

Inclusion, Diversity, and Equity Strategy 2024-2029



OUR VISION

We are an employer of choice.

Our workforce culture is **inclusive**, **respectful**, and **inspires connection** and **belonging**.

We attract and retain a diverse workforce representative of the Australian community.

OUR GOALS

- 1. Increase workforce diversity to ensure we have a workforce that represents, understands, and best serves the Australian community
- 2. Embed a culture of inclusion
- 3. Identify and break down systemic barriers to full inclusion

OBJECTIVE

We will support and grow our diverse workforce and build a more inclusive workplace through our diversity action plans, Respectful Workplace Plan, and ABF Inclusion and Belonging Approach.

OUR COMMITMENT TO APS EMPLOYMENT TARGETS

Home Affairs is committed to assisting the APS to achieve diversity targets set out in the <u>Commonwealth Aboriginal and Torres Strait Islander Workforce Strategy 2020-2024</u>, <u>APS Disability Employment Strategy 2020-2025</u>, and APS CALD Strategy and Action Plan.

OUR FOCUS AREAS



A diverse and flourishing workforce

Our workforce is reflective of the Australian community, and staff can contribute to their full potential through challenging work and professional development



Positive staff experience

Our staff and leaders foster collaboration and contribution, and value diversity. Our workplace is accessible, physically and psychologically safe, and free from racism, harassment, discrimination, and bias. Staff feel safe to be their full selves at work



Inclusive work processes, policy, and systems

We address and remove barriers in our processes, policies, and systems to support inclusion. Our policies are modern, use inclusive language, and consider the diverse needs and social identities of our staff



Improved diversity and inclusion capability

We continue to invest and grow awareness and understanding of diversity and inclusion, including cultural capability and integrity. Our leaders confidently support and promote our diversity and inclusion agenda

Home Affairs



Good governance

We will strengthen our governance, monitoring, and reporting process for our diversity and inclusion work program

Our Pillars	Our Pillars Our Action Plans		representation			
First Nations	>	Reconciliation Action Plan 2023-26		Aboriginal and Torres Strait Islander (APS 4 to EL2)	1.8%	
				Aboriginal and Torres Strait Islander (SES)	1.9%	
Disability	>	Disability – Accessibility and Inclusion Action Plan 2021-25		Staff with disability (*8% in 2024 Census Highlights Report)	*2.6%	
Culturally and Linguistically diverse	>	CALD Action Plan – In development		CALD (SES)	4%	
				CALD (non-English speaking background)	21.4%	
S Gender Equality	>	Gender Equality Action Plan 2021- 26		Gender Equality (*are female)	*52.9%	
LGBTIQ+	>	LGBTIQ+ Action Plan 2024-2026		LGBTIQ+	3.2%	*Data obtained from internal HR system