

Equity and Diversity Plan 2025-2028

Department of Women, Aboriginal and Torres Strait Islander Partnerships and Multiculturalism

Our commitment

The department is dedicated to advancing the Queensland Government’s commitment to reflect the diversity of the communities we serve, prioritising the recruitment and retention of a diverse workforce.

We embrace intersectionality and recognise we all have a role to play in creating a psychologically safe environment that enables our diverse workforce to flourish and bring their whole selves to work. We are committed to supporting individuals across a broad spectrum of cultural backgrounds, languages, religions, sexual orientations, gender identities, disability, neurotypes and lived experiences.

Our vision

Improve equity of access to opportunities for the Queenslanders we serve.

Our values

- ✓ **Excellence**
- ✓ **Innovation**
- ✓ **Diversity**
- ✓ **Accountability**



Our purpose

Work collaboratively, influence, and leverage opportunities to make a positive difference to social and economic outcomes.

Our human rights commitment

Our decision-making and actions will respect, protect and promote human rights as a cornerstone of a fair, just and inclusive society.

Our workforce diversity

Employee group	Actuals	Targets
	30 June 2025	PSC target
Aboriginal employees and Torres Strait Islander employees	27.39%	4%
Employees with disability	7.75%	12%
Culturally and linguistically diverse (CALD) employees: <ul style="list-style-type: none">CALD1 - Born overseas in an English speaking/non-English speaking country.CALD 2 - Speaks a language other than English at home.	11.37% 13.44%	12% 12%
Women	73.39%	-
Women in leadership – SO level or above	58.70%	50%

Alignment to other plans

- Actions and objectives align with:
- Queensland Inclusion and Diversity Strategy
 - Queensland Public Sector LGBTIQ+ Action Plan
 - Queensland Multicultural Action Plan
 - Queensland Reconciliation Action Plan
 - Queensland Women’s Strategy
 - Queensland LGBTQIA+ Strategy
 - Strategic Plan
 - Strategic Workforce Plan
 - Reframing the Relationship Plan
 - Disability Service Plan.

How we will get there

- Our People:**
Prioritise the safety, health, and wellbeing of our staff by investing in their learning and capability development. Actively engage with employees to amplify their voices, celebrate diversity, and create a supportive environment.
- Our Leadership:**
Demonstrate intentional and accountable leadership by embedding equity and diversity into decisions, policies, and practices. Empower underrepresented voices through active listening, model inclusive leadership, and cultivate a culture where everyone can thrive and contribute to shared success.

Our Culture:
Foster an inclusive, adaptable, and compassionate workplace that upholds cultural safety and integrity. Commit to respecting, protecting, and promoting the human rights of all Queenslanders.

Focus area	Goal	Actions
OUR PEOPLE – <i>our most valued asset</i>		
Strengthen attraction	Build the department’s reputation to attract and recruit diverse people that represent the community we serve	Develop and promote an Employee Value Proposition (EVP) that highlights the department’s commitment to inclusion, cultural safety and workforce diversity.
		Provide training for hiring managers and business support officers to foster inclusive, accessible, and culturally safe recruitment practices, including simplifying role descriptions to help candidates effectively showcase their skills and experiences.
		Apply targeted recruitment strategies in accordance with the Anti-Discrimination Act where appropriate for the role requirements.
		Enhance employment opportunities for people with disability and individuals from culturally and linguistically diverse (CALD) backgrounds by partnering with community organisations and employment services to promote job opportunities and to increase representation through inclusive recruitment pathways.
Retain a healthy and engaged workforce	Foster an inclusive environment where all employees feel valued and supported.	Share lived experiences of diversity and inclusion across our workforce.
		Support our workforce by offering reasonable adjustments, flexible work arrangements, knowledge-sharing initiatives, and open discussions on retirement planning, complemented by guidance materials to facilitate positive performance conversations.
		Create resources that support a person-centred approach to disability including reasonable adjustments to support employees flourish in the workplace.
		Create an environment of cultural safety where Aboriginal employees and Torres Strait Islander employees can thrive and be supported to progress their careers.
		Develop a communications and engagement strategy to encourage voluntary equity and diversity disclosure in Aurion ESS, with a focus on transparency and cultural sensitivity.
		Engage all employees and promote the adoption of positive performance management principles, ensuring regular discussions are conducted to support career development, enhance wellbeing, and cultivate a strong sense of belonging for everyone.
OUR LEADERS – <i>architects of culture and strategy</i>		
Inclusive leadership and cultural capability	Model behaviours that are aligned with our values	Leaders demonstrate commitment to equity and diversity through tangible actions in leadership practices, policies, recruitment processes, staff training, and community engagement.
		Leaders hold each other accountable for demonstrating inclusive and respectful behaviours in our interactions with colleagues and stakeholders.
		Leaders participate in, promote and prioritise diversity and equity events and training programs.
	Empower and support our people	Strengthen inclusivity by fostering a culturally safe workplace, promoting gender equity, and supporting diversity across age groups.
		Raise awareness of disability inclusion by ensuring accessibility and reducing stigma.
Build a safer and healthier workplace	Support employee mental health and wellbeing.	Embed inclusion and diversity principles, along with cultural capability training, into Performance and Development Agreements, emphasising support for under-represented groups and fostering cultural competence among all team members, especially those serving on panels.
		Develop and implement targeted initiatives for career progression and succession planning to strengthen leadership representation among women and diverse groups, including tailored leadership programs and peer mentoring opportunities designed for women from CALD backgrounds.
OUR CULTURE – <i>the DNA of our organisation</i>		
Build inclusive systems and workplace culture	People feel valued, safe and respected and bring their whole selves to work	Cultivate a culture of respectful dialogue, collaboration, and active participation across peers, managers, and leaders by leveraging networks and engagement activities, ensuring all voices are heard and valued while creating safe spaces for connection and consultation.
		Celebrate inclusion and recognise contributions, both formally and informally to foster a sense of belonging.
		Promote and support a variety of events and resources, which celebrate diversity and foster understanding, leveraging our departmental memberships with the Australian Disability Network (ADN) and the Diversity Council of Australia (DCA).
Build a safer and healthier workplace	Support employee mental health and wellbeing.	Implement and promote mental health and wellbeing programs that are inclusive and culturally responsive, fostering a workplace culture that supports psychological safety and open communication.
		Ensure zero tolerance for bullying, sexual harassment and discrimination.