

## Submission to

## EXECUTIVE MANAGEMENT COMMITTEE

Meeting date: 27 May 2025

Agenda number: < leave blank >

Contact officer: [REDACTED] Human Resources and Communications Branch

Cleared by: [REDACTED] Corporate and Research Division

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### DIVERSITY & INCLUSION STRATEGY UPDATE

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### 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 and Questioning and Collaborative.

#### Discussion of issues

5. Progress against the Strategy actions is provided at **Attachment A**.
  - a. Of the 31 actions, 11 have been achieved, 12 are on track to be achieved and 8 are overdue.
  - b. The overdue actions are a result of competing resource demands. Each of the 8 overdue actions have a revised timeframe and a plan in place to achieve these actions by the end of the Strategy.
  - c. A key priority for 2025 is to undertake the 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*.
  - d. Since the last update, the Diversity and Inclusion working group has been established. Scheduling of the first working group meeting is underway, with the

focus on drafting the terms of reference and planning for the rest of the diversity and inclusion awareness days in the calendar 2025.

- e. All communications related to awareness days will continue to promote employees to join the working group. These communications will also invite employees to contact HR Assist if employees are interested to establish more focussed diversity networks such as LGBTQIA+, gender, CALD, disability, mental health etc.

## **Attachments**

### **A. Attachment A – Status of Diversity & Inclusion deliverables May 2025**