Our vision is to become a workplace where inclusion drives every decision, every discussion, every day.

SAFE & INCLUSIVE WORKPLACE

Understand the non-inclusive and culturally unsafe experiences in our workplace and develop a roadmap for improvement.

- Explore the specific experiences of current employees with lived experience in our key marginalised groups.
- Align inclusion initiatives with Psychosocial Safety Codes of Practice methodologies and requirements.

Diversity, Inclusion & Belonging Strategy

Year 1 Action Plan 2024–2025

ATTRACT & RETAIN DIVERSE TALENT

Adapt policies and practices with an action-oriented focus on increasing diversity in our organisation.

- Review inclusive language and practices in recruitment including our job ads, methods and templates.
- Review remuneration (pay) data to identify and remedy pay gaps for our key marginalised groups.

DIVERSITY DATA GOVERNANCE

Develop clear data governance for the collection, storage and use of diversity-related personal data.

- Review existing policies and practices for the collection, storage and use of diversity-related personal data.
- Consult with employees to understand their expectations and experiences.

INCLUSIVE LEARNING PROGRAM

Design and deliver a program for all employees that educates, builds confidence and delivers capability.

- Develop purpose-anchored communications strategy that underpins vision statement.
- Review all learning and development programs to ensure integration of inclusive education principles and information.
- Update our Equal Opportunity & Inclusion Policy and deliver aligned education program.