



Diversity and Inclusion: Building momentum

Last year we launched our first ever Diversity and Inclusion Strategy. We catch up with one of our Diversity and Inclusion Champions, eSafety's [REDACTED], to hear how the Strategy is tracking and how you can get involved.

Our Diversity and Inclusion (D&I) Strategy launched in May 2024. What have we achieved since then?

We've already seen strong momentum in delivering on our Strategy, with several key initiatives either completed or well underway. Some of the highlights so far include:

- **Inclusion in performance:** D&I responsibilities have now been built into SES and supervisor performance plans to help embed inclusive leadership across the agency.
- **Inclusive recruitment updates:** We've updated our recruitment materials and ACMA website to better reflect inclusive language, accessibility measures and our commitment to diversity.
- **Inclusive visual and language standards:** We've reviewed our internal and external branding across both the ACMA and eSafety to ensure that the language, images and photography we use reflect and respect the diversity of our workforce and the Australian public.

- **Pathways for diverse talent:** We've met our entry-level program targets again this year, including through the School Leavers Program and Indigenous Australian Government Development Program.
- **Supporting our mentors:** We're expanding our mentoring resources to support conversations about diversity and inclusion, whether its helping staff members navigate challenges or supporting managers to lead more inclusively.
- **Reviewing policies for hidden barriers:** Our HR policies and procedures are being reviewed to make sure they are inclusive and don't unintentionally create barriers for staff.
- **Awareness and learning events:** In line with our commitment to recognising and celebrating diversity, we continue to promote events like International Women's Day and we now acknowledge the International Day Against Homophobia, Biphobia, Interphobia, and Transphobia (IDAHOBIT). We've also shared external resources to support further learning such as the [LGBTQIA+ Allyship in Today's World webinar](#).

Tell us about the new D&I Working Group?

As outlined in the Strategy, we've now established a cross-agency D&I Working Group.

Our first meeting was held in June and the next is scheduled for mid-October.

The working group's role is to support and guide the implementation of the Strategy, keep momentum going and offer a space for open, practical discussion about what inclusion looks like in our workplace.

We had a productive first meeting with good representation and open conversation. What struck me was the varied approaches and experiences that each of the members brought to the group. It demonstrated a real commitment to this important work.

We're keen to build on this momentum and bring more voices into the group.

Who can be involved?

The short answer is everyone. You don't need a particular title or background. The more inclusive we are, the stronger our organisation becomes. That takes all of us.

There may be a perception that involvement in voluntary working groups doesn't contribute to career advancement, but our Performance and Development Framework values behaviours and outcomes equally.

If you're passionate about fairness, respect and building a stronger workplace culture, email [REDACTED] to join the Diversity and Inclusion Working Group.

Would you like to share a reflection on the benefits of diversity and inclusion in/or regarding our work at the ACMA and eSafety?

When I reflect on Diversity and Inclusion in the workplace, two equally vital dimensions come to mind.

First, there's the personal experience. Every member of our team should feel confident that when they walk through our doors – or log in from home – they're entering a space that is safe, supportive and genuinely welcoming. My hope is that everyone feels empowered to speak up, contribute meaningfully and engage with authenticity, knowing their voice matters.

Equally important is the organisational benefit. While often discussed in theory, the practical reality is clear: we are agencies that serve a diverse Australia. If our workforce doesn't reflect that diversity, we risk developing blind spots that could leave some communities behind. Inclusion isn't just a value – it's a necessity for delivering fair and effective services.

See the [Our Diversity and Inclusion Strategy](#) page on The Hub.