

# Equity and Diversity Plan

## Acknowledgement of Country

The Department of Education acknowledges the traditional custodians of the lands from across Queensland and pays respect to the Elders – past and present – for they hold the memories, traditions and culture of Aboriginal peoples and Torres Strait Islander peoples across the state.



The *Landscape of Learning* is a custom embodied design for the Queensland Department of Education and was produced in collaboration through a co-design process with Iscariot Media (IM) in 2022.

## Message from the Director-General

The diversity of our staff, students and school communities is our greatest strength. The Equity and Diversity Plan (the plan) focuses on fostering equitable, inclusive and culturally safe workplaces to attract and retain a diverse workforce. This is a vital part of driving equity and excellence across all Queensland state schools. As individuals and collectively, we all have a critical role to act equitably and inclusively in our everyday work, contributing to an improved sense of safety and belonging so everyone can bring their true self to work. We realise it is a continuous learning process that builds over time.

Our plan embraces the existing [We All Belong workplace inclusion and diversity framework \(PDF, 4MB\)](#) with the following 5 workforce strategies and actions delivered over a 3 to 4-year period. It outlines the transformative actions to adopt and embed equitable, inclusive and culturally safe practices, policies, standards, systems, and communication at all levels.

Equity and inclusion are the foundations for a high-performing and diverse workforce that reflects the students and communities we serve, and will support the department in realising our 2022-2026 diversity targets for women in leadership (60%), Aboriginal peoples and Torres Strait Islander peoples (4%), people living with disability (12%), and culturally and linguistically diverse people (12%).

**Michael De'Ath**  
Director-General, Department of Education

## weallbelong

embracing workplace inclusion and diversity

### Able

#### Valuing talent in all abilities

The [Able. Valuing talent in all abilities workforce strategy 2019-2022 \(PDF, 547KB\)](#) reflects the department's commitment to ensure people of all abilities can participate fully in all aspects and pathways of employment.  
Co-design of the second workforce strategy is planned for late 2023 for launch in 2024.

### Aboriginal and Torres Strait Islander

#### Strong, connected, valued and respected

The department's [Aboriginal and Torres Strait Islander workforce strategy 2019-2021 \(PDF, 755KB\)](#) was released in National Reconciliation Week 2020. Co-design of our next workforce strategy 2023-2026 is underway.  
This aligns with the department's [Commitment Statement to Aboriginal Peoples and Torres Strait Islander Peoples \(PDF, 8.4MB\)](#), and the [Aboriginal and Torres Strait Islander Cultural Capability Framework \(PDF, 617KB\)](#).

### Many Cultures

#### One workforce. Working together.

Launched in August 2020, the [Many Cultures workforce strategy \(PDF, 649KB\)](#) recognises that celebrating difference and leveraging the diverse knowledge, skills and experience of our multicultural workforce is critical to maximising our organisation's potential and being an employer of choice.

### Pathways to Parity

#### Accelerating the path to gender equity

The [Pathways to Parity Workforce Strategy 2023-2026 \(PDF, 1017KB\)](#) was launched by the department in June 2023 as a result of the past 2 Gender Equity Audit Reports and in conjunction with an evaluation of the implementation of the previous strategy.

### Proud at Work

#### Including and supporting LGBTQ+ staff

The [Proud at Work workforce strategy 2022-2024 \(PDF, 369KB\)](#) was released in May 2022. This updated strategy reflects on the achievements of the previous strategy, while focusing on areas for growth to improve inclusion of our LGBTQ+ workforce.