



# Diversity and Inclusion Strategy

## Our vision for Diversity@Finance

We are committed to a diverse and inclusive workforce, and recognise that diverse and inclusive teams achieve better outcomes. Diversity is good for our people and our organisation.

Our aim is to promote inclusive leadership and diversity to support a positive, respectful workplace culture. We strive to encourage staff to reach their full potential and support them through all stages of their professional and personal lives so that they can bring their whole selves to work.

## Secretary's message



I am pleased to introduce Diversity@Finance, the Department's two-year Diversity and Inclusion Strategy.

As a central agency in the APS, we play an important role in ensuring that we are fostering creativity, innovation and collaboration through diversity, inclusion and belonging. A diverse and inclusive workplace benefits from the contribution people from diverse backgrounds make to our communities, workplaces and teams.

Diversity@Finance reflects our commitment to a diverse and inclusive workplace, aligns with our Corporate Plan and Workforce Strategy, and underpins our Reconciliation Action Plan. Our commitments and initiatives reflect the APS wide diversity strategies, ensuring that we are an employer of choice, well placed to continue to build the confidence and capability of our people and able to achieve APS employment targets.

Diversity@Finance is a dynamic strategy that aims to achieve greater diversity, inclusion and belonging through the collective contribution of all staff. It is accompanied by a dedicated Action Plan to drive initiatives, which will be reviewed and updated annually to ensure it remains meaningful and fit for purpose.

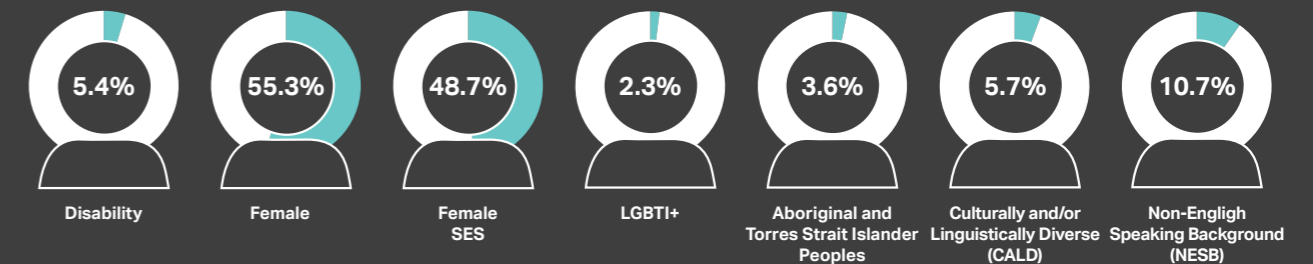
Diversity@Finance aims to further strengthen our culture and employee experience, promote the health and wellbeing of our staff and help us deliver excellent services to our stakeholders.

We all have a shared responsibility to take action in building and promoting workplace diversity, inclusion and belonging and I encourage you to engage with the activities set out in the Strategy and Action Plan.

**Rosemary Huxtable PSM**  
Secretary, Department of Finance

## Who we are

Statistics as at 28 February 2022



## How will we measure progress?

Our progress will be monitored through a range of mechanisms including reporting on the diversity of our workforce, evaluating trends and identifying areas for improvement. Our diversity networks will be an essential source of feedback to measure the impact and where adjustments need to be made. We will take a data-informed approach by looking at:

- Annual APS Employee Census
- APS employment targets
- Retention figures
- Exit survey data
- Engagement with training and diversity events

We will also participate in additional diversity and inclusion benchmarking processes, including:

- Workplace Gender Equality Agency Public Sector Reporting
- Diversity Council of Australia Inclusion@Work Index
- Pride in Diversity Australian Workplace Equality Index
- Australian Network on Disability's Access and Inclusion Index

## Who is responsible?

Finance's diverse and inclusive workplace culture is a shared responsibility. We will embrace continuous learning to remain educated and informed.

### Senior Executive

- You will model inclusive leadership and promote an inclusive culture in the workplace.
- You will empower and encourage leaders at all levels to contribute to the Finance culture and embed diversity and inclusion into all aspects of our work.

### Managers

- You will create an environment where people feel empowered to contribute and be heard, and take prompt action in a non-judgemental manner.
- You will be committed to building you and your team's cultural confidence, capability and awareness.
- You will learn from the diverse knowledge that your team brings to the department.

### Staff

- You will contribute to an environment of trust, respect and tolerance.
- You will act as a role model for inclusion by actively listening to your colleagues and respecting their views.
- You will support a workplace that is safe for everyone by calling out inappropriate behaviour.

## What are we working towards?

Diversity@Finance has four key strategy areas that inform our approach to creating and strengthening a workforce that is diverse, inclusive, and fosters a sense of belonging. Achieving progress towards these goals is the responsibility of every staff member at Finance.



### Diversity Networks

- The Diversity Networks will continue to provide a safe, open forum of support for staff to share views and experiences in order to build an inclusive environment.
- The Diversity Networks will be engaged as consulting bodies and actively propose changes to the Department to benefit their cohorts.

### HR Branch

- The HR Branch will enable and support staff to build an inclusive and diverse workplace culture.
- The HR Branch will play an important role in driving initiatives and reviewing policies and practices to ensure they promote inclusivity and diversity.
- The HR Branch will support managers and staff with individual complex needs on a case by case basis.

**BRING** diverse talent and create meaningful career pathways



- We will ensure recruitment and engagement practices are strategic and enable a diverse workforce
- We commit to affirmative measure processes aligned with contemporary and inclusive recruitment practices
- We will define clear career pathways and foster development across emerging talent, middle management, and senior roles
- We strive to encourage, foster and support career mobility and progression

**BUILD** the capability we need to support and retain a diverse workforce



- We will build confidence and capability in our managers and business areas to enable staff to bring their whole selves to the workplace
- We commit to maintaining expectations on Senior Leaders to drive and embed diversity and inclusion
- We will provide professional development and networking opportunities across all APS levels
- We strive to ensure job design is inclusive, suits individual capability and enables flexibility

**BALANCE** our workforce so that it is sustainable, flexible and supported



- We are committed to fostering a psychologically safe workplace
- We will provide clear and ongoing support avenues for staff to access what they need, when they need it
- We strive to embed flexible ways of working to give more choice and enhance contributions to work
- We will embed authentic conversations about workplace adjustments into all stages of the employee lifecycle

**BIND** our diverse talent by cultivating a culture of inclusion and belonging



- We will invest in supporting and strengthening our diversity staff networks
- We will promote the value that diversity and inclusion brings to the workplace
- We commit to reducing unconscious bias and embed inclusive leadership practices in all that we do
- We strive to promote and give voice to diverse views and experiences in the workplace

## External Resources and Partners

We enjoy memberships with a number of external independent, not-for-profit organisations. These memberships provide us with access to unique research, exciting events, comprehensive resources and unrivalled expertise across the diversity and inclusion spectrum.

