BEING in DNRME

Diversity and Inclusion Strategy 2018–22

Strategic objective

Build a contemporary workforce that demonstrates high levels of expertise, innovation, collaboration and leadership to improve service quality and responsiveness to customers and communities.

Vision

All employees from every classification level are accountable to enable an inclusive workplace culture that values diversity and respect.

To attract, develop and retain a workforce which reflects the community it serves.

Our enabling strategies

This strategy aligns to DNRME's enabling strategies and has six levers which are underpinned by the department's guiding principles.

Our enabling strategies	Levers	Actions
Performance culture	Leadership accountability	• Visible commitment to champion and drive cultural change. • Active participation in and encouragement of working flexibly. • Challenge barriers to diversity and inclusion.
	Workplace culture	• Create a safe and respectful workplace environment that encourages people to identify as part of a diversity group. • Show initiative to develop and bring out the best in our employees. • Open our minds to different experiences and views. • Develop a workplace culture that supports flexible working and advances employee's careers whilst working flexibly.
Organisation and workforce capability	Capability development	• Develop capability under the fundamental principle of respect. • Build the capability pipeline at all levels with particular focus on females at AO6 and above classifications. • Our employees are supported in their careers through equal and accessible training and career opportunities.
	Attraction and retention	• Attract, select, develop and retain a positive representation of our targeted diversity groups. • Design our jobs to build better diversity at all levels to support diversity, inclusion and flexibility. • Using our workforce data to measure and monitor progress and to inform the development of strategies.
Engagement and communication	Awareness and engagement	• Increase awareness and understanding of workplace diversity and inclusion including organising/promoting events to celebrate our commitment. • Engage our employees to better understand the benefits of workplace diversity and inclusion, respect and working flexibly.
	Partnerships	• Support and strengthen our diversity networks and establish partnerships with government, industry, universities and the community.

Our workforce diversity commitments

Diversity Targets by 2022	Other focus areas
• Women in Senior Officer and Senior Executive Service roles – 50%. • Aboriginal and Torres Strait Islander peoples – 3%. • People with disability – 8%. • People from non-English speaking background 10%.	• LGBITQ+ • Youth (under 25). • Women on Boards – 50% representation by 2020.

Measuring our success

- Positive shift in Working for Queensland survey results.
- Equal opportunities in acting arrangements.
- Monitor and report on whole of government diversity commitments.

- Improved attraction and selection of diverse applicants in recruitment processes.
- Attendance at events and training sessions.
- Separation and other workforce data.

Queensland Government