

Workforce Diversity Census

Your diversity is our strength!

A workforce that reflects the diversity of our students and school communities supports the [Equity and Excellence: realising the potential of every student](#) (PDF, 11.4MB) vision of a progressive, high performing education system.

As an employee, you bring unique experiences and perspectives that inform our systems and offer insights into the diverse needs of students.

By participating in the Workforce Diversity Census (WDC), you help us understand the diversity of our workforce. This information shapes the [Equity and Diversity Plan](#) (PDF, 3.7MB), ensuring our schools and workplaces are welcoming and inclusive for everyone.

We invite you to share information about your diversity, noting that all information is confidential and protected.

Privacy

This form has been issued by the Public Sector Commission to assist in the collation of workforce diversity data between Queensland public sector agencies, consistent with the [Public Sector Act 2022 \(PS Act\)](#). It includes minimum requirements.

You can be confident that your information will be used in accordance with the [Information Privacy Act 2009](#), that the department is bound by. The information you provide will be used for statistical purposes only and no information identifying you personally will be disclosed to any agency or person.

If you provide this information via a paper-based form, authorised officers will have access to the information you provide for the purposes of data entry only. Your completed form will be confidentially destroyed once the data has been entered.

Your data, once on file, is only accessible by appropriately authorised officers within the department.



CONFIDENTIAL

Human Resources – Workforce Analytics & Reporting (Census)

Reply Paid 15033

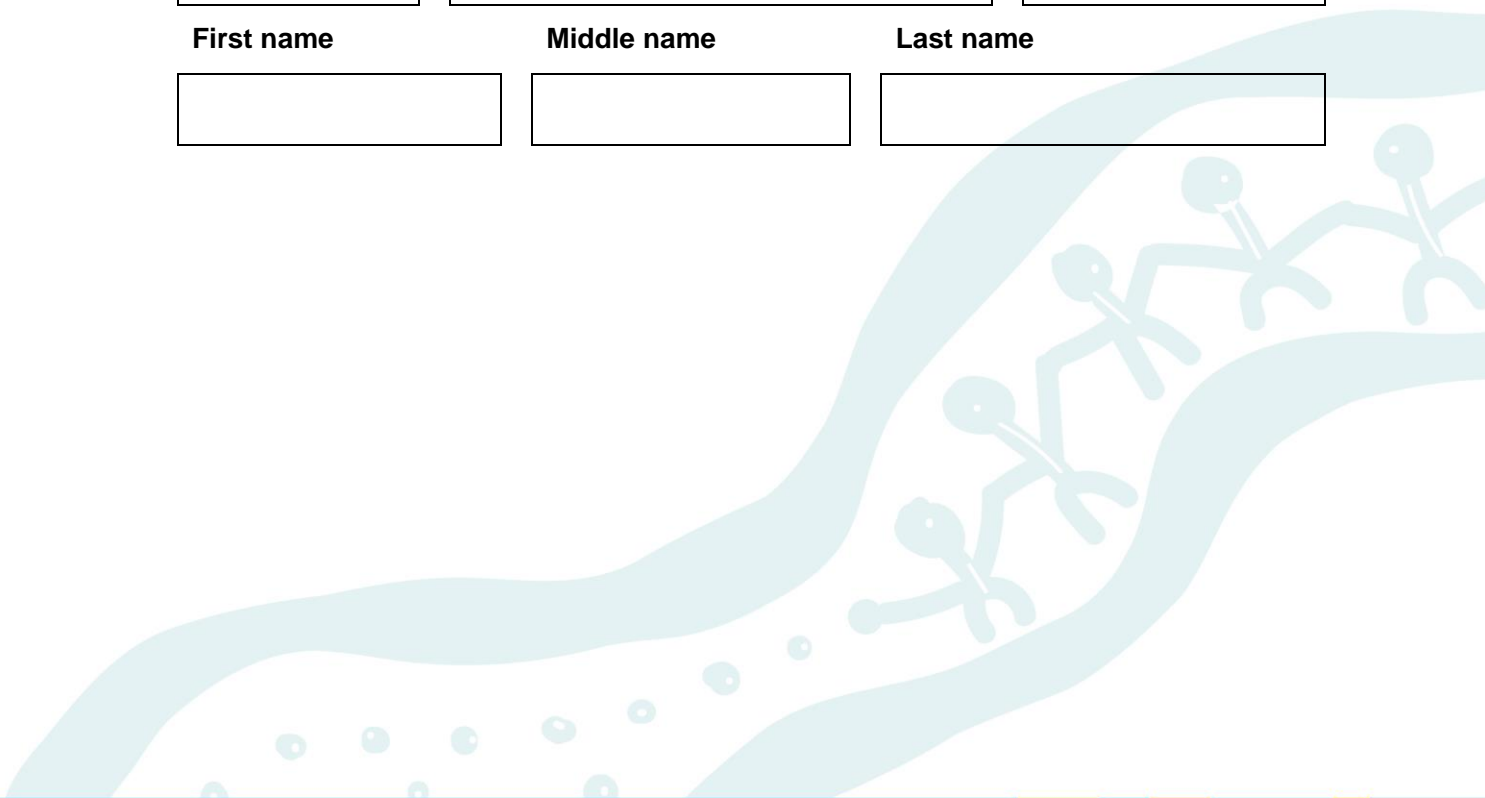
CITY EAST QLD 4002

Employees wishing to update their WDC record can complete the paper-based census form at any time. Please return your completed WDC form to the address above (no stamp is required).

Section A – Employee details

This section captures minimum required employee information and allows confirmation that employees have been given the opportunity to complete this form. If employees do not complete this section, agencies will need to continue to request this information until provided by employees.

Payroll number	School/ Work unit	Agency
<input type="text"/>	<input type="text"/>	Department of Education
First name	Middle name	Last name
<input type="text"/>	<input type="text"/>	<input type="text"/>



Section B – Diversity (please select one response per question)

Gender identity

Question 1: Which of the following best describes your gender identity?

Gender and sex, although historically used interchangeably, are not the same. This question asks about your gender identity, which is a social and cultural concept. It is about social and cultural differences in identity, expression and experience as a man, woman or non-binary person. Non-binary is an umbrella term describing gender identities that are not exclusively man or woman.

Please select one box only.

- ☐ Man
- ☐ Woman
- ☐ Non-binary
- ☐ I do not wish to answer this question

Aboriginal peoples and Torres Strait Islander peoples

Question 2: Are you an Aboriginal person or Torres Strait Islander person?

An Aboriginal or Torres Strait Islander person is a person of Aboriginal or Torres Strait Islander descent and who identifies as such and is accepted as such by the Aboriginal or Torres Strait Islander people in the community in which they live, or have lived.

Aboriginal peoples and Torres Strait Islander peoples are the First Peoples of Australia.

Please select one box only.

- ☐ Yes, I am an Aboriginal person
- ☐ Yes, I am a Torres Strait Islander person
- ☐ Yes, I am both an Aboriginal and Torres Strait Islander person
- ☐ No, I am not an Aboriginal person or a Torres Strait Islander person
- ☐ I do not wish to answer this question

*Note: an employee may identify as an Aboriginal person, Torres Strait Islander person and an Australian South Sea Islander person through their answers to Question 2 and Question 3.

Australian South Sea Islander peoples

Question 3: Are you an Australian South Sea Islander person?

Australian South Sea Islander people are the direct descendants of South Sea Islanders brought to Australia between 1863 and 1904 to work as indentured labourers.

Please select one box only.

- ☐ Yes, I am an Australian South Sea Islander person
- ☐ No, I am not an Australian South Sea Islander person
- ☐ I do not wish to answer this question

People with disability

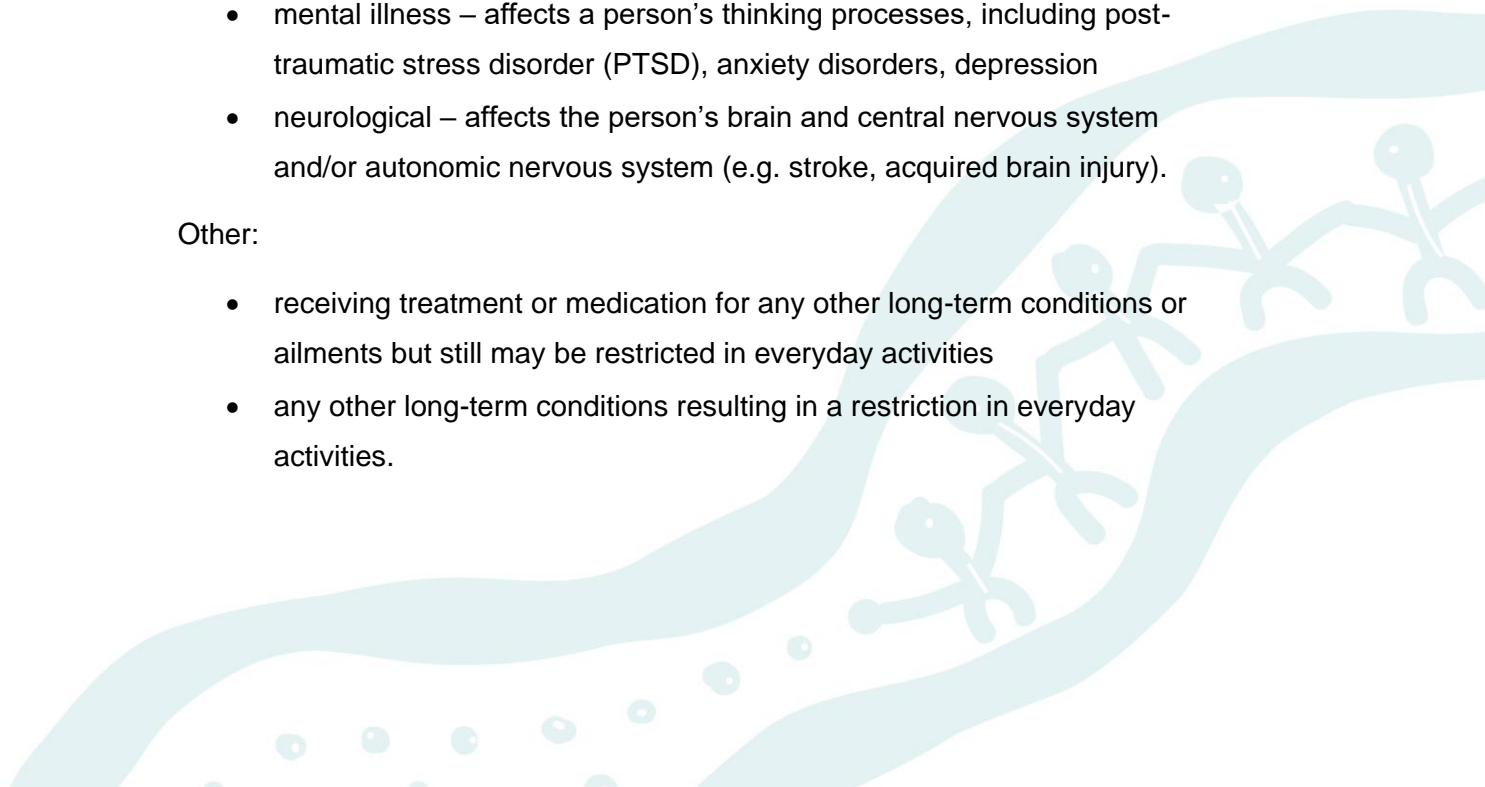
Question 4: Do you have a disability?

A person has disability if they have a limitation, restriction or impairment which has lasted, or is likely to last, for at least six months and may restrict everyday activities. There are different kinds of disability, usually resulting from accidents, illness, or genetic disorders, and may include:

- physical – affects a person's mobility, dexterity, stamina/fatigue, speech
- sensory – affects a person's ability to hear, see, touch, smell or concentrate
- intellectual – affects a person's abilities to learn
- mental illness – affects a person's thinking processes, including post-traumatic stress disorder (PTSD), anxiety disorders, depression
- neurological – affects the person's brain and central nervous system and/or autonomic nervous system (e.g. stroke, acquired brain injury).

Other:

- receiving treatment or medication for any other long-term conditions or ailments but still may be restricted in everyday activities
- any other long-term conditions resulting in a restriction in everyday activities.



Based on this definition, do you live with disability?

Please select one box only.

- ☐ Yes
- ☐ No
- ☐ I do not wish to answer this question

Culturally and linguistically diverse people

Culturally and linguistically diverse (CALD) people are defined as any person who identify as all, or any of the following:

- born overseas, including English-speaking countries
- speak a language at home besides English (includes Aboriginal, Torres Strait Islander or Australian South Sea Islander languages).

Question 5: In which country were you born?

Please select one box only.

- ☐ Born in Australia
- ☐ Born overseas in a mainly English-speaking country, including but not limited to: New Zealand, United Kingdom, Ireland, Canada, United States of America and South Africa
- ☐ Born overseas in a mainly non-English speaking country
- ☐ I do not wish to answer this question

Question 6: Do you speak a language other than English at home? This includes Aboriginal, Torres Strait Islander or Australian South Sea Islander languages.

Please select one box only.

- ☐ Yes, I speak a language other than English at home
- ☐ No
- ☐ I do not wish to answer this question

