

Attachment B

No.	Key feedback	HR action
1	Expand role of HCO to support people experiencing issues relating to race & provide additional training to support employees experiencing racial discrimination.	HCO role is inclusive of this already. Communications are planned this year to communicate the role of HCOs to the agency as part of a wider series on integrity, WHS and appropriate workplace behaviour. Consider providing additional training and resources to HCOs to support people of diverse backgrounds.
2	Clarify the scope of the strategy to include which diversity groups are specifically supported.	Diversity groups are intentionally not specified in the D&I Strategy to encourage employees to think of diversity more broadly, beyond the key groups such as CALD, First Nations, Disability, Gender, LGBTQI+ etc. and ensure that no group or person is excluded from the strategy. Existing introductory comments in the strategy were strengthened to ensure this is clear.
3	While there are broad measures around disability recruitment, there is no detail about how these people will be supported in the workplace.	Existing actions include recruitment and support, and specifically detail that a scoping exercise with clear outcomes and next steps be delivered. It is expected that this would include detail on workplace supports. Once the scoping is undertaken, the subsequent strategy would likely contain more detail in this regard.
4	Understand why diversity reporting to graduate survey differed from what is reported to the agency, explore why staff may be unwilling to report CALD and disability diversity in ESS	This can be explored outside the strategy and is not fundamental to the strategy (as we still obtain good diversity data through sources such as the Census). Any encouragement to report via ESS will need to respect that some staff have identified a preference and are willing to report anonymously, but not through an identified platform as they do not consider the diversity relevant to or restrictive to their job function.
5	Consult with staff regarding the days of significance to celebrate each year.	The 2024 calendar has been endorsed by EMC. Generally, a rotation of staff events for diversity days of significance is planned to ensure that a range of events are celebrated and rotate each year. Opportunity to consult with staff on these will be considered for the next program and can be managed outside of the strategy itself.
6	Recruitment opportunities to include internships and job trials for disability inclusion.	This will be considered within the foundational self-assessment and scoping exercise for disability recruitment included as an action within the strategy.
7	Form a relationship with Job Access to understand the support for employees with disability.	This will be considered within the foundational self-assessment and scoping exercise for disability recruitment included as an action within the strategy.
8	Make initiatives measurable, test whether actions are improving the work lives of our staff	At this stage, much of the work is foundational and so difficult to make measurable (other than achieved/not achieved). Some of this work will give rise to future actions which will be more measurable. The diversity and inclusion questions in the APS Census will also be monitored to as the strategy implementation progresses.
9	Provide training relating to specific diversity factors.	A range of training is currently available through Learnhub (identified in the strategy). Opportunities for other training, and further promotion of the existing modules, will be considered and managed outside the strategy.
10	Diversity and Inclusion training	A range of training is currently available through Learnhub (identified in the strategy). Opportunities for other training, and further promotion of the existing modules, will be considered and managed outside the strategy.
11	Establish a group to discuss diversity and inclusion issues	Strategy currently includes a) a group to discuss implementation of the strategy and b) an action to seek interest to establish diversity networks and communicate the availability of these networks
12	Social events to celebrate different cultures and share stories.	Events such as Harmony Day are included on periodic rotation for diversity days of significance to recognise. Expansion of this can be covered through above item to consult on days that are celebrated.
13	Consultation with Facts and Snacks and wellbeing teams to include diversity topics in those programs.	Action to consult with Facts and Snacks is already captured in the strategy - updated to include consulting with the Wellbeing team for potential Living Well sessions.
14	If any diversity networks are setup, ensure there is role clarity as well as opportunities to collaborate with Culture and Values Network, Social Clubs, HR Strategy and Internal Communication	Role of employee networks will be explored once interest has been sought in relation to establishing them.
15	HR 101 Topics to include - Unconscious bias training - Race and Racial discrimination - Respectful race relations to understand the value in workplace - Ageism - the value of experience	Consideration of these topics will be given when developing future HR 101 sessions.
16	Guest speaker suggestions	Consideration of suggested speakers will be made when speakers for future events are identified.
17	Update the strategy to highlight the initiatives already in place.	The strategy makes some reference to existing initiatives - this wording has been strengthened to make it clear that our organisation and our workforce already undertakes many actions to contribute to diversity and inclusion.

18	Update the ACMA's Risk appetite to include a risk statement to position the agency to be bold and stretch to improve D&I	Feedback regarding risk appetite will be passed on to the risk team, however the team does not feel that the agency's risk appetite specifically restricted any actions in the strategy.
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19	Undertake a different process to engage staff in the development of the D&I Strategy to empower them to implement the initiatives and increase D&I.	It should be noted that the strategy was developed using recommendations from the graduate project which included significant input from staff, so it would have set that work aside to repeat this process. However the approach to the development of the next strategy can be considered further at this time.
20	Set a baseline of diversity and targets to change this (refer Infrastructure and ACCC Diversity and Inclusion Strategies)	The D&I Strategy is intended to encourage employees to think of diversity more broadly, beyond the key groups such as CALD, First Nations, Disability, Gender, LGBTQI+ etc. Consideration was given to targets, however in a small agency these can move around significantly based on factors outside of direct diversity and inclusion performance. Instead, initiatives such as scoping opportunities for disability employment will seek to provide specific, tangible employment opportunities that will make a direct difference.
21	Restructure document around specific groups we are trying to support and how we are trying to support them	Diversity groups are intentionally not specified in the D&I Strategy to encourage employees to think of diversity more broadly, beyond the key groups such as CALD, First Nations, Disability, Gender, LGBTQI+ etc. and ensure that no group or person is excluded from the strategy. Existing introductory comments in the strategy have been strengthened to ensure this is clear.
22	More focus on the Neurodiversity within the workplace, become a neurodiversity employer of choice, have a neurodiversity network and champion. Consider Neurodiversity as a Facts and Snacks topic.	Neurodiversity will be suggested as a topic to the Facts and Snacks team. Neurodiversity will be considered as part of the wider work in relation to scoping disability recruitment. More specific items in feedback may be difficult to achieve given our agency's size, however can be considered as other scoping and self-assessment activities in the strategy are concluded.
23	Strategy does not address public facing work such as regulation, publication, interactions with regulators.	This strategy is intended as a workforce diversity and inclusion strategy and does not address public provision of our functions. The strategy has been updated to ensure the scope is clear.
24	Provide cultural awareness training to staff attending international conferences and liaising with international regulators	This strategy is intended as a workforce diversity and inclusion strategy and does not address public provision of our functions. The strategy has been updated to ensure the scope is clear.
25	Allow flexible work for participating in religious or cultural celebrations	Current flexible work arrangements allow for this and being prescriptive will make it difficult to allow for all circumstances. New enterprise agreement will also provide leave for similar activities.
26	Encourage staff to join diversity networks in other government agencies	This may become a viable option once interest in staff networks has been assessed (for example, if numbers for a particular group are insufficient to maintain an internal network).
27	Reflect where we have aligned to best practice e.g. Diversity Council of Australia.	Can consider this for a future strategy - this strategy already requires significant direction of resources to undertaking assessments against several APS strategies.
28	Highlight the role at every level of the agency and how staff can engage with the implementation of the strategy.	Section 'What can I do?' added to the strategy to highlight how staff can engage with the implementation.
29	Increase visible allyship with a variety of lanyards, pins and signature blocks available.	Can address outside of the strategy. Will continue to provide visible allyship opportunities through lanyards, wristbands etc. that are provided from time to time for diversity events (and rotated to ensure broad coverage).