

Diversity and Inclusion Strategy 2019 – 2022

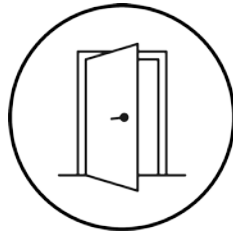


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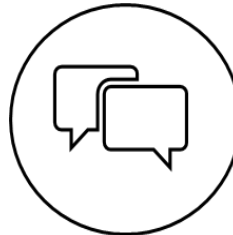
Diversity and Inclusion Strategy 2019 - 2022



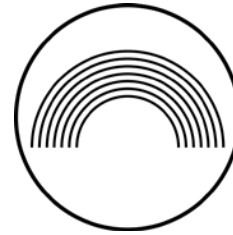
Indigenous
Australians



Disability



Culturally and
linguistically
diverse



LGBTIQ+



Gender Diversity
& Equality

Diversity and Inclusion

Diversity may relate to any form of difference, such as ability, aptitude, disability, age, culture, ethnicity, gender, language, marital status, family arrangements, nationality, race, religion, personality, sexuality, socio-economic status, education level and experience, and personal life experiences.

Diversity without inclusion will not allow IP Australia to gain the benefits of a diverse and inclusive workforce. Where organisations are diverse but not inclusive, the statistics may reflect a diverse workforce, but people from minority groups are excluded, either consciously or unconsciously from fully participating in the workforce, realising their personal potential, and realising their potential to contribute to the objectives of the organisation.

Diversity is being invited to the party. Inclusion is being asked to dance (Verna Myers, Diversity Advocate).

Our Vision

Our vision is to be a workplace where all workers feel included, valued, are treated with respect and can balance work with other important parts of their lives.

With a genuine culture of diversity, inclusion and respect, we can leverage a diverse and inclusive workforce to achieve superior business outcomes. To do this, we will have genuine mutual respect for one another, ensuring that everyone has access to opportunities which support full participation at work and an opportunity for staff to excel in their chosen careers

We will strive to establish and build on a culture where inclusiveness of diversity is 'the way we do things around here', not just an initiative.

Our Strategic Focus

Our Strategy focuses on five key diversity and inclusion areas to foster a culture of engagement and productivity:

- Indigenous Australians
- Disability
- Culturally and Linguistically Diverse (CALD)
- Lesbian, gay, bisexual, trans/transgender, intersex and queer (LGBTQI+)
- Gender Diversity and Equality

This Strategy also includes diversity and inclusion areas such as age diversity and mental health.

This document should be read in conjunction with IP Australia's [Corporate Plan 2017-2021](#) and [Strategic Roadmap 2018-2030](#).

Strategic Objectives

- Indigenous Australians are supported to join IP Australia and can work in a culturally sensitive organisation, to achieve their full potential at all levels.
- People living with disability, both physical and psychological, are supported to join IP Australia and can work in a disability aware and supportive organisation, to achieve their full potential at all levels.
- Culturally and linguistically diverse (CALD) Australians are supported to join IP Australia and can work in a culturally sensitive organisation, to achieve their full potential at all levels.
- LGBTIQ+ Australians are supported to join IP Australia and can work in a gender sensitive organisation. to achieve their full potential at all levels.
- People working at IP Australia are not disadvantaged by their gender when it comes to access, opportunity or respect in the workplace.
- People working at IP Australia are not disadvantaged by their age when it comes to access, opportunity or respect in the workplace.
- Achieve and maintain a proactive diversity and inclusion culture where WHS considerations are a part of the way we do business.

The Importance of Diversity and Inclusion in IP Australia

A diverse workforce enables new ideas and different ways of thinking. Workers from a range of backgrounds bring different experiences and perspectives. This can be useful for problem solving, adding value to policy development and offering more tailored service delivery to the Australian public. Actively encouraging diversity also opens the APS and IP Australia up to a larger talent pool. By increasing diversity in the APS, the service can better represent the Australian population, resulting in better public services and increased trust in those services. (State of the Service Report 2018-2019).

A diverse and inclusive culture within IP Australia complements our Employee Value Proposition and reinforces our position as an employer of choice for all Australians, regardless of their background. This enables IP Australia to attract and retain highly skilled employees in a competitive labour market. IP Australia will ensure return on investment in diversity and inclusion by realising long-term loyalty, commitment and successful career progression for our workforce.

The Diversity and Inclusion Strategy complements IP Australia's Work Health and Safety Strategy, assisting to ensure IP Australia manages risks to employee mental and physical wellbeing through appropriate systems and supports.

An inclusive culture occurs when leaders drive performance through inclusiveness which may then allow for more effective talent management, more effective alignment and team performance, and improved efficiency - all factors that contribute to a high performing agency.

Our Strategy

In establishing its first Diversity and Inclusion Strategy, IP Australia is seeking to provide a systemic framework to realise the ongoing benefits of a diverse and inclusive workplace culture. IP Australia's working groups have been streamlined, coming together in the Diversity Equality and Inclusion Network, creating a forum where employees, friends and allies of all diversity groups can contribute to an inclusive work environment.

By identifying Diversity Champions and affirming the Champions Network, IP Australia has established a clear leadership commitment to diversity and inclusion, and to working collaboratively across the organization to achieve positive outcomes for our employees.

The Strategy identifies focus areas and champions based on IP Australia's current priority areas for attention. It is noted that while Cultural and Linguistic Diversity is a focus area of the Strategy due to its priority for the Australian Government and community, IP Australia has a high degree of cultural diversity across our workforce. Accordingly, the emphasis for Cultural and Linguistic Diversity in this Strategy is to promote inclusion, and thus is incorporated in the remit of the Inclusion Champion.

Similarly, while age is a key diversity area, IP Australia's current workforce profile indicates a high degree of age diversity, and as such this is not identified as a stand-alone focus area in the Strategy.

Diversity and Inclusion Champions

The role of Diversity and Inclusion Champions is to:

- champion equal access and inclusion for all workers
- advocate good practice relating to employment policies and processes
- provide leadership to drive employment initiatives and organisational change to create workplaces that value and support the diversity of the community
- commit to understanding the barriers and representing the rights of employees with diverse needs, characteristics and backgrounds across the agency and the APS more broadly
- attend and speak at internal and external events promoting diversity and inclusion
- attend relevant Champion Networks and other related events, and
- provide high level endorsement and support to the IP Australia's Diversity and Inclusion initiatives.



Indigenous – Paula Adamson



Disability and Vulnerable People
– Doug Pereira



Mental Health – Ben
Mitra-Kahn



LGBTIQ+ – Margaret Tregurtha



Gender – George Vuckovic



Inclusion – Gemma Smith

Workforce Characteristics

The IP Australia Employee Census 2019 provides a snapshot of our current diversity demographics. These figures help us understand our current workforce characteristics, where we are performing well, and where we have opportunities for improvement.

- 52% report as male, 43% female, 0% report as Indeterminate/Intersex/Unspecified, and 5% prefer not to say
- 1% identify as Aboriginal and/or Torres Strait Islander
- 5% identify as having an ongoing disability
- 34% born in another country
- 25% speak a language other than English at home
- 4% identify as LGBTIQ+, and
- 41% have carer responsibilities

The diversity across employment levels varies, and there is considerable variation in demographics between business groups. Data from Aurion at 29 February 2020 is provided below.

Level	Identifying as Indigenous Australian: Identifying as not Indigenous Australian note remaining people choose to not disclose	Identifying as disabled: Identifying as not disabled note remaining people choose to not disclose	Female: Male
APS 3	33.33%: 33.33%	0.00%: 66.67%	33%:67%
APS 4	0.00%: 80.77%	1.28%: 80.77%	68%:32%
APS 5	3.82%: 71.76%	4.58%: 74.81%	54%:46%
APS 6	0.00%: 85.71%	2.71%: 88.61%	42%:58%
EL1	0.00%: 83.89%	2.68%: 87.92%	42%:58%
EL2	0.00%: 78.00%	3.00%: 83.00%	40%:60%
SES	0.00%: 53.85%	0.00%: 53.85%	54%:46%

The 2019 APS Census provides an attitudinal summary towards inclusiveness of IP Australia employees:

- 90% consider that the people in their workgroup behave in an accepting manner towards people from diverse backgrounds
- 77% consider their SES manager actively supports people of diverse backgrounds
- 80% consider that IP Australia is committed to creating a diverse workforce (e.g. gender, age, cultural and linguistic background, disability, Indigenous Australian, LGBTIQ+)
- 88% consider their supervisor actively supports people from diverse backgrounds, and
- 83% consider that IP Australia supports and actively promotes an inclusive workplace culture.

Diversity and Inclusion Action Plan

The [Diversity and Inclusion Action Plan](#) defines the objectives and targets for the Strategy. These have been developed considering:

- Current workforce characteristics
- Employee Census results
- Balancing the Future: The Australian Public Service Gender Equality Strategy 2016–19
- As One: Making it Happen— APS Disability Employment Strategy 2016–19

The Diversity and Inclusion Action Plan is a living document, which is regularly updated to reflect shifting priorities in government, Australian society and IP Australia’s requirements.

Our actions under this strategy are focused on our four principles: **Engage, Inform, Support** and **Celebrate**.

Diversity and Inclusion Culture Maturity

The APS Agency Survey gathers feedback from agencies and reports on the level of maturity for implementation of diversity focus area initiatives. There is a Diversity and Inclusion Culture Maturity matrix and tool to assist organisations rate the maturity of their culture.

The following provides the levels of maturity of agency practices and an indication of the level they are performing:

Level 1	Level 2	Level 3	Level 4	Level 5
Practices are applied inconsistently/unskillfully and have a poor level of acceptance	Practices are performed and managed with some skill and consistency, and a focus on compliance	Practices are defined, familiar, shared and skillfully performed	Practices are embedded and seen as part of daily work and as adding real value to work	Practices are continuously improved and leveraged for organisational outcomes

IP Australia’s diversity and inclusion culture maturity levels are identified using the Diversity and Inclusion Culture Maturity matrix and are monitored by the Diversity and Inclusion Working Group to ensure their continuous improvement. Maturity levels are reported to IP Australia executive annually.

Support networks

IP Australia recognises the value that worker networks can bring to improving our workplace. These networks provide direct support in the form of advice, alliance and training to our people. They provide insights into, and perspectives about, inclusion of our people. They are instrumental, as an internal resource, in increasing our understanding of how to better engage our stakeholders, communities and individuals we come into contact with. It remains vital to have internal critical friends to keep us focussed on creating an inclusive and engaged agency.

We recognise and support the following formal staff support networks within IP Australia:

- Diversity and Inclusion Working Group
- Diversity Respect Inclusion Vision Equality (DRIVE) Network (task group)
- *inspire* Network
- Workplace Contact Officer
- Events and Communication Working Group

There are various external support networks which can support and guide IP Australia workers and managers to identify and implement inclusion and diversity actions, to assist IP Australia meets its business goals. These external networks include:

- PRIDE
- Australian Disability Network
- Indigenous SES Network
- Indigenous Champions Network

Where practical, IP Australia will support employees engaging with various support networks to increase inclusion and diversity.

The APSC's [Secretaries Equality and Diversity Council](#) is a network comprised of APS departmental secretaries. The Council's purpose is to drive initiatives to break down formal and informal barriers to ensure the APS provides an inclusive and respectful workplace for everyone.

The Council implements the APS-wide equality and diversity strategies, such as the [Gender Equality Strategy](#), the [Commonwealth Aboriginal and Torres Strait Islander Employment Strategy](#) and the [APS Disability Employment Strategy](#). The Council has initiated development of an APS wide framework for Mental Health which will inform IP Australia's approach to supporting workers with mental health concerns.

Communication, Consultation and Participation

IP Australia recognises and values the contribution of workers in the management of diversity and inclusion and has implemented processes for workplace consultation and participation of workers and their representatives, documented in the [IP Australia Enterprise Agreement 2017 – 2020](#).

This Diversity and Inclusion Strategy is accessible on IP Australia's intranet and website.

IP Australia employees are provided the opportunity to participate in the APSC's annual Employee Census.

Internal Reporting and Review

The Diversity and Inclusion Strategy will be led by the People and Communication Group (PCG) with support from the Diversity Champions. Initiatives and actions will be supported by employee networks.

Diversity and inclusion statistics and progress on objectives and targets will be reported quarterly to the Business Operations Committee (BOC) and Executive Board (EB), through the Diversity and Inclusion Action Plan.

Each financial year objectives and targets will be reviewed, and the Diversity and Inclusion Action Plan updated accordingly. The review will consider any strategic changes within IP Australia and environmental context such as legislative changes or changes to APS Diversity and Inclusion policies and targets.

External Reporting

Data about all APS employees is supplied to the Australian Public Service Employment Database (APSED). This information is used to identify areas of under representation and consider how to address this, shape diversity policies and strategies and ensure initiatives to support the diverse needs of our workforce are targeted and effective.

All IP Australia workers are encouraged to provide their diversity information to via Aurion so that we can build a comprehensive database for diversity within IP Australia and the APS. This is important for us to continue our commitment to fostering and supporting a diverse workforce and aligning strategic initiatives.

People Management report on diversity and inclusion data and initiatives via:

- APS Employment Database (APSED)
- IP Australia's Annual Report
- APSC's State of the Service Agency Survey
- Workplace Gender Equality Agency
- Governance reporting requirements against APS diversity targets

Evaluation and Audit

The Diversity and Inclusion Action Plan has a long-term focus that underpins this Diversity and Inclusions Strategy and documents actions aligned with the Strategy to achieve our objectives and targets. The Action Plan will be assessed annually to review progress and will be adjusted and re-evaluated to ensure all actions are aligned with the Strategic Objectives and focused on continuous improvement.

Key data sources for evaluation will include:

- Data relating to workforce demographics for all key diversity and inclusion focus areas
- Diversity and Inclusion culture maturity rating
- Levels of engagement with proactive Diversity and Inclusion resources (diversity and inclusion training, attendance at diversity and inclusion events, use of intranet material and news articles and other proactive resources)
- APS Census survey results
- Pulse survey results

References

- [Workplace Gender Equality Agency](#)
- [State of the Services Reports](#)
- [Secretaries Equality and Diversity Council](#)
- [Balancing the Future: The Australian Public Service Gender Equality Strategy 2016–19](#)
- [Embedding Gender Equality in the Australian Public Service: Changing practices, changing cultures](#)
- [As One: Making it Happen— APS Disability Employment Strategy 2016–19](#)