

Our Diversity and Inclusion Strategy

Our Diversity and Inclusion Strategy sets out the goals and actions we have established to build on our commitment to being a diverse and inclusive workforce.

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The [Diversity and Inclusion Strategy 2024-26](#) (the Strategy) underpins a workplace culture where employees feel valued, respected and can safely contribute fully; bringing their unique and best selves to work.

Strategy initiatives

The initiatives in the Strategy are built around the ACMA values:

- **We are purposeful:** We want to deliberately take action to enhance the diversity and inclusion of our workforce. We want to ensure that discrimination, exclusion and bias has no place in our workplace.
- **We are curious and questioning:** We want to value the individual differences between each of us and use these to drive innovative design and delivery of services and the discharge of our responsibilities in a way that reflects the needs of a diverse Australian population. We want to continually grow in our understanding of diversity so that we can understand, value and support each other.
- **We are collaborative:** We want to use our differences to work better together. We want to contribute to the broader initiatives of the APS to improve diversity and inclusion. We want to provide opportunities for employees to form networks around diversity identities where they choose to do so and provide opportunities for all employees to share their skills and knowledge in relation to diversity.

Key components include:

- targeted recruitment programs
- capability development opportunities

- initiatives to acknowledge and celebrate days of significance
- promoting safe, respectful workplace interactions.

These components indicate the ACMA's commitment to a proactive and inclusive diversity strategy that not only supports its workforce but also improves its service delivery to the Australian public.

Diversity and inclusion champions

The Strategy is reinforced by our diversity and inclusion champions:

- [REDACTED] of the ACMA's Consumer Division
- [REDACTED] of eSafety's Education, Prevention and Inclusion branch.

Disability champions

The Strategy is supported by our disability champions who advocate for, and steward disability employment:

- [REDACTED] Unsolicited Communications & Scams, ACMA
- [REDACTED] – Chief Information and Digital Officer, eSafety.

Diversity and inclusion working group

The Diversity and inclusion working group supports the Strategy by:

- progressing key actions
- promoting inclusive culture
- coordinating activities across office locations.

Members meet quarterly to contribute to events, support entry-level programs, and champion respectful workplace behaviours.

How you can be involved

All staff have various opportunities to engage with diversity and inclusion initiatives, including:

- Join the Diversity and inclusion working group.
- Lead or contribute to specific awareness days. Contact [REDACTED] at least 4 weeks prior to the day if you would like to be involved.

- Support our [entry level recruitment programs](#), the [School Leavers Program](#) and [Indigenous Australian Graduate Development Program](#) (IAGDP) by engaging with and supporting staff members in these programs.
- Complete the [SBS Inclusion program](#) in [Learnhub](#) to increase your understanding of diversity.

Contact [REDACTED] if you have any questions about the above or the Strategy.