

Submission to

EXECUTIVE MANAGEMENT COMMITTEE

Meeting date: 26 March 2024

Agenda number: < leave blank >

Contact officer: [REDACTED]

Human Resources and Communications
Branch

Cleared by: [REDACTED]

Corporate and Research Division

DIVERSITY & INCLUSION STRATEGY 2024 - 26

RECOMMENDATION

That the EMC:

- A) APPROVE THE DIVERSITY & INCLUSION STRATEGY 2024 - 26.**
- B) NOTE THE RESPONSES RECEIVED DURING THE STAFF CONSULTATION PROCESS.**

Purpose

1. This paper aims to provide the EMC with the updated Diversity & Inclusion Strategy 2024 - 26 (the Strategy) post staff consultation and to note the incorporation of the feedback received during the consultation process.

Background

2. The ACMA currently delivers a range of initiatives to build diversity and inclusion within the agency. To date there has not been an established or planned approach to these.
3. The draft Strategy was presented to EMC and endorsed for staff consultation at the October 2023 meeting.
4. Staff consultation occurred from 27 November – 22 December 2023.
5. 9 responses were received, including one from the National Consultative Forum. The responses were all well considered and provided significant further thought on the development of the Strategy.
6. Feedback included:
 - a. a preference for specific, detailed and measurable actions.
 - b. clarity on the focus groups and the initiatives for each group.
 - c. suggestions relating to guest speakers, specific events and learning and development opportunities.
 - d. suggestions to include diversity and inclusion into our public facing work.
 - e. updating the strategy to describe where the agency is starting from and
 - f. acknowledging the work the agency already does to promote inclusion.

Discussion of issues

7. A Summary of the feedback received and the action proposed as a result is provided at **Attachment A**.
8. The Strategy (**Attachment B**) has been updated to include any actions that recommended a change to the Strategy.
9. The high-level feedback and the action taken against each one, are detailed at **Attachment B**.
10. There were three themes that came through in consultation of particular note:
 - a. *Make it clearer that the agency already undertakes significant activity to support diversity and inclusion* – This feedback was incorporated into the new draft, by making a strengthened reference to the work already being done in the Chair's message and changing the wording of some actions to be clear that they are continuing or being maintained.
 - b. *Be clear about which diversity groups are being supported by the Strategy* – this feedback has not been incorporated, as the strategy deliberately takes a broad approach to thinking about diversity to ensure it influences all of our dealing with colleagues. This also ensures employees who identify with particular diversity attributes don't feel excluded through the strategy focussing specifically on some aspects of diversity.
 - c. *Set diversity targets for the workforce* – this has not been incorporated, as workforce targets in a small agency tend to move around based on external factors outside of performance of diversity and inclusion measures. Instead, measures such as scoping enhanced disability recruitment are intended to identify specific roles for disability recruitment and provide direct employment opportunities. To respond in part to this feedback, some diversity statistics, to provide context to our workforce diversity, will be added to the Strategy.

The intention is to release the attached feedback summary to staff when the final Strategy is released, to provide transparency relating to the actions taken in response to the feedback and encourage staff to provide feedback in future.

Resources

11. Actions identified in the Strategy can be resourced through existing budgets, including the budget managed by the Human Resources and Communications Branch for diversity days of significance. Specific recruitment actions will require divisions to utilise existing ASL positions relevant to affirmative measures roles.
12. Some of the feedback suggested activity would require an investment that would go beyond the currently available budget and would probably be too large for the size of the agency (for example, being an employer of choice for specific disabilities or undertaking significant benchmarking exercises). Realistic resourcing was considered drafting responses to feedback in the attachment.

Consultation

13. EMC and the eSafety Chief Operating Officer, [REDACTED] were consulted in developing the initial draft.
14. All staff have been consulted as outlined above.

Attachments

- A. Summary of feedback received from staff consultation.
- B. Diversity & Inclusion Strategy 2024-26.

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