



we all belong

embracing workplace inclusion and diversity

Our framework



Everyone benefits from inclusion and diversity

Our commitment to creating inclusive and diverse workplaces, where we all belong, is vital to delivering our department's vision of every student succeeding. Students who are understood and have role models like them have the best chance of succeeding. Our students can't be what they can't see. We recognise that an inclusive, diverse and culturally capable workforce is essential to successful education services.

Diversity is a fact. Inclusion is a choice. We all play a role in creating inclusive workplaces by:

- including, valuing, respecting and empowering others
- welcoming diversity of thought, background and experience

When we feel valued for our diversity, safe to bring our true self to work, and supported in our roles, everyone benefits.



As an Aboriginal and South Sea Islander mother, I want my boys to grow up strong and proud in their culture.

As an employee, I look forward to conversations and yarning circles being valued and encouraged to help us truly learn collectively and holistically.

Inclusion and diversity are vital to our success

Valuing difference among our staff makes us stronger and more connected with the students, community and customers we serve by understanding and meeting their diverse needs.

An inclusive and diverse workforce is vital to our success as it builds:

- performance
- wellbeing
- innovation
- attraction and retention of talent
- quality leadership

As a Queenslander, I want people to feel proud of who they are and to know they're not just valued but are valuable.

As an employee, I want everyone to have the confidence to be the best version of themselves and to let others know what they need to succeed.



My future is your future and our future

The children and young people of Queensland deserve a world-class education system that meets the demands of an increasingly complex and changing world and enables our diverse communities to connect.

At the heart of this transformation are our staff.

In order to have high-performing and empowered staff that meet the needs of students with difference, we need to make sure everyone is treated fairly.

We are creating inclusive work environments for staff by driving sustainable and systemic change in the way we do things, including: leadership, capability, policy, procedures, practices and communication.

As an employee, I think every day will be richer for the diversity we have in the workplace.

As a Queenslander, I want to enjoy all of the complexity and vibrancy of all in our community—one that changes and has something different to offer every day.



When we all belong, we all succeed

ibelong

When staff experience an inclusive, culturally capable and diverse workplace they deliver services to meet the needs of all students

youbelong

When students are understood and have role models like them they have the best chance of succeeding

wesucceed

When staff and students feel they belong, we create a better future for Queensland



Inclusion and diversity builds...

Performance



I perform better when I feel included, valued, respected and empowered



We have the best chance of success when we have a sense of belonging

Wellbeing



I feel I can succeed when my wellbeing and work-life balance are optimised



We feel supported and secure in our work environment

Attraction and retention



I work for an agency where I can bring my whole self to work and feel included



We continue working in an environment of trust, respect, support and appreciation of difference

Innovation



I am capable and confident of finding new and better ways of delivering services



We flourish in an environment where diverse views are valued and innovation happens

Quality leadership



I inspire and lead the workforce of today and tomorrow by making fair decisions and respecting all



We feel empowered and make inclusive choices and actions



We all play a role

Creating a culture of inclusion is a choice – it doesn't occur by chance.

All staff, regardless of role, have a choice in how they think and act.

As we continue to deepen our learning and understanding that everyone is diverse – staff, students, communities and families – we connect better with each other and inclusion increasingly becomes part of the way things are done in the department.

As a parent and grandparent,
I hope my kids and my grandkids experience a society where the diversity of our languages, cultures and heritage serves to enhance and not diminish each other.

As an employee,
I look forward to a time when we see each other just as people and value differences as much as we value commonality.



Delivery

We are driving and promoting inclusive leadership and workplace cultural change across our organisation in an integrated way to embed new practices, policies, standards, systems, communication and capability at all levels.

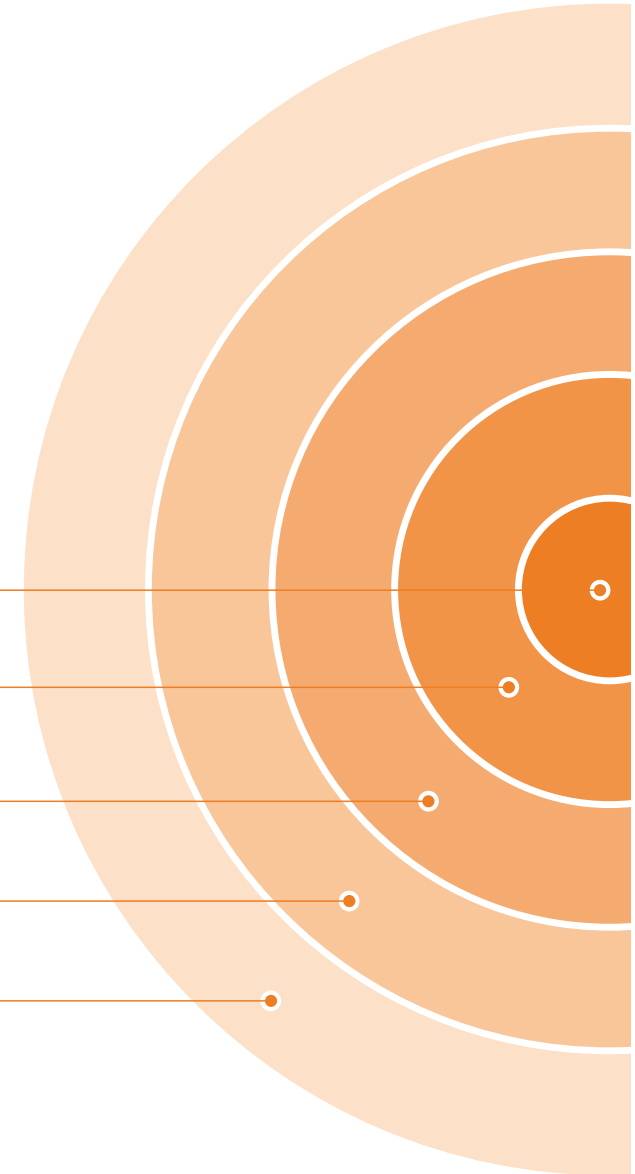
We are accountable for our reach, impact and success by monitoring and openly reporting our progress.

The Working for Queensland survey, School Opinion Survey, and workforce analytics help us understand the opportunities and challenges, remove barriers and provide an environment where everyone can participate.



Areas of influence over workplaces

- Employee
- Team/colleagues, principal and manager
- Business practices, policies, standards, design of the environment and systems
- Departmental leadership, strategy and vision
- Government and community



Programs of inclusion

All of our programs foster inclusive workplace cultures and are underpinned by:

- Flexible working - supports a diverse range of staff to participate fully in the workplace
- Inclusive workplaces - language, interactions, decision-making, meetings, events, information and design
- Staff thanks and recognition (STAR)



As a senior manager, I'm proud to be a supporter of flexible work arrangements in the department. I think it can work in every area of the department and it's a conversation between every employee and their supervisor. Flexible work is a key trait of successful organisations.

As a parent, it's really important to be part of my children's upbringing. I coach my son's soccer and cricket teams, and have made a commitment to be there for my son and the team.

Legal context

The rights of all employees to access and experience a workplace free of discrimination are outlined in the *Queensland Anti-discrimination Act 1991* and the *Queensland Human Rights Act 2019*.

- Direct discrimination is treating another person less favourably on the basis of family responsibilities, marital status, age, disability, race, religion, political beliefs or trade union activity, gender identity, or sexuality, than someone without that attribute would be treated in the same or similar circumstances.
- Indirect discrimination is imposing, or proposing to impose, a requirement, condition or practice that has, or is likely to disadvantage people on the basis of family responsibilities, marital status, age,

disability, race, religion, political beliefs or trade union activity, gender identity, or sexuality, and which is not reasonable in the circumstances.

To improve and promote equality in the workplace, Queensland's other legal frameworks include the *Industrial Relations Act 2019*, *Multicultural Recognition Act 2016*, and *Public Service Act 2008*. At a Commonwealth level the *Workplace Gender Equality Act 2012*, *Sex discrimination Act 1984* and *Disability Discrimination Act 1992* uphold fairness in the workplace.

As an Aboriginal and openly gay father, my wish for my children is they always feel accepted in their school community and never feel shamed or judged.

As an employee, I look forward to everyone feeling valued for their own ways of being, knowing and doing.

