

2022 Graduates major project teaser

Expired 2/03/2023

The way forward in improving our agency's approach to diversity and inclusion revolves around 3 pillars, according to last year's graduates. Ahead of their Facts and Snacks presentation on Tuesday 7 February, they shared their media clip and gave us a preview of their project findings.

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What was your major project and recommendations?

We assessed the [ACMA and eSafety's current diversity and inclusion](#) (D&I) performance across multiple demographics. Together with our [all-staff survey](#), we found some interesting results based on key demographic categories including:

- Where there are increased risks of marginalisation at work
- Preferred D&I initiatives by staff
- Barriers and gaps for improvement
- A proposed D&I maturity baseline.

Without going into too much detail, our final recommendations to improve the agency's approach to D&I revolve around 3 pillars:

1. Building capability
2. Developing a growth mindset
3. Creating sustainable practices.

How can we find out more?

We will be presenting our major project and our findings at our Facts and Snacks presentation on Tuesday 7 February from 11:30 am to 12:30 pm.

If you're in the office that day, bring a tea or coffee and join us in person in the Authority meeting rooms in Canberra, Melbourne or Sydney. Biscuits will be provided (that's right, the snacks).

Otherwise, [register now in Learnhub](#) to receive an email with your calendar attachment with the MS Teams meeting link. You must register to be able to attend from your own device.

What if we can't wait until then?

You can watch our media clip we were tasked with creating above. If you are on the eSafety network, [you can view the media clip here](#).

The clip shows our agency's demographics to celebrate our diversity and introduces some of the D&I initiatives that staff want to see implemented.

The clip along with our report formed part of our assessment by the Australian Public Service Commission (APSC).

We hope you enjoy it!

If you missed the Grad's Facts and Snacks presentation you can watch a [recording of the session](#) and access their [presentation](#) and [final report](#).