



# Diversity and inclusion

Implementation Date: 14/04/2020  
Version: 1.2

## Audience

This policy applies to all employees of the Department of Education (the department).

## Purpose

This policy outlines the department's commitment to providing a workplace that embraces workplace diversity and inclusion.

## Policy statement

The department supports its employees by building an inclusive, culturally capable and diverse workforce that reflects the Queensland communities we serve and the Queensland Public Service values.

This policy is supported by the department's Diversity and Inclusion Framework "We All Belong" and the goal of creating an inclusive culture that promotes the performance and wellbeing of our employees irrespective of family responsibilities, marital status, age, disability, race, religion, political beliefs, trade union activity, gender identity or sexuality.

The department is committed to eliminating unlawful discrimination, workplace bullying, sexual harassment and victimisation through modelling inclusive leadership, and promoting an inclusive and respectful workplace culture. This policy is supported by the [Preventing workplace bullying, sexual harassment and unlawful discrimination policy](#).

## Principles

- **The department values diversity and inclusion as a key people management priority.** Embracing a workplace culture of diversity and inclusion is not only the right thing to do; it enables employees to feel safe and valued; leading to greater employee engagement, satisfaction, innovation and productivity.
- **Our employees are able to participate fully and be the best they can be.** We embrace the unique diversity, skills and qualities of our employees to assist us in developing a safe, equitable, culturally appropriate and inclusive working environment. We strive for excellence, for inclusive workplaces and to be an 'employer of choice' across Queensland.
- **Our employees are treated fairly and with respect.** We treat everyone fairly and equitably and we acknowledge our employees have a wealth of knowledge, skills and capabilities. We consistently



demonstrate appropriate workplace behaviours; we listen, engage, and understand our employees and respond appropriately to their individual needs and changing circumstances.

- **We are all responsible for workplace diversity and inclusion.** The building and modelling of positive, respectful and inclusive behaviour, and the valuing of diversity and diversity of opinions within our workforce is vital to ensuring a constructive workplace culture. Workplace diversity and inclusion is everybody's responsibility and all employees should understand and be committed to the role they play. All employees are encouraged to undertake the department's [Diversity training module](#) (DoE employees only), which provides awareness of the diversity of the workforce.
- **We are accountable and monitor and measure performance.** Executives are accountable for diversity and inclusion outcomes through the Executive Performance and Development Framework. Managers and leaders will demonstrate commitment to achieving outcomes through promoting and reinforcing positive inclusive behaviours and through workplace diversity inclusion reporting. Workforce measures for diversity and inclusion are reported bi-annually through the department's Workforce Profile, Diversity and Inclusion section.

## Requirements

### All employees

- Respect individual differences and treat all people with dignity.
- Contribute to the creation of an inclusive workplace environment that values and utilises the input of people with diverse backgrounds, experiences and perspectives.
- Be aware of all employees' responsibilities under the [Preventing workplace bullying, sexual harassment and unlawful discrimination policy](#), and how they relate to the principles of diversity and inclusion.

### Additional requirements for Managers, Principals and Supervisors

- Build on existing approaches, to foster diversity of thinking, and a deep appreciation of understanding and serving a diverse community.
- Demonstrate inclusive leadership practices and model constructive workplace behaviours that promote diversity and inclusion practices.
- Communicate the importance of diversity and inclusion in the workplace, and promote appropriate standards of conduct at all times.
- Apply ethical decision-making in circumstances related to employment and diversity and inclusion targets.

### Additional requirements for Executives

- Champion, lead and promote inclusion and diversity through inclusive leadership and modelling behaviours.
- Drive performance by creating a strong and dynamic working environment that effectively accesses the potential of all employees.
- Consult and adopt contemporary approaches to inclusion and diversity issues in policies, practices and systems that support our employees and better reflect the community we operate in.

- Know, validate and promote statistical information associated with diversity and inclusion within the department.

## Definitions

<b>Diversity</b>	<p>Diversity includes characteristics such as age, ethnicity, gender, intellectual and/or physical ability, cultural background, sexual orientation, gender identity, or intersex status.</p> <p>Diversity also refers to less visible aspects, such as education, socioeconomic background, faith, marital status, family responsibilities, thinking styles, experience and work styles.</p>
<b>Employee</b>	Any person employed by the department to work in a state educational facility or corporate support role in a permanent, temporary, casual, or contractual capacity.
<b>Executive Performance and Development Framework</b>	<p>Executives and Senior Officers discuss and plan performance priorities for the year ahead, taking into account the performance objectives, standards and data sources included in the Director General's Performance Agreement.</p> <p>Executives and Senior Officers share their performance objectives in their Executive Performance and Development Agreement with their teams.</p>
<b>Inclusion</b>	Inclusion is the way an organisation's culture, values, workplaces and behaviours make a person feel valued, included and able to participate fully. It relates to a work environment where all people are treated fairly and respectfully, with equality of opportunity.

## Legislation

- [Anti-Discrimination Act 1991 \(Qld\)](#)
- [Australian Human Rights Commission Act 1986 \(Cwlth\)](#)
- [Disability Discrimination Act 1992 \(Cwlth\)](#)
- [Disability Services Act 2006 \(Qld\)](#)
- [Human Rights Act 2019 \(Qld\)](#)
- [Industrial Relations Act 2016 \(Qld\)](#)
- [Multicultural Recognition Act 2016 \(Qld\)](#)
- [Public Sector Ethics Act 1994 \(Qld\)](#)
- [Public Service Act 2008 \(Qld\)](#)
- [Racial Discrimination Act 1975 \(Cwlth\)](#)
- [Sex Discrimination Act 1984 \(Cwlth\)](#)
- [Work Health and Safety Act 2011 \(Qld\)](#)
- [Workplace Gender Equality Act 2012 \(Cwlth\)](#)

## Delegations/Authorisations

- Nil

## Related policies

- [Preventing workplace bullying, sexual harassment and unlawful discrimination](#)
- [Department of Education: Standard of Practice](#)
- [The Code of Conduct for the Queensland Public Service](#)

## Related procedures

- [Reasonable adjustments](#)

## Guidelines

- Nil

## Supporting information/websites

- Diversity and inclusion framework "[We All Belong](#)" (DoE employees only)
- [Proud at work LGBTIQ+ inclusion strategy](#) (DoE employees only)
- [Inclusion and diversity commitment](#)
- [Gender equity strategy](#)
- [Aboriginal and Torres Strait Islander Economic Participation Framework](#)
- [Multicultural Policy and Action Plan](#)
- [Aboriginal and Torres Strait Islander Cultural Capability Framework](#)
- [Disability Service Plans](#)
- [Aboriginal and Torres Strait Islander people](#)
- [People with impairment \(disability\)](#)
- [Culturally and linguistically diverse groups](#)
- [Young people](#)
- [Older people](#)
- [LGBTIQ+](#)

## Contact

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01/02/2022

## Superseded versions

*Previous seven years shown. Minor version updates not included.*

1.0 Diversity and Inclusion

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