

diversity and inclusion

Plan 2019-20

PURPOSE

BACKGROUND

This South Australian Public Sector **Diversity and Inclusion Plan** (D&I Plan) is designed to support the delivery of the South Australian (SA) Public Sector Diversity and Inclusion Strategy 2019-21 (D&I Strategy) and its vision to ensure:

A diverse, inclusive and safe public sector where everyone **belongs**.

D&I underpins our ability to create a contemporary and innovative public sector which can continue to improve our services to meet the needs of the community and the overall impact of our programs. This plan supports the D&I Strategy which outlines our vision, three priority areas, our D&I principles and the focus diversity streams. These are people focused and are aligned with our Public Sector Values, the Code of Ethics and the *Public Sector Act 2009*.



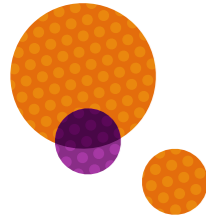
Government of
South Australia

PRIORITIES

Our three priority areas are:

- **Reflect the diverse community that the public sector serves**
- **Build diversity and inclusion knowledge and capability**
- **Be accountable for diversity and inclusion.**

The plan aims to support the following focus diversity streams: Gender, LGBTIQ+, Disability, Aboriginal People, Cultural & Linguistically Diverse and Age. This plan has been shaped by South Australian Public Sector employee insights and experiences from the sector-wide I WORK FOR SA - Your Voice Survey. It outlines the existing initiatives underway across the public sector as well as 10 new actions which will build on these initiatives.



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New initiatives that align to the Diversity and Inclusion strategy

	What will we do?	Who is leading?	Which diversity stream does it focus on?	By when?	How will we track progress?
Our priority: REFLECT THE DIVERSE COMMUNITY THAT THE PUBLIC SECTOR SERVES					
1	Agencies to develop an agency-specific strategy or align existing strategies/plans including associated measures to the SA Public Sector D&I Strategy	All public sector agencies	All diversity streams – all public sector employees	October 2020	Strategies in place and a copy of agency strategy to be provided to Office of the Commissioner for Public Sector Employment (OCPSE)
2	Development of an SA Public Sector Disability Employment Strategy, resources and toolkit for employees and agencies	OCPSE	People living with disability	June 2020	Strategy, online resources and toolkit available for use
3	Continuing agency-level gender equality initiatives to achieve and maintain a representation of women in executive roles that reflects the community we serve	All public sector agencies	Gender	June 2020	Workforce information collection reporting
Our priority: BUILD DIVERSITY AND INCLUSION KNOWLEDGE AND CAPABILITY					
4	Establish an across government Diversity and Inclusion Community of Practice	OCPSE	All diversity streams – all public sector employees	February 2020	Community of Practice established and outcomes reported to Strategic Committee and broader audience
5	Defining and communicating best practice approaches to flexible working arrangements and supports for working parents/carers in business processes	OCPSE in collaboration with SA Equal Opportunity Commission and public sector agencies	All diversity streams – all public sector employees	October 2020	Flexible working arrangement qualitative data
6	Undertake research into feasibility of an across sector LGBTIQ+ allies program	OCPSE in liaison with the Department of Human Services	LGBTIQ+	May 2020	Options analysis report for an across sector program prepared
7	Undertake research into feasibility for cross-sector D&I training and cultural awareness programs	OCPSE in liaison with agencies	All diversity streams – all public sector employees	March 2020	Options analysis report prepared
8	Develop an across sector portal or knowledge centre for D&I knowledge and information sharing across the SA Public Sector	OCPSE	All diversity streams – all public sector employees	December 2019	Across sector portal/knowledge centre available
9	Increase awareness and understanding of how to create inclusive workplaces	OCPSE	All diversity streams – all public sector employees	June 2020	Information and resources made available. Incorporation into leadership training.
Our priority: BE ACCOUNTABLE FOR DIVERSITY AND INCLUSION					
10	Establish an across government diversity and inclusion Strategic Committee responsible for oversight of D&I strategy implementation cross the SA Public Sector	OCPSE	All diversity streams – all public sector employees	February 2020	Committee established, commences meeting, commences reporting

Existing initiatives underway across the SA Public Sector that align to the D&I Strategy include:

- **Inclusive SA: State Disability Inclusion Plan 2019-2023** – as part of the new *Disability Inclusion Act 2018*, the first State Disability Inclusion Plan is designed to bring State Government agencies and local councils together to reduce the barriers faced by people living with disability and improve access and inclusion for people with disability.
- **Disability Access and Inclusion Plans (DAIP)** – as part of the new *Disability Inclusion Act 2018*, all State authorities are required to create and implement DAIPs, reporting on them annually from 31 October 2020 and reviewing them every four years. A DAIP is an active plan to improve access and participation for people with disability.
- **Aboriginal Affairs Action Plan 2019-20** and the proposed **South Australian Government Reconciliation Action Plan** – these are plans that strive for a culturally-safe State for Aboriginal people and communities by focusing on positive celebration of Aboriginal cultures, while also addressing the needs of Aboriginal people through policy and program improvement.

Existing initiatives that align to one of the three priority areas include:

REFLECT THE DIVERSE COMMUNITY THAT THE PUBLIC SECTOR SERVES
Connecting Aboriginal job seekers to employment opportunities in the SA Public Sector through the Aboriginal Employment Register
Placing and supporting 100 Aboriginal people into two-year traineeships followed by ongoing employment (Aboriginal Affairs Action Plan 2019-20)
Providing a tailored pre-employment program and mentoring support for Aboriginal trainees
BUILD DIVERSITY AND INCLUSION KNOWLEDGE AND CAPABILITY
Improve awareness and understanding of best practice recruitment processes and the impact of bias through implementation of the I WORK FOR SA – Your Voice Survey, South Australian Public Sector Action Plan 2019-20: Project 7 - Best practice recruitment and associated initiatives
Public sector agency participation in the Workplace Equality Respect (WER) Project
Provision of a safety framework for cultural diversity
Provision of a Mentally Health Workplaces Framework and toolkit across the SA Public Sector
Delivery of Disability Awareness Training for public sector hiring managers/human resource professionals
Roll out of mental health first aid training across public sector agencies
BE ACCOUNTABLE FOR DIVERSITY AND INCLUSION
Develop a strategy to enable gender equality reporting for whole-of-government that is consistent with the Workplace Gender Equality Agency (WGEA) gender data reporting