

Focus area	Build awareness and capability	Engage and learn	Strengthen and understand data	Embed inclusive talent acquisition	Collaborate for change
Why it matters	Set the foundations for implementing actions, ensuring all staff recognise the importance of equity and diversity, and enhance capabilities that drive systemic change	Understand the causal factors for inequities identified in the equity and diversity audit to be able to create targeted responses	Through reliable information sources, learn more about our workforce and the external environment to determine what may be contributing to inequities identified in the equity and diversity audit	Identify the segments of our workforce where diversity groups are disproportionately represented and explore the opportunities to address these through contemporary recruitment practices	Advocate for sector-wide approaches to inequities for diversity groups that have sector-wide or societal contributing factors, or both
Success looks like	We have an inclusive, culturally safe and respectful culture that supports positive and sustainable change through our people understanding what equity means and the impact that inequities have on our people, and our ability to deliver services to Queenslanders	We have a comprehensive understanding of our people's experiences, actual and perceived barriers, and other causal factors for inequities for diversity groups, so we can collectively identify strategies to address these	We have the evidence to make decisions about how to progress, monitor and measure equity and diversity outcomes	We have a workforce that reflects the community we serve through having inclusive recruitment and selection practices that ensure people from diversity groups can pursue careers and compete for appointment and promotion opportunities	We influence systemic change through collaborating with experts and colleagues across the sector to develop strategic initiatives that address wide-reaching and multifaceted inequities
Actions	<p>Develop and implement a communication plan to raise awareness and educate our people on the why, what and how of equity, diversity and inclusion, including:</p> <ul style="list-style-type: none"> communicate key findings from equity and diversity audits promote diversity, inclusion and human rights learning and resources leverage opportunities through the Queensland Reconciliation Action Plan and departmental Reframing the Relationship Plan to improve cultural capability and advance reconciliation promote career pathways for underrepresented cohorts by increasing visibility of senior leaders from diverse backgrounds (women, Aboriginal and Torres Strait Islander peoples, people who are culturally and linguistically diverse, people with disability, employees on flexible and part-time arrangements) to promote role models, career pathways and address stereotypes or myths embed and amplify messaging in departmental equity and inclusion activities 	<p>Develop and implement an engagement and consultation plan to consider inequities in our workforce with the purpose of identifying causal factors and co-designing solutions</p> <p>The key stakeholders include:</p> <ul style="list-style-type: none"> Aboriginal and Torres Strait Islander peoples people with disability people from culturally and linguistically diverse backgrounds women, including women in leadership people who identify as lesbian, gay, bisexual, trans and gender diverse, intersex and queer/questioning (LGBTIQ+) generational cohorts cross-sections of employees at a range of salary levels leaders union representatives <p>Issues for consideration include career progression barriers; gender pay gap causes; regional barriers and challenges; temporary workforce trends; flexible and part-time working experiences; impacts of family responsibilities; and recruitment and selection experiences</p>	<p>Develop insights and strategies to address inequities from analysing the following workforce data:</p> <ul style="list-style-type: none"> WfQ survey results for specific demographics work group level gender pay gap data recruitment application and appointment trends health and wellbeing data by diversity group <p>Identify additional data sources for analysis by diversity group, such as:</p> <ul style="list-style-type: none"> flexible work data talent attraction and applicant data exit data occupational and educational trends WHS data. <p>Continue to data capture and analyse by diversity group:</p> <ul style="list-style-type: none"> temporary to tenure conversions and higher duties appointments (under the <i>Public Sector Act 2022</i>) separations 	<ul style="list-style-type: none"> Review recruitment and selection tools and resources to identify opportunities to build capability in inclusive recruitment practices Develop additional resources for decision-makers to confidently consider filling vacancies based on equity and diversity planning where appropriate, including utilising targeted recruitment Enhance inclusive recruitment skills and supporting resources to enable selection panels to confidently consider the extent to which selection decisions contribute to the equity, diversity, respect and inclusion obligations under the <i>Public Sector Act 2022</i> Enhance inclusive recruitment skills and supporting resources to ensure selection and onboarding processes are inclusive, including the provision of additional support or adjustments for applicants from diversity groups 	<ul style="list-style-type: none"> Actively engage with the Office of the Special Commissioner, Equity and Diversity and the Public Sector Commission to influence sector-wide collaboration and strategies to address inequities Engage with colleagues across the sector through established communities of practice to share findings from equity and diversity audits and identify opportunities for collective action <p>The issues for consideration include regional and geographical variations; occupational inequities and gender segregation; impacts of flexible working and family responsibilities on career progression; organisational design principles to support flexibility; sector-wide information and reporting systems to enhance data analysis; talent acquisition; and recruitment resources and practices</p>
Timeframes	1 September 2023 to 1 March 2024	1 September 2023 to 30 June 2024	1 November 2023 to 31 December 2024	1 September 2023 to 1 March 2024	1 November 2023 to 31 December 2024
Progress measures: Short to medium-term	<ul style="list-style-type: none"> Delivery of key messages Participation in discretionary training Staff profiles in news articles Increase in Equal Employment Opportunity census completions 	<ul style="list-style-type: none"> Participation in consultation process Development of actions to address issues Leadership visibility on championing equity and diversity issues 	<ul style="list-style-type: none"> Enhanced suite of equity and diversity data Agreed datasets for audits and reports Identified success metrics 	<ul style="list-style-type: none"> Enhanced talent attraction and selection toolkit Evaluation of recruitment and selection tools and resources and capability development initiatives 	<ul style="list-style-type: none"> Participation in communities of practice and other forums Recognised sector-wide initiatives identified and implemented
Progress measures: Long-term	<ul style="list-style-type: none"> Working for Queensland (WfQ) survey responses Equity and diversity audit indicators 	<ul style="list-style-type: none"> WfQ survey responses Equity and diversity audit indicators 	<ul style="list-style-type: none"> WfQ survey responses Equity and diversity audit indicators 	<ul style="list-style-type: none"> Equal Employment Opportunity targets and data WfQ survey responses Equity and diversity audit indicators 	<ul style="list-style-type: none"> Equity and diversity audit indicators



Underpinning principles

Equity, diversity, respect, inclusion, cultural capability and cultural safety



Alignment

Activities within this plan align with objectives and actions from related strategies and plans including: Our People Strategy, Disability Service Plan, Reframing the Relationship Plan, Queensland Reconciliation Action Plan, Queensland Multicultural Action Plan, and the Queensland LGBTIQ+ Action Plan

