



Australian Government

Department of the Environment and Energy



INCLUSION STRATEGY 2019 - 2023



Our vision for inclusion

Our success depends on our people feeling valued for their differences, respected for who they are, and empowered to contribute



Diversity and inclusion

The difference

Diversity is about the ways we differ. It encompasses how we identify in relation to gender, ethnicity, age, disability, sexual orientation, lived experience with mental health issues, language, socio-economic background, cultural heritage, religious beliefs, education, and family and caring responsibilities. In our Department, it reflects the diverse nature of the work we do, and the range of locations we work from. We consider the diversity of thinking that our difference brings as a success factor in how we learn and grow.

The link

By building an inclusive culture we create a foundation for people from all backgrounds to feel that they belong and are welcome in our diverse community.

Inclusion is about valuing and celebrating our differences, and developing a culture and a sense of community where everyone can participate and thrive. This means individuals are respected, supported, engaged, and have a voice. An inclusive culture also means that everyone feels comfortable to bring their whole and authentic selves to work and never hide who they are.



"Diversity is the mix. Inclusion is making the mix work"
~Andres Tapia

Why an inclusion strategy?

Building a more inclusive culture will increase engagement and innovation, and improve decision making. As an inclusive workplace, we will be better placed to recruit and retain a diverse and talented workforce. When we better represent the diverse make-up of the Australian community we will be better placed to support the Government in achieving a healthy environment, strong economy and thriving community.

The success of this strategy relies on all of us embracing the mindset of inclusion and acting on every opportunity to be inclusive, no matter how big or small.

Why does inclusion matter?

"Inclusion will give us a sense of community and belonging"

"People of all groups, backgrounds and beliefs, will feel valued and be able to contribute to the Department"

"We will have access to the same opportunities as everyone else, which will develop and motivate us to be great at what we do"

"Inclusion will drive performance and give us a competitive edge"

"We will feel like we all have a voice, regardless of our location"



~Direct quotes from consultation



Our Department's Inclusion Model

The Inclusion Model guides our efforts in making our inclusion vision a reality. The model identifies the three key levers for impacting inclusion:

Role modelling

Ensuring our leaders demonstrate commitment to inclusion through everything they say, do, prioritise, reward and recognise.

Systems


Enabling our culture to thrive because our processes, policies and procedures support, enable and celebrate inclusion.

Routines

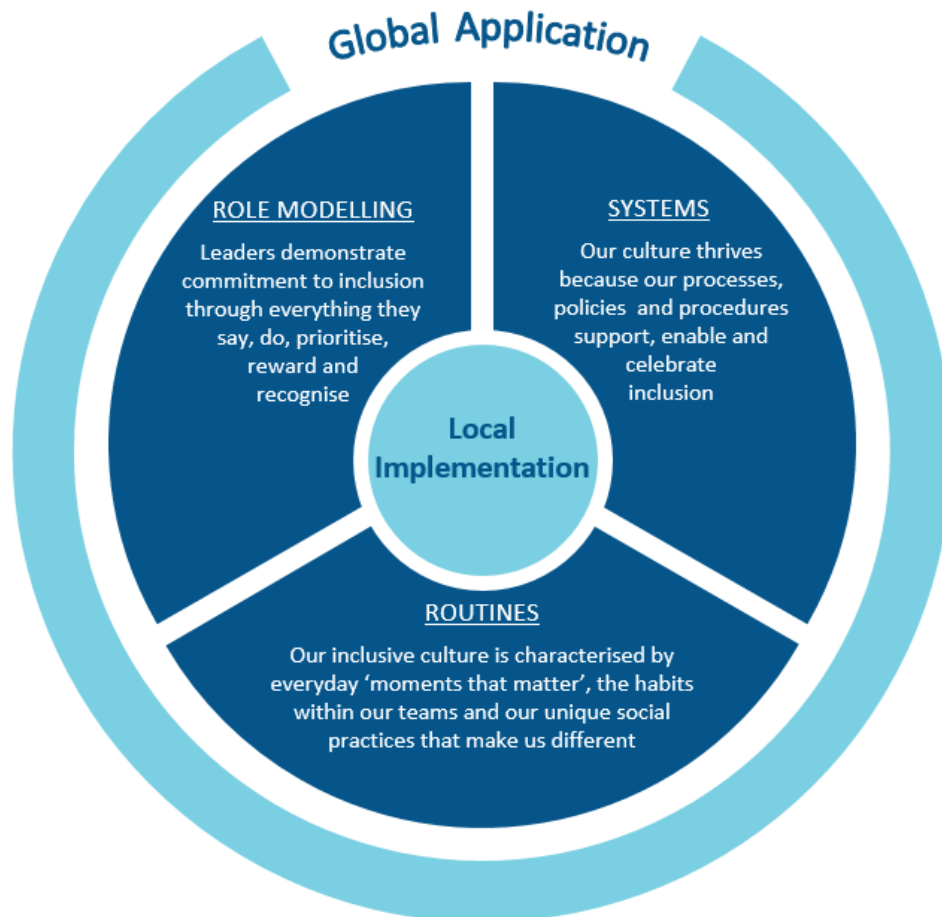
Building an inclusive culture that is characterised by everyday 'moments that matter', the habits within our teams and our unique social practices that make us special.

Applying the model

Our Inclusion Model has global application across the Department but requires local implementation in order to adapt to our diverse and unique workplaces.



Inclusion Model



ROLE MODELLING

We have the skills to create a safe environment for everyone to believe they can be themselves.

We help people know they are valued by listening and acting on what we hear.

We stand up for those who might otherwise be unheard to ensure everyone has a voice.

ROUTINES

We celebrate each other's past, present and future in big and small ways.

Our interactions are open, transparent, and completely free of fear.

We walk the floor and walk the land to understand all points of view.

SYSTEMS

Our people strategies help us build a diverse workforce that represents the broader community we serve.

Our policies and procedures empower and enable our people to fully participate.

People have the information important to them in their roles to enable them to contribute and thrive.

Roles and responsibilities

Executive Board

As a member of the Executive Board, your role is to empower leaders at all levels to contribute to our inclusive culture. You will be role models, signalling to the Department that building an inclusive culture is an essential aspect of the way we work.

Inclusion Council

The Inclusion Council will be the Department's peak body for addressing the challenges and acting on the opportunities of building an inclusive and diverse culture. The Council will provide a direct link between the staff-led networks and the Department's senior leadership. The Council will invest in, and drive changes across the organisation that foster diversity and inclusion and will regularly communicate with staff about new initiatives and share our successes.

SES

As a senior leader in the Department, your role is to create an environment where people feel empowered to contribute and feel safe to bring their genuine and whole self to work. You have a role in leading an ongoing conversation about inclusion with your teams, and implementing the Inclusion Model in a meaningful way at the branch and divisional level.

Staff-led networks

Staff-led networks continue to provide a safe, open forum of support for members to share views and experiences in our quest to build an inclusive environment. The networks have important roles in influencing the development, progress and execution of our Diversity and Inclusion action plans.

People Branch

The role of People Branch is to enable and support our people to build an inclusive culture. People Branch also has an important role to play by continuously reviewing our people policies and practices to ensure they promote inclusivity and diversity.

What can you do?

You can **ROLE MODEL** inclusion by actively listening to your colleagues and seeking out diverse views, joining a staff-led network, or by calling out bias, discrimination and inappropriate behaviour. You can practice inclusive **ROUTINES** like leading an acknowledgement of Country at the start of meetings, and celebrating days of significance for diverse groups with your colleagues. You can improve **SYSTEMS** by doing things like making sure your business practices allow everyone to contribute and participate fully.