



Department of Education and Training Diversity Strategy 2014-2016

Our commitment: a workforce that reflects the diversity of the Australian community. We value the skills differences and diversity of our people. We recognise that harnessing employees' skills and experiences increases innovation and improves our understanding of, and service to, our clients. We celebrate our success and learn from our experiences.

Success through diversity and inclusion

- A diverse workforce is a smarter workforce. We have a diverse workforce; it's how we harness the benefits of this that contributes to our success.
- Our focus on harnessing the benefits of a diverse and inclusive workforce reflects our commitment to create an inclusive environment where diversity is integrated into every aspect of our work and is part of our daily decision making.
- This Strategy sets our direction and priorities to 2016, with the aim of building a truly diverse and inclusive workforce. It provides a framework to support, encourage and value individuals to be their best in the workplace. The department and its people will benefit from the collective achievements of individuals to deliver our priorities, and the productivity that flows from an engaged workforce.

Priorities



What we do and why

- Diversity is an asset; we want our people to thrive in the workplace and contribute at their full potential. This is an important part of growing our organisation and continuing to have skilled and engaged employees so we can support all people in Australia through high quality education and training.
- This strategy provides a holistic approach to integrating diversity in our day-to-day thinking across all areas that creates an environment where diversity – including thought – is a given.
- Our workforce plan addresses how we support and promote inclusion for the diverse groups across our workforce.
- We will benefit from a smarter workforce through the successful utilisation of diverse thinking and decision-making styles.
- The focus on inclusion in this strategy will ensure sustainability into the future. Our capacity to sustain a strong workforce now and into the future is a key challenge facing the organisation. Recognising the value of a diverse workforce, maximising the contribution of all our people and creating an inclusive environment that harnesses the diverse range of views, knowledge and experience will assist us to meet this challenge.

How we will achieve our goals

We will ensure an awareness and understanding of workplace diversity, building an inclusive workplace, and harnessing its benefits to both the organisation and the individual. We will:

- model the APS Values and Employment Principles and demonstrate leadership
- know our workforce and plan for the future
- be an employer of choice to recruit the best people
- build the capability of our people
- harness the diversity of our workforce
- facilitate collaboration through inclusion
- ensure our strategies and policies provide flexibility, and a supportive and inclusive workplace.



Key Deliverables: 2014 – 2016

- Workforce Plan
- Disability Employee Network
- Disability Action Plan
- Reasonable Adjustment Policy
- Multicultural Action Plan
- Aboriginal and Torres Strait Islander Network
- Identified Positions Policy
- Aboriginal and Torres Strait Islander Recruitment, Retention and Career Development Plan
- Everything we do is underpinned by our Indigenous Business is Everyone's Business Framework