

Equity and Diversity Plan

2024 - 2025



Queensland
Government

Foreword

The Queensland Rural and Industry Development Authority (QRIDA) is proud to release our first Equity and Diversity Plan (the Plan). This Plan supports the objective of the *Public Service Act 2022*, aiming to cultivate a diverse workforce that represents and reflects the varied perspectives, experiences, and backgrounds of the people of Queensland.

QRIDA is committed to fostering a work environment where every employee feels valued, supported, and welcomed. We place a high value on diversity, inclusion, and accessibility, and are dedicated to creating a workplace that mirrors the diversity of the community we serve.

The purpose of the Plan is to ensure that all QRIDA employees have access to equal pay and opportunities, regardless of gender, disability, or culturally and linguistically diverse backgrounds. Additionally, QRIDA is committed to promoting a workplace that is inclusive and psychologically safe for everyone.

Objectives

Our vision is to create an inclusive and equitable workplace where all employees are empowered to achieve their full potential. To realise this vision, QRIDA has outlined the following objectives:

- foster an inclusive culture that values diversity and promotes equity
- implement policies and practices that ensure equal opportunities for all employees
- promote the wellbeing and mental health of all employees
- address and eliminate any form of discrimination or bias in the workplace.

Acknowledgement of Country

QRIDA acknowledges the Traditional Owners and Custodians of the land on which we operate throughout Queensland. We pay our respects to Elders past, present, and emerging. QRIDA is committed to the journey of reconciliation and recognition of the ongoing connection of Aboriginal and Torres Strait Islander peoples to their lands and waters.

Focus Area	Goal	How	Who
<p>Measure progress</p> <p>As a statutory authority that has only recently come under the <i>Public Sector Act 2022</i>, QRIDA has not historically performed equity and diversity audits and plans.</p>	<p>Establish key metrics and indicators to assess the progress of equity and diversity initiatives.</p> <p>Collect and analyse data on a regular basis to better understand workplace demographics, representation, and employee satisfaction.</p>	<p>Develop a data collection plan, including frequency and methods of data gathering (e.g. Pulse surveys, HR systems, focus groups).</p> <p>Implement regular data analysis and reporting processes to monitor progress and identify areas for improvement.</p> <p>Communicate findings and progress to all stakeholders, including employees and leadership, to foster transparency and accountability.</p>	<p>People and Culture Business Unit</p> <p>Executive Leadership Team</p>
<p>Awareness and education</p> <p>Employees are less likely to identify with an Equal Employment Opportunity (EEO) in the payroll system compared to the anonymised Working for Queensland Survey.</p>	<p>Increase the completion rate of EEO information in Aurion to at least 50%.</p>	<p>Explore barriers to employees disclosing EEO data.</p> <p>Provide resources and tools to educate employees on the importance of equity and diversity in the workplace.</p> <p>Conduct workshops and information sessions to address concerns and encourage employees to self-identify accurately in the payroll system.</p>	<p>People and Culture Business Unit</p> <p>Equity and Diversity Working Group</p>
<p>Support for First Nations People</p> <p>Limited representation and support for First Nations people within the organisation.</p>	<p>Enhance support and opportunities for current and prospective First Nations employees to promote a diverse and inclusive workforce.</p>	<p>Develop and implement targeted recruitment strategies to attract First Nations applicants.</p> <p>Provide cultural competency training for all staff to foster an inclusive and respectful workplace environment.</p>	<p>People and Culture Business Unit</p> <p>Executive Leadership Team</p> <p>Equity and Diversity Working Group</p>

		Regularly review and update policies and practices to ensure they are inclusive and supporting of First Nations people.	
<p>Recruitment</p> <p>Changes to the <i>Public Sector Act 2022</i> necessitate the adoption of new recruitment practices at QRIDA to enable diversity of applicants.</p>	Ensure recruitment practices are inclusive, flexible, and promote equality of opportunity.	<p>Develop and deliver revised guidelines, policies, and training, in line with the changes to the <i>Public Sector Act 2022</i>. Conduct training sessions for hiring managers and recruitment staff on the new guidelines and the importance of diversity and inclusion in recruitment.</p> <p>Develop and provide unconscious bias training to all QRIDA Management panel chairs.</p> <p>Implement a monitoring and evaluation system to assess the effectiveness of the new recruitment practices and make necessary adjustments.</p>	<p>People and Culture Business Unit</p> <p>Equity and Diversity Working Group</p>
<p>Flexible Working Arrangements</p> <p>Equity and diversity report indicates that flexible work options may not fully accommodate the diverse needs of our growing workforce.</p>	Implement flexible work arrangements to better accommodate diverse workforce needs and further promote work-life balance.	<p>Review and update the flexible work arrangements policy to ensure alignment with the Government Flex Connect framework.</p> <p>Conduct a needs assessment to identify specific flexible work options that would benefit employees.</p> <p>Incorporate feedback from employees to tailor the policy to QRIDA's organisational culture and workforce.</p>	<p>People and Culture Business Unit</p> <p>Corporate Governance and Performance Business Unit</p>

<p>Build an inclusive workplace culture</p> <p>Lack of diversity in the workforce may limit the range of perspectives and ideas within the organisation.</p>	<p>Foster an inclusive workplace culture by promoting diversity awareness and fostering an environment where all employees feel valued and respected.</p>	<p>Establish an ally network for employees to support, learn and advocate for everyone.</p> <p>Complete the Australian Workplace Equality Index and monitor progress.</p>	<p>Equity and Diversity Working Group</p>
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Diversity Measures

The Public Sector Governance Council has approved diversity targets for the Queensland public sector, as identified in the *Public Sector Act 2022*. These targets, to be achieved between 2023 and 2026, are as follows:

- 4 per cent – Aboriginal peoples and Torres Strait Islander peoples
- 12 per cent – people with disability
- 12 per cent – culturally and linguistically diverse peoples who speak a language other than English at home
- 50 per cent – women in leadership (measured at the SO, SES2, SES3 and CEO levels, s122 and s155 SO/SES/CEO roles with targets).

QRIDA will review diversity target outcomes annually using MOHRI data and Working for Queensland data. The outcomes will be reported through its annual Equity and Diversity Report to the Office of the Special Commissioner, Equity and Diversity.