

MAKE GREAT HAPPEN



Equity and Diversity Action Plan 2024-25



TAFE Queensland acknowledge the Traditional Custodians of Country throughout Australia and respect the continuing connection to land, waters, cultures and family that First Nations peoples uphold.

We pay respect to Elders past, present and future. We recognise that teaching and learning has taken place on Country for over 60,000 years and two-way learning is an important part of our reconciliation journey.

Artwork from TAFE Queensland's Reconciliation Action Plan artwork 'Connecting Knowledge – Connecting Cultures' by Riki Salam.

Message from the Chief Human Resources Officer

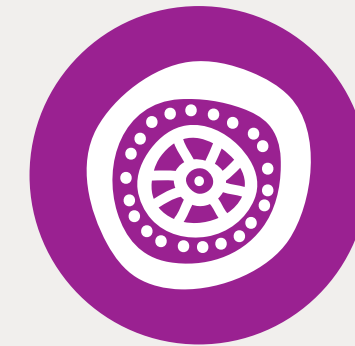
I am proud to introduce the TAFE Queensland Equity and Diversity Action Plan 2024-25. This plan represents our commitment to grow our workforce diversity to be more reflective of the students, customers and the communities we serve.

As we continue to foster a workplace culture where employees feel safe, supported and valued, our identified actions will ensure equitable opportunities in employment and promotion.

We will strengthen employee engagement and celebrate and share diverse views which help enhance our culture of belonging.

TAFE Queensland will pursue ongoing transformational change by continuing to identify and implement actions that broaden our workforce diversity and provide a welcoming experience for our employees and students.

Vanessa Kissane
Chief Human Resources Officer
TAFE Queensland



TAFE Queensland supports the aim of the *Public Sector Act 2022* to grow a workforce representative of the diverse backgrounds and views of Queensland communities. We remain committed to fostering an inclusive, equitable and diverse workplace culture where all individuals feel respected, valued and supported to be their authentic self at work.

The Equity and Diversity Action Plan 2024-25 strongly aligns with TAFE Queensland's purpose to deliver contemporary, globally relevant skills, needed now and into the future, along with the opportunity for everyone, everywhere to transform their lives. This Plan is for our workforce, to focus our efforts and identify actions to improve employment outcomes and the employee experience for:

- Aboriginal people and Torres Strait Islander peoples
- People with disability
- Women in leadership
- People from culturally and linguistically diverse backgrounds
- People who identify as lesbian, gay, bisexual, transgender, intersex, queer and including all people of diverse sexualities and genders (LGBTIQ+)

Our initiatives will embed inclusive talent acquisition processes, build understanding and cultural capability, strengthen employee engagement, and ensure inclusive work practices as we collaborate to enhance our culture of belonging.

Our Values



Safety first



Focusing on our customer



Taking responsibility



Showing initiative



Working together

Equity and Diversity Action Plan 2024-25

Equity

We provide equitable access to employment, development and leadership opportunities



We will focus on:

- Review of recruitment processes to eliminate potential barriers to increase diversity
- Continued investment in the Growing Our Aspiring Leaders (GOAL) program
- Improving employee awareness of flexible work arrangements
- Continued provision of diversity and cultural competency training for employees and managers
- Implementation of Diversity, Access and Inclusion Plan (DAIP) initiatives
- Refreshing recruitment collateral and visual media to enhance attraction of individuals from diversity groups

Measures of success:

- Progress towards achievement of diversity targets
- Increased number of flexible work agreements recorded
- Sustained or improved levels of women in leadership positions
- Completion rates of diversity and cultural competency training
- Recruitment campaigns launched using refreshed imagery and collateral

Diversity

Our workforce is representative of our students, customers and the communities we serve



We will focus on:

- Recognising and celebrating days of significance
- Promoting the availability of employee diversity networks
- Implementation of our Reconciliation Action Plan (RAP) initiatives
- Promoting employee self-disclosure of diversity details in Aurion
- Promotion of the Career Pathways program for Aboriginal and Torres Strait Islander employees
- Utilising targeted recruitment activities for roles/regions to improve diversity participation in our workforce
- Celebrating success of diversity and inclusion through the staff awards program

Measures of success:

- Employee awareness and participation in events/activities
- Increased membership levels of the Pride Network, First Nations Employee Network and other employee networks
- Increased recording of employee diversity data
- Additional nominations for participation in the Career Pathways program

Inclusion

Our workplace culture is respectful and our employees feel safe, supported and accepted



We will focus on:

- Reviewing recruitment practices for inclusion of reasonable adjustments
- Facilitation of training on the identification and response to sexual harassment in the workplace
- Improved workplace reporting and response to results of the Employee Engagement Survey
- Reinforcing zero tolerance for workplace bullying
- Continued provision of access to health and wellbeing programs
- Continued support for employees experiencing domestic and family violence
- Implementation of government policy on Reproductive Health Leave and payment of superannuation for unpaid leave during the first 52 weeks of parental leave

Measures of success:

- Increased job applications from people with a disability, Aboriginal and Torres Strait Islander peoples and other cultural groups
- Employee engagement survey results
- Exit survey responses
- Reduced number of employee complaints and grievances relating to sexual harassment, workplace bullying and discrimination
- Employee participation in accessing health and wellbeing programs