies to tailor disability actions for their workforce
- established a Cultural Diversity Policy and Action Plan to provide equal opportunity for all Queenslanders
- developed an Aboriginal and Torres Strait Islander Economic Participation Framework and Action Plan to build employment options
- developed an Aboriginal and Torres Strait Islander Cultural Capability Framework to build cultural capability
- joined the Queensland Male Champions of Change and established Queensland Public Sector Inclusion Champions of Change to build leadership that is committed to increased inclusion and diversity
- utilised Executive Capability Assessment and Development (ECAD) data to highlight and promote development opportunities to executives with diverse backgrounds and experiences
- created the Women in the Senior Executive (WISE) Network to provide peer support for female executives
- measured progress in achieving diverse and inclusive workplaces through the annual employee opinion survey and annual workforce profiling
Strategic themes

The strategy is supported by an action plan which commits to an approach that will create a dynamic working environment and a workforce that better reflects the community we serve. The three strategic themes are:

1. **Accountability and leadership:** where diversity is a strategic asset and leadership is measured by an ability to create diverse and inclusive workplaces.

2. **Attract, develop and retain talent:** where difference is leveraged and the potential of diverse skills and knowledge is unleashed.

3. **Queensland public sector is an employer of choice:** where opportunities are available for all, and employees are included and engaged.

What’s next?

- Partnering within and across sectors to **promote diverse career and employment pathways.**
- Championing strong leadership with the expectation that leaders will be visible and vocal advocates.
- Building more **constructive and inclusive workplace cultures** that embrace and value difference.
- Developing and implementing a **gender equity strategy** to progress greater equity.
- Promoting greater access to **flexible work practices.**
- Adopting new approaches to **recruiting and selecting more diverse talent.**
- Expanding and embedding strategies to attract and support **older workers and share and retain their knowledge.**
- Strengthening the employment framework to reflect contemporary approaches to inclusion and diversity.
- Sharing better practices, tools and resources to **implement workplace inclusion and diversity.**
- Promoting and applying a range of tools and resources to reduce **unconscious bias.**
- Developing an approach that drives better employment, capability and career development **outcomes for Aboriginal and Torres Strait Islanders.**
- Developing leadership skills and **pathways to senior positions** for Aboriginal and Torres Strait Islander employees.
- Promoting the resources that are available to support **people with disability at work.**
- Publishing **diversity metrics** for the Queensland public sector.

Enablers

The Queensland public sector enables inclusion and diversity through a number of activities. They combine to support agencies in designing an agile organisation, foster a diverse, savvy workforce and a better way of doing business. It is not about treating everyone exactly the same all of the time, but that our culture, values and behaviours are such that everyone has the same opportunities to contribute and thrive.

**Customers first**
Delivering citizen centred services by people who understand their needs.

**Ideas into action**
Driving innovation and creativity through fresh and diverse perspectives.

**Unleash potential**
Uncovering and optimising talent to inspire all to high performance.

**Be courageous**
Questioning deeply held assumptions and challenging the status quo.

**Empower people**
Recognising that the vast array of skills, knowledge and experience that people bring to work matter.