



Inclusion, Diversity and Equity Strategy 2024-2029

Action Plan 1: CALD 2025 - 2026

Focus Area	Priority	Lead Area	Jul - Sept	Oct - Dec	Jan - Mar	Apr - Jun
1. A diverse & flourishing workforce	1.1 Investigate opportunity to, and partner with APSC to incorporate inclusion training in SES Orientation and other appropriate leadership programs	People Division				
	1.2 Increase ABF visibility of inclusion through Diversity Champion	Diversity Champions				
	1.3 Identify high potential CALD candidates for inclusion in the SES Talent Program (25% of intake) that includes stretch assignments (Secretary Board Action)	LDC				
2. Positive staff experience	2.1 Develop and implement a CALD specific Welcome Package to be included in staff on boarding	CALD Diversity Champion & Network				
	2.2 Create a CALD Hub to communicate and celebrate cultural events including relevant agency CALD contacts	CALD Diversity Champion & Network				
3. Inclusive work processes, policy & systems	3.1 Develop a SES recruitment process that mirrors the culturally-informed interview strategies used for the SES100 (Secretary Board Action)	People Division				
	3.2 Incorporate inclusive recruitment requirements into the revised Selection Panel training	People Division				
	3.3 Establish a sponsorship program for CALD EL2 staff (APS CALD Champions Workshop Idea)	CALD Diversity Champion & Network				
4. Improved diversity and inclusion capability	4.1 Deliver inclusion training as a component of the current EL Leadership program	People Division				
	4.2 Leverage the existing agency Mentoring Program by ensuring 25% of participants and mentors are CALD	CALD Network in collaboration with People Division				
5. Good governance	5.1 Include CALD reporting requirements for all internal and external SES recruitment (Secretary Board Action)	CALD Diversity Champion & People Division				
	5.2 Prepare and present CALD specific reporting bi-annually to the SLC	CALD Diversity Champion & Network				
	5.3 Engage with multicultural community groups and providers	CALD Network				
	5.4 Support the Talent Council to create a standalone list of high potential CALD candidates and focus on developing the pipeline of CALD talent for SES Band 3 roles in 2025-26. (Secretary Board Action)	SLC				

Success measures

1. A diverse and flourishing workforce	2. Positive staff experience	3. Inclusive work processes, policy, and systems	4. Improved diversity and inclusion capability	5. Good governance
<ul style="list-style-type: none">Progress achieved for 24% CALD SES by 2030 including:<ul style="list-style-type: none">2025 - 9% - 17 SES (Achieved)2026 - 12% - 21 SES2027 - 15% - 26 SES2028 - 18% - 31 SES2029 - 21% - 37 SES2030 - 24% - 42 SESIncreased number of ABF staff self identifying as CALDFemale CALD Diversity Champion in place25% of CALD SES completed the SES Talent Program & stretch project presented to SLC	<ul style="list-style-type: none">Selection Delegate/ Chairs providing successful CALD candidates with Welcome Package as part of on boardingCALD Hub being used and increasing in number of hits on those accessing the informationCALD Contact supporting cultural events	<ul style="list-style-type: none">SES Recruitment Panels are using culturally informed interview methods similar to SES100All Selection Panel members compliant with multicultural awareness and unconscious bias trainingCALD EL2 Pipeline numbers increasing50% of CALD EL2 participating in Sponsorship program	<ul style="list-style-type: none">All SES completed anti-racism training50% of EL staff completed anti-racism training	<ul style="list-style-type: none">External SES Recruitment provider contracts include requirements to capture CALD dataInternal SES Unit capturing CALD dataDiversity Champion provided bi-annual report on CALD to SLC by May 2026Diversity Network has established a process to connect with a range of multicultural community groups and providers and sharing relevant information

CALD Vision

Home Affairs demonstrates authentic, inspiring leadership that embeds inclusion and cultural diversity as we continue to value, respect and celebrate difference.

