



Proudly Me

Strategic Plan 2019-22

Aligning with our Being Me in DNRME Diversity and Inclusion Strategy objective to build a contemporary workforce that demonstrates high levels of expertise, innovation, collaboration and leadership to improve service quality and responsiveness to customers and

Mission To champion a safe, respectful and inclusive culture where LGBTIQ+ employees can proudly be me in DNRME

Vision A safe, respectful and inclusive DNRME **Values** Safety and Wellbeing | Respect | Inclusion

Strategic Objectives	Enabling Strategies	
Connect with DNRME We want to ensure the positive steps we take towards safety, respect and inclusion are reaching all DNRME employees, regardless of their location and working environment.	Sharing	We focus on sharing our stories, experiences and perspectives in a non-challenging way. This maximises our ability to engage with staff across all of DNRME. It enables staff to champion inclusion, safety and respect at all levels of the organisation. We also ensure our work responds to the needs and comfort-levels of all employees by diversifying our communication approach. We engage one-on-one, through events and by sharing internal and external resources.
Raise awareness and understanding We believe education, awareness and an understanding of individual perspectives and experiences is core to achieving our Mission.	Leveraging DNRME and whole of government initiatives	We maximise our achievements by connecting to whole-of-department and whole-of-government initiatives, like the Queensland Government LGBTIQ+ steering committee and network. We also connect with our colleagues in other departments, and outside government through our Pride in Diversity membership.
Support We want all LGBTIQ+ employees in DNRME to know they are supported at work.	Data and evidence	We draw on existing datasets, and actively work to expand our understanding of LGBTIQ+ inclusion in DNRME. This is critical to ensuring our initiatives are designed and delivered with maximum impact.
	Inclusive policy and practice	We work to ensure policies and practices include and support the needs of all DNRME employees, including those with diverse sexual orientations, gender identities and intersex variations. We look to everything from our recruitment collateral to our facilities and communication channels.
	Raising our profile	We see our role as part of the broader DNRME focus on diversity and inclusion. Delivering our work visibly and with pride is itself a step towards inclusion.

Performance Indicators	Long Term Goal
Positive shift in <ul style="list-style-type: none"> Working for Queensland survey results Australian Workplace Equality Index results Attendance at events Uptake of resources and communications 	To meet the best practice benchmark set by the Australian Workplace Equality Index (AWEI) for LGBTIQ+ workplace inclusion, across all sectors. We will know we have achieved this when we are identified as an employer of choice in the AWEI.

