

MESSAGE FROM THE DIRECTOR-GENERAL

We are firmly committed to promoting, supporting and progressing equity, diversity, respect and inclusion in our workplaces and through the work we deliver for Queensland. This plan demonstrates how we're striving to foster a departmental culture based on choice, equal participation and overcoming barriers so everyone feels safe, valued and accepted.

To achieve this, we're paving the way to ensure our workplaces are productive, cohesive and inclusive and our workforce reflects the diversity of the community we serve. We're developing and embedding practices to ensure all our unique voices are heard and everyone can realise their true potential.

Our responsibility now is to act on this foundation, be part of positive change and build a stronger department, together for Queensland.

Paul Martyn
Director-General
Department of Energy and Climate

OUR VISION

We embrace equity, diversity and inclusion to ensure everyone feels safe, respected and included at work.

All members of our workforce, at every level, are treated fairly and have genuine opportunities to contribute, especially those who may be under-represented and seek more equitable opportunity.

OUR PURPOSE

To build a cohesive and harmonious workforce that reflects the diversity of the Queensland community.

OUR PRIORITIES

Promote, support and progress equity, diversity, respect and inclusion.

OUR PRIORITY ACTIONS

Priority	Action	Measure of success	Business area	Division
1. Our senior executive commitment	1.1 Executive and senior leadership commitment is visible and vocal	Leaders at all levels foster workplace equity, diversity, respect and inclusion through actions and messaging	All business areas	Whole of department
2. Our recruitment	2.1 Promote the department's Employee Value Proposition to attract a broader pool of quality candidates	Increased number of applicants	All business areas	Whole of department
	2.2 Improve representation and employment outcomes of under-represented groups <ul style="list-style-type: none"> Aboriginal people and Torres Strait Islander people People living with a disability People from culturally and linguistically diverse backgrounds Women 	Increased number of applicants from diversity groups have applied for roles with the department Improved measures on previous year's result	All business areas	Whole of department
	2.3 Leverage external equity and diversity partnerships and professional networks to promote job opportunities	Number of external networks utilised	All business areas	Whole of department
	2.4 Develop and update resources for hiring managers to improve equity and diversity considerations in recruitment	Hiring managers are skilled and confident to recruit for diversity	Human Resources	Corporate and Portfolio Strategy
3. Our training and capability	3.1 Provide access and promote equity and diversity training, including cultural capability	Number of training opportunities Number of attendees	All business areas	Whole of department
	3.2 Develop annual action plan to improve Working for Queensland survey results in relation to equity, diversity, respect and inclusion	Improved survey results Improved survey response rates	All business areas	Whole of department
	3.3 Develop, promote and support the 'Respectful Workplaces' program and implement the Sexual Harassment Directive 12/23	Number of activities, webinars and resources promoted	Human Resources Communication	Corporate and Portfolio Strategy
4. Our people	4.1 Raise awareness of the employee Workforce Diversity census and encourage all employees to complete/update their profile	Improved measure across diversity target groups	All business areas Human Resources	Whole of department Corporate and Portfolio Strategy
	4.2 Develop strategies to provide support, professional development and network opportunities for women in senior leadership roles	Improved representation	All business areas	Whole of department
	4.3 Promote and support our champions and representatives <ul style="list-style-type: none"> Departmental and divisional People and Culture Committees Safety sub-committee Disability Network 	Number of meetings held Actions and commitments are met	All business areas	Whole of department
5. Our work	5.1 Continue to embed hybrid and flexible work arrangements	Improved Working for Queensland survey results	All business units	Whole of department
	5.2 Review policies, procedures and training programs to promote and support equity and diversity and create respectful and inclusive workplaces	Key messages defined Resources updated	All business units	Whole of department

OUR GUIDANCE

- Public Sector Act 2022 Chapter 2
- Queensland Human Rights Act 2019
- Queensland Anti-Discrimination Act 1991
- Office of the Special Commissioner Equity and Diversity
- Queensland Public Sector Inclusion and Diversity Strategy 2021-2025
- Queensland Path to Treaty
- Queensland Reconciliation Action Plan 2023-2026
- Queensland Multicultural Action Plan 2022-2024
- Queensland Women's Strategy 2022-2027
- Disability Service Plan 2022-2025

WORKFORCE DIVERSITY TARGETS

July 2023-June 2026

People with a disability **12%** People who are culturally and linguistically diverse **12%**

Aboriginal people and Torres Strait Islander people **4%** Women in Senior Officer and Senior Executive Officer (SES2, SES3, SES4) roles **50%**



HUMAN RIGHTS

We are committed to respecting, protecting and promoting human rights in all that we do and the decisions that we make.



CULTURAL ACKNOWLEDGEMENT

We pay our respects to the Aboriginal and Torres Strait Islander ancestors of this land, their spirits and their legacy. The foundations laid by these ancestors—our First Nations peoples—give strength, inspiration and courage to current and future generations towards creating a better Queensland.

