embracing workplace diversity and inclusion

Our framework
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.

Everyone benefits from inclusion and diversity

Our approach to inclusion and diversity will be to grow together as an organisation, embracing differences among our staff, valuing their skills and giving them the tools to succeed. An inclusive culture allows us to perform better, attract and retain the workforce we need, and deliver services that meet the needs of the diverse Queensland communities we serve.

Our work—educating the next generation of Queenslanders—is vital to the success of our state. All staff should feel valued, safe and supported in their roles.

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Inclusion and diversity are vital to our success

We all have a legal obligation to not discriminate based on family responsibilities, marital status, age, disability, race, religion, political beliefs or trade union activity, gender identity, or sexuality. This extends to actions that may unreasonably advantage, disadvantage or exclude particular individuals or groups.

Including all people and giving them equality in every opportunity is not only the right thing to do, it’s vital to delivering inclusive educational services.

In order to have a high-performing and empowered workforce that meets the needs of students with difference, we need to take a fresh look at our behaviours, policies and practices to make sure everyone is treated fairly and there’s no systemic advantage for certain groups of employees. Diversity and diverse experiences among our employees are vital assets that allow us to connect with our customers so we can better understand and meet their needs.

Valuing difference is not only the right thing. It makes us stronger, smarter and closer to our customers.

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.
Every Queenslander deserves a world-class education system that meets the demands of a changing world and ensures our increasingly complex communities are connected. At the heart of our transformation must be our staff and our customers—the children and young people of Queensland. We will work together as one department to deliver inclusive and contemporary workplaces where every person has an opportunity to succeed.

Our staff also have a vision for the next generation. This allows us to look at the work of the department through more than one lens.

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.
If we all belong, then we all succeed

iBelong

An inclusive, culturally capable and diverse workforce delivers services that meet the needs of all students.

YouBelong

Students who feel they belong, are understood, and have role models like them have the best chance of succeeding.

WeSucceed

We create a Queensland for the future.
Inclusion and diversity builds ...

**Performance**
- I perform better when I feel included and supported.
- Staff and students have the best chance of success when they belong.

**Wellbeing**
- My wellbeing and work–life balance are optimised when I feel I can succeed.
- Staff and students feel supported and secure in their work environment.

**Attraction and retention**
- I want to work for an agency where I can be myself and attain my goals.
- Staff and students operate in an environment of trust, respect and appreciation of difference.

**Understanding**
- I can connect with diverse staff, communities and families.
- Staff understand and value the language and cultural needs of the communities they serve.

**Tomorrow’s leaders**
- I inspire and lead tomorrow’s workforce.
- Staff and students feel empowered to lead by example and in a manner that promotes belonging.
We all play a role

Creating a culture of inclusion by intent recognises that diversity doesn’t occur by chance—it requires all staff, regardless of position or role, to consciously place inclusion at the forefront of their thinking. We all need to learn, understand, connect, and make inclusion a core part of the way we work.

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.

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.
Delivery: Foundation activities

We’ll build momentum by engaging and empowering our staff. Through promoting inclusivity and a culture of respect and trust, we will build a strong platform for our department to grow and celebrate diversity. We’ll use data and analytics to help us understand the opportunities and challenges, remove barriers and provide an environment where everyone can participate. We’ll build capability through a culture of learning and use the strength of our connections to champion, mentor and support each other. We’ll be accountable for our reach, impact and success by monitoring and openly reporting our progress.

» Use data to understand the current context.
» Promote a culture of dignity, respect and appreciation of difference.
» Be flexible by design for full participation and work–life balance.
» Engage and empower.

STAGE 1

» Focus on inclusivity for specific groups.
» Develop capability through a culture of learning.
» Use our strong connections to champion, support and mentor.
» Recognise and reward our diversity leaders.

STAGE 2

» Promote ourselves as an employer of choice.
» Ensure pathways to diversity exist in all roles.
» Measure, track and re-evaluate to continuously improve.
» Remain world-class through accreditation and benchmarking.

STAGE 3
Impact zones

Every employee benefits from inclusion and diversity. However, we also recognise we need to prioritise ‘impact zones’ where targeted activity and capability building can promote greater inclusion and belonging for particular groups to accelerate change in specific areas of need. Over time, these impact zones may change as our workplaces evolve.
As an openly gay Aboriginal 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.

Contact us

Your feedback and comments on this Inclusion and Diversity Framework are welcomed.

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