



DIVERSITY & INCLUSION STRATEGY 2016 - 2020

STRENGTHENING CAPABILITY THROUGH DIVERSITY

Vision 2020 DRIVERS

- Service Delivery
- Reform & Innovation
- Collaboration & Cooperation
- Resilience & Flexibility
- Red Tape Reduction
- Communication

Guiding PRINCIPLES

- Innovation
- Confidence
- Inspiration
- Engagement
- Satisfaction

REPORTING

- Annual Report
- Service Business Plans
- Executive KPIs
- Manager & Supervisor KPIs
- Individuals



This is a four year Strategy under Vision 2020 focussing on the six themes of:

- CULTURE**
 - Effect sustainable cultural change
 - Foster and celebrate the diversity of our people
- COMMUNITY REPRESENTATION**
 - Provide a supportive and inclusive environment
 - Be representative of the community we serve
- COMMUNITY ENGAGEMENT**
 - Support and include the community
 - Be agile and flexible in responding to community needs
- FLEXIBILITY**
 - Provide our people with flexible career models
 - Respond to the 'ages and stages' of our people
- CAREER MANAGEMENT AND DEVELOPMENT**
 - Support our people to reach their full potential
 - Provide career management and development that is truly based on merit
- GOVERNANCE AND DECISION MAKING**
 - Ensure transparency and accountability in implementing this Strategy
 - Provide our people and community with regular feedback

2016 - 2017		2017 - 2020	
PHASE 01	REVIEW Undertake an Agency-wide review of existing policies, procedures, practices, legislation, behaviours, etc.	PHASE 02	IMPLEMENT Identify key stakeholders to develop projects to implement the recommendations of Phase 1.
		PHASE 03	MONITOR Monitor the progress of projects against KPIs and provide regular feedback to our people and community.