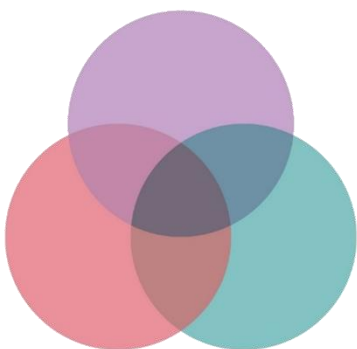




Easy Read



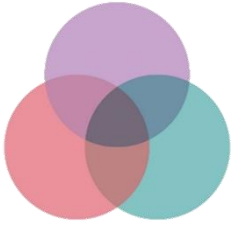
Diversity, Equity and Inclusion Strategy

2023 - 2026



Government
of South Australia

www.publicsector.sa.gov.au



The Office of the Commissioner for Public Sector Employment wrote this Diversity, Equity and Inclusion Strategy.

Some people call it the DEI Strategy.

In this document we call it the Strategy.

When you see 'we' or 'us' that means the South Australian Public Sector.

Some people call it the public sector.

bold

Some words are written in **bold**.

We explain what those words mean.



This is a shorter version of the Strategy.

It includes the most important ideas.



You can find the full version of the Strategy here

<https://www.publicsector.sa.gov.au/Employment/diversity>

What is in this document

Acknowledgement of Country	3
Message from the Commissioner	4
Diversity, equity and inclusion	5
Diversity, equity and inclusion statement	6
Introduction.....	7
Our employees	10
Where are we now?	11
What the new plan means.....	14
Strategic overview and goals	16
Showing diversity, equity and inclusion.....	18
Empowering all voices.....	22
Reflecting our community.....	27
Employ more people with disability	31
Governance, monitoring and reporting.....	36



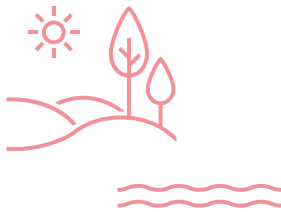
Acknowledgement of Country



The South Australian Government acknowledges and respects Aboriginal people as the State's first people.

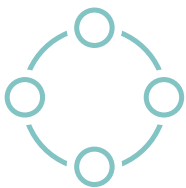
We know they have ongoing connection to country.

We understand that the



- Spiritual,
- Social,
- Cultural,
- Economic,

practices of Aboriginal people have come from their traditional lands and waters.



We know that their:

- Culture and heritage,
- Beliefs,
- Languages,
- Laws,

are still important today.

Message from the Commissioner



Erma Ranieri is the Commissioner for Public Sector Employment.

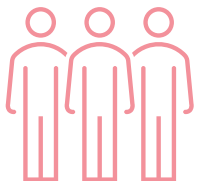
Erma says:



This Strategy shows our commitment to building a public sector where everyone belongs and is valued.



We understand that diversity helps us to be better for the community.



We want to be an example by employing more people with disability.

We want people to feel safe to be themselves at work.



We want all members of the South Australian Public Sector to take part in this Strategy.



This Strategy will tell you how we will work towards an inclusive workforce.

Diversity, equity and inclusion



Diversity

Diversity is about knowing and respecting things that make people different.

This makes sure that the public sector represents the community.

It brings different ideas, experiences and skills to our work.



Equity

Equity is knowing that everyone is different and will need different things to be successful.

It promotes fairness and justice.



Inclusion

Inclusion is where people feel

- Respected,
- Valued,
- Trusted,
- Safe.

This makes sure the public sector is welcoming and supportive for all employees.

Diversity, equity and inclusion statement

In the South Australian **public sector**, we want:

- Diversity.
- Equity.
- Inclusion.



Government
of South Australia

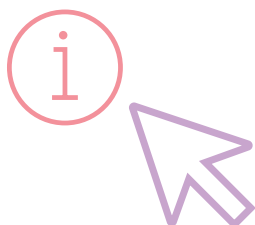
The public sector are jobs and services in the government.

We also call this the workforce.



We want employees to

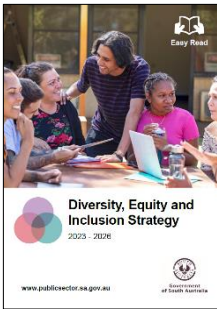
- Belong.
- Feel valued.
- Feel safe.
- Be heard.



You can find more information about how we are creating a workforce for all South Australian's here

www.publicsector.sa.gov.au

Introduction



This is the South Australian public sector's Diversity, Equity and Inclusion Strategy 2023 – 2026.

Also known as the DEI Strategy or Strategy.

The Strategy talks about the commitment to building a workforce that is:

- Diverse,
- Equitable,
- Inclusive,



It is about making sure everyone belongs and is valued.



South Australia has a **diverse population**.

This means there are a lot of different people that live in South Australia.



We do not accept any **racism**.

Racism is when someone is treated badly because of their culture.



We know that Aboriginal people are the State's first people.

This means they were here first.



We know that there are people from more than 200 different

- Cultural,
- Language,
- Religious,

backgrounds who live in South Australia.

There are also lots of people that are different in:



- Age.
- Ability.
- Gender.
- Sexuality.
- Relationship.



We want the South Australian public sector to include the diversity of the South Australian Community.



We want every employee to

- Feel safe.
- Be connected.
- Have the same to opportunities.



The South Australian public sector is responsible for doing the work of this Strategy.

All our employees have a role in this.



We do a survey with our employees.

It is called the People Matter Employee Survey.

This tells us what we are doing well and what we can do better.

Our employees



We have 114,735 employees in the public sector.



- 34,668 are men.



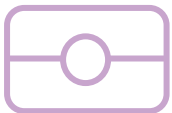
- 79,997 are women.



- 70 use a different term.



- 1,552 have a disability.



- 2,517 are Aboriginal.



- 5,010 can speak another language.



- 11,190 are a carer for someone.

44

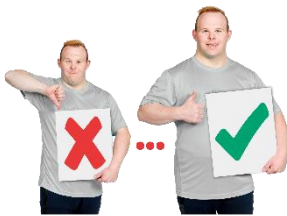
- Most are aged around 44 years old.

Where are we now?



The 2018 employee survey results helped to make the first Diversity and Inclusion Strategy and Plan.

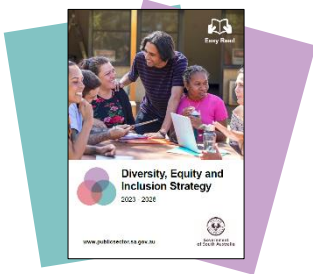
It set out actions to make the public sector more inclusive.



The 2021 survey results helped us to check on how we were going and what we could do better in the future.



This is what we achieved:



- Public sector agencies made their own diversity and inclusion strategies.

- The Diversity and Inclusion Strategic Committee was made.



Also known as DISC.

They make sure we are doing the right things for diversity and inclusion for the sector.



- We made the SA Public Sector Disability Strategy and Toolkit.

- The Disability, Diversity and Inclusion Community of Practice was made.

Also known as DDI.

We have over 120 public sector employees in the DDI Community of Practice.

- We have different programs to support employees with their career goals.



- 29 public sector agencies got White Ribbon Australia Workplace Accreditation.

This means they are safe and respectful workplaces that do not allow any violence against women.

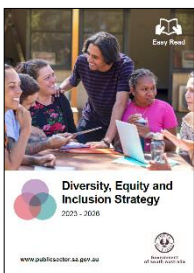


- We created a LGBTIQ+ allies program.



We are proud of what we have done.

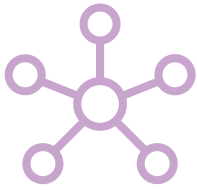
But we want to do more.



The Diversity, Equity and Inclusion Strategy 2023 – 2026 continues the good work from the last Strategy.

It also has ideas on how we can do better.

What the new plan means



This Strategy connects all ideas in the public sector, that want to make workplaces where everyone belongs.



We will work together on diversity, equity and inclusion ideas.



We want to:

- Be more inclusive.
- Have less barriers.
- Be a workforce where everyone belongs.

Who else will be involved?



These are other agencies that will have important roles in this Strategy:

- Office of the Commissioner for Public Sector Employment.
- Wellbeing SA.
- Department of Human Services.
- Office for Autism.
- Multicultural Affairs in the Department of Premier and Cabinet.
- Equal Opportunity SA.
- Office for Women.
- Attorney-General's Department.



We will also think about different:

- Public sector strategies.
- Statewide strategies.
- National strategies.

Strategic overview and goals



This Strategy knows that everyone will have different needs.

Knowing this can help us to make a diverse, equitable and inclusive workforce.

2023

The actions of this Strategy will be delivered from 2023.



Goals

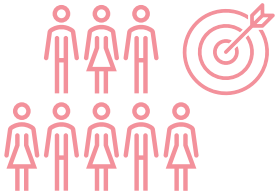
Our goals for the 2023 – 2026 Strategy are:



Showing diversity, equity and inclusion.



Empower all voices.



Reflecting our community.



Employ more people with disability.





Showing diversity, equity and inclusion



Our **policies and procedures** have a focus on being inclusive.

Policies and procedures are rules and steps on how things should be done.



We will make sure that people from diverse backgrounds are involved in making policies.



Our leaders will make sure people feel included in the team.



People have said they enjoy having a flexible workplace.



We will work on our flexible work practices.



What we want:



We hope that our policies will help our employees feel:

- Included.
- Safe.
- Seen.
- Represented.



What it will look like:



- Have more diversity in the workforce.
- Listen to people's lived experiences when making policy decisions.
- Leaders will create inclusive workplaces and support this Strategy.



What we will do:



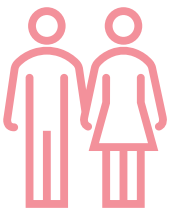
- Work with employees with diverse backgrounds to make our policies better.
- Grow and share our learnings.
- Promote the **We're Equal program**.

**WE'RE
EQUAL**

The We're Equal program shows that we treat everyone equally.



- Use the diversity, equity and inclusion data to make decisions and policies.
- Improve flexible work practices to be more inclusive.
- Encourage more women to be in roles on boards and committees.
- Promote gender equality.





How we will do it:

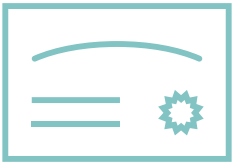


- There will be a process to include people with lived experience when making decisions about policy.



- **Chief Executives** will meet their diversity and inclusion goals in their performance agreements.

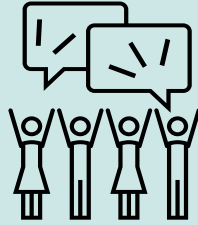
The Chief Executive is the boss.



- There will be an award for leadership in diversity and inclusion.



- There will be an improvement in employee satisfaction around flexible working options.



Empowering all voices



We are an inclusive workplace.



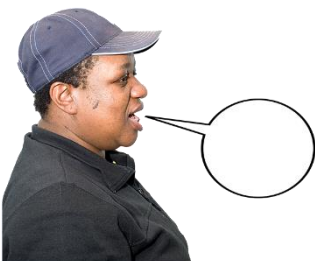
We do not accept any **discrimination** or **harassment**.



Discrimination means not treating people fairly because of who they are.



Harassment is behaviour that makes someone feel bad.



We want everyone to feel safe to speak up.



We want to have less

- Bullying.
- Harassment.
- Discrimination.

in the sector.



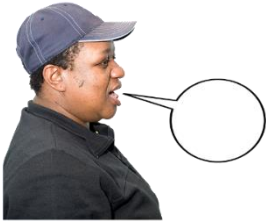
We will address gender **inequality** to help stop sexual harassment and violence towards women.

Inequality means not being treated like everyone else.

We will improve awareness of cultural learning.



What we want:



We want all employees to feel welcome and supported to speak up.

Employees will be taken seriously.

We will help stop discrimination or harassment from happening.



What it will look like:

- We will have a culturally and mentally safe workforce that has inclusive leaders.

This will help employees to feel safe to share their views.



- Leaders will ask employees how they can be supported better in the workplace.



What we will do:



- We will set rules for what good leadership looks like.
- Mental health and wellbeing will be an important part of being a leader.



This is to help stop bullying and harassment from happening.

- Update the Mentally Healthy Workplaces Framework to create safe workplaces.
- Have materials to use to talk about bullying and harassment if it happens.
- Tell new employees that we expect a positive and inclusive workplace.



- Work on being more LGBTIQA+ inclusive.



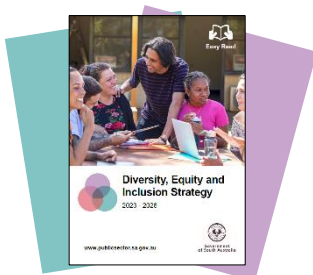
- Diversity and inclusion policies will keep being important to us.



- Make our diversity and inclusive training better.
- Our White Ribbon Australia Workplace accredited agencies will share their good practice skills.

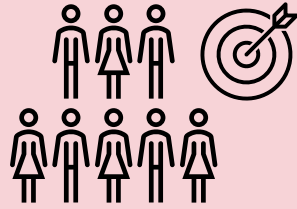


How we will do it:



- All public sector agencies will have their own diversity and inclusion plan.
- Leaders will sign up to the We're Equal Statement of Commitment.
- Improve bullying and harassment policies.

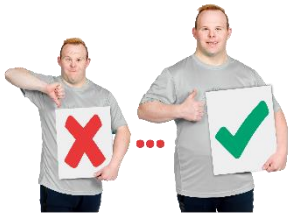




Reflecting our community



We want people from diverse backgrounds to want to work in the public sector.



We want to improve:

- Our hiring process.
- Career development opportunities.
- How we advertise employment opportunities.



We want people that reflect the South Australian community to want to work and stay in the public sector.



We will educate hiring managers and employees to make inclusive hiring decisions.



What we want:



We want the public sector to be an employer people choose.



We want our employees to reflect the South Australian Community.



What it will look like:



- We will support career progress for everyone.
- We will value the differences of people applying for our jobs.
- We value and have a more diverse workforce.
- We will have diverse employees in all areas of the public sector.



What we will do:



- Make sure the public sector is somewhere that people from all backgrounds want to work.

- Make sure our hiring process is more inclusive.



- Update our online platforms to show our interest in hiring diverse employees in all roles.

- Continue the Aboriginal Traineeship Program.

- Have more diverse people in South Australian Leadership Academy programs.

- Make more traineeship and graduate employment opportunities.



- Find key problems in employment by hearing from people in our workforce.



How we will do it:



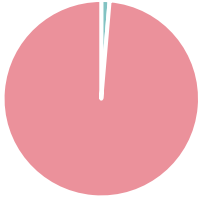
- Improve engagement for diverse groups.
- Employ more people of diverse backgrounds.
- Have more diverse people as leaders.



Employ more people with disability



1 in 5 people in South Australia live with disability.



Only 1,552 of the 114,735 employees in the sector have said they live with disability.



We think some people do not want to tell us they live with disability.



We want people to feel safe to share this about themselves if they want to.



We want people with disability to have a positive employment experience.



We want more people with disability working in the public sector.



We will ask our employees with disability how we can do better to support their:

- Careers.
- Employment experience.

We will work to improve our understanding of accessibility standards.

This means making sure the workplace is accessible for everyone to be able to do their work.



What we want:



We want more people with disability to want to work in the public sector.



We want people with disability to have a positive work experience.



What it will look like:

- We will encourage people with disability to work for the public sector.



- Employees with disability will make progress in their career.



- Employees will feel safe to share about their disability.

They will know that discrimination will not be accepted.

- Our workforce will support the wellbeing of our employees with disability.



What we will do:

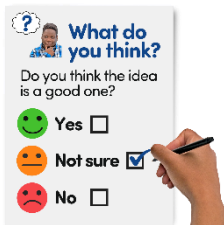


- Have more people with disability working in the sector by the end of 2026.
- Ask our employees with disability for their ideas on how we can make their employment experience better.
- Improve employee confidence and support the process for people to share about their disability.
- Make sure our disability awareness and inclusion training is best practice.
- Promote the Australian Human Rights Commission's IncludeAbility resources.
- Work with disability employment providers to support people with disability at work.
- Make employment pathways to improve engagement and participation for employees who think differently.
- Make sure online platforms are accessible.



How we will do it:

- Work with Disability Employment Services to hire more people with disability.
- Improve employee confidence and the process for sharing about their disability.
- Improve workplace engagement for employees with disability.
We will check this through surveys.



Governance, monitoring and reporting



Everyone is responsible for achieving the South Australian public sector's goal of a workforce that is:

- Diverse.
- Equitable.
- Inclusive.



We want everyone to belong.

We want to value everyone's differences.

The Office of the Commissioner for Public Sector Employment will work on this Strategy.



They will report the progress to the Commissioner for Public Sector Employment.



These groups will support this Strategy:

- The Diversity and Inclusion Strategic Committee.
- The Disability, Diversity and Inclusion Community of Practice.
- Other public sector Community of Practice groups and networks.
- Public sector agencies.



They will support the:

- Reporting.
- Leading.
- Promoting.
- Actions.



of the Strategy.



We know that we will need to check in and improve the Strategy as we go.



We will review the progress of the Strategy by asking employees to do:

- Surveys.
- Feedback.
- Reports.



This document has been made in an easy-to-read way by the South Australian Council on Intellectual Disability using images from Microsoft 365 and Photosymbols.

Images cannot be used without permission.

This document was tested by people with intellectual disability.

© Created November 2023

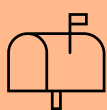


The Office of the Commissioner for Public Sector Employment



Office address

Ground Floor, State Administration Centre,
200 Victoria Square
(Tarntanyangga),
Adelaide SA 5000



Postal address

GPO Box 464,
Adelaide SA 5001



Email

publicsector@sa.gov.au



Phone

1800 317 333



Website

www.publicsector.sa.gov.au



**Government of
South Australia**