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Over the next year, we will prioritise the following key actions in order to achieve progress against our four key strategy areas, strengthen our diverse workforce, and foster an environment which is inclusive and allows everyone to feel that they belong.

## What will we do?

|  <b>Bring</b> diverse talent and create meaningful career pathways  | Focus area  |  <b>Build</b> the capability we need to support and retain a diverse workforce                                  | Focus area  |
|--|---|--|---|
| Participate in targeted employment programs including the Indigenous Apprenticeships Program, Indigenous Graduate Development Program and Australian Network on Disability's Stepping Into Program |    | Explore opportunities to embed disability confidence and cultural awareness training into induction and on-boarding for new starters   |    |
| Achieve accreditation through the Australian Network on Disability's Disability Confident Recruiter Program  |    | Procure and pilot inclusive language training and adult autism awareness training  |    |
| Review current Affirmative Measures process in partnership with diversity networks and SES recruitment sponsors to identify opportunities for enhancement  |    | Explore the creation of a manager's induction program which incorporates diversity and inclusion awareness modules   |    |
| Explore piloting Affirmative Measures in EL and SES recruitment for Aboriginal and Torres Strait Islander people and people with Disability  |    | Deliver targeted training and awareness programs quarterly for senior leaders, managers and staff working towards a target of 20 participants per session  |    |
| Deliver unconscious bias training for identified cohorts including panel members in entry-level and stream recruitment processes   |    | HR to participate in IPAA ACT's reverse mentoring program working group and leverage opportunities to inform program design  |    |
| Create opportunities to highlight and amplify diversity in experiences and leadership through story telling (e.g. 5+5 event, revitalising 'our people' intranet series)                            |   | Build accountability for diversity champion roles across the diversity networks by clearly defining roles, responsibilities and expectations   |   |
| Update our external website pages with relevant content and publications on diversity, inclusion and culture and publically advertise our membership affiliations                                  |  | All entry level program participants and supervisors complete cultural awareness training  |  |
|  <b>Balance</b> our workforce so that it is sustainable, flexible and supported                                 | Focus area  |  <b>Bind</b> our diverse talent by cultivating a culture of inclusion and belonging                           | Focus area  |
| Obtain Mental Health First Aid Workplace accreditation through Mental Health First Aid Australia   |  | Partner with staff diversity networks to mark days of significance and hold at least one joint network event annually aimed at addressing unconscious bias and breaking down barriers to inclusion |  |
| Explore opportunities to enhance engagement with mental health advisors across the Department  |  | Define executive contributions to diversity, inclusion and culture in performance agreements and build into the annual SES career conversation process   |  |
| Refresh, launch and embed the Reasonable Adjustment Passport   |  | Provide opportunity and space for staff to participate in diversity and inclusion events and initiatives   |  |
| Explore the implementation of live captioning for events and corporate meetings  |  | Update our internal intranet pages and presence to promote our culture, diversity and networks as well as engage and inform our staff  |  |
| Develop an implementation plan to address accessibility audit conducted by Australian Network on Disability  |  | Partner with the LGBTI+ and Gender Equity Networks to scope out the development of a Gender Affirmation Policy for the Department  |  |
| Explore ways to emphasise the Department's position on flexible work in job advertisements and in internal communications so that it is seen as a normal part of business                          |  | Embed the Indigenous Liaison Officer role to provide ongoing cultural connection and support for Aboriginal and Torres Strait Islander staff   |  |
| Provide staff with greater transparency and communications about self-reporting diversity data   |  | Enhance cultural diversity and inclusion awareness across Corporate Services Division to support networks, their members and staff through targeted training                                       |  |