

Submission to

EXECUTIVE MANAGEMENT COMMITTEE

Meeting date: August 2025

Agenda number: < leave blank >

Contact officer: [REDACTED] Human Resources and Communications Branch

Cleared by: [REDACTED] Corporate and Research Division

DIVERSITY & INCLUSION STRATEGY UPDATE

RECOMMENDATION

That the EMC:

A) NOTE PROGRESS AGAINST THE DIVERSITY & INCLUSION ACTION PLAN

Purpose

1. The purpose of this paper is to provide the EMC with a progress update against the action plan set out in our Diversity & Inclusion Strategy 2024-26 (the Strategy).

Background

2. The Strategy was implemented in May 2024, following EMC endorsement and staff consultation.
3. The Strategy includes an action plan which sets out 31 actions that we will deliver to support diversity and inclusion within the agency.
4. The actions are categorised in line with the ACMA's Culture and Values; Purposeful, Curious, Questioning and Collaborative.
5. The last update on the Strategy was provided to EMC in May 2025.

Discussion of issues

6. Progress against the Strategy actions is provided at **Attachment A**.
 - a. Of the 31 actions, 13 have been achieved and 18 are on track to be achieved.
 - b. Since the last update, achievements include incorporating the ACMA's Reconciliation Action Plan artwork into recruitment material.
 - c. The first Diversity and Inclusion working group meeting was held in June 2025. The agenda items included drafting the terms of reference and planning for the diversity and inclusion awareness days for the remainder of 2025. The next working group meeting is scheduled for October 2025, which will include an update on the progress of actions in the Strategy and planning for the 2026 awareness day calendar.

- d. A key priority for 2025 is to undertake self-assessments against the *APS Disability Employment Strategy 2020-2025*, the *Australian Public Service Gender Equality Strategy 2021-26*, and the *APS Culturally and Linguistically Diverse (CALD) Employment Strategy*. These are on track to be completed by December 2025.
- e. Another key priority for 2025 is to undertake a scoping exercise to explore how positions for disability employment can be identified and supported, including seeking advice from employment providers.

Attachments

A. Attachment A – Status of Diversity & Inclusion deliverables August 2025