

Diversity, Equity and Inclusion Strategy 2023-2026: Strategy on a Page

Building a public sector where everyone belongs
and their uniqueness is valued.

PRIORITIES			
Diversity, equity and inclusion is central to all we do	Empowering all voices we serve	Reflecting the community we serve	New targets to advance disability employment
WHERE WE ARE HEADING			
Policies and processes across the sector prioritise inclusiveness and employees feel included, safe, visible and represented	Employees know their concerns will be taken seriously with zero tolerance for discrimination and harassment	The public sector is an inclusive employer of choice that reflects the community we serve	More people living with a disability choose a career within the sector and their employee experience is positive
HOW WE WILL GET THERE			
<ul style="list-style-type: none"> • Policies developed collaboratively with employees with lived experience • Outstanding leadership in diversity and inclusion recognised and celebrated • Diversity data is improved to better understand our workforce and the experiences of our employees 	<ul style="list-style-type: none"> • New bullying and harassment guidance developed and adopted by agencies • A new public sector leadership excellence framework is implemented, setting the standard for what good leadership looks like • Agencies implement a diversity and inclusion plan tailored to their agency • The Mentally Healthy Workplaces Framework is refreshed and used by agencies to create safe and psychologically supportive workplaces 	<ul style="list-style-type: none"> • Recruitment guidance for the sector reviewed and enhanced to address barriers to gaining and retaining employment in the sector • The development and promotion of employees from diverse groups supported through various learning experiences 	<ul style="list-style-type: none"> • A sector wide employment target of 3% for people living with a disability • Agencies build employee confidence and streamline the process for sharing disability status • Development of employment pathways to increase engagement and participation of neurodivergent employees

For the full strategy publicsector.sa.gov.au

