



Australian Government  
Attorney-General's Department



DIVERSITYGOVERNANCE

# DIVERSITY STRATEGY







# Our commitment to diversity

“Diversity of employees in AGD can be one of our greatest strengths, enriching organisational performance to support AGD’s mission of ‘achieving a just and secure society’. Our goal is to support and maintain a safe and inclusive work environment where all employees are respected, valued and supported.”

## Introduction

Our diversity strategy aims to ensure that we promote diversity, encourage high performance, and acknowledge and support employees through all stages of their professional and personal lives.

We recognise that diverse teams achieve better results: committing to a diverse and inclusive workforce is not only good for our people, it’s good for our organisation.

Our strategy focuses on a range of areas including cultural diversity, gender, work life/flexibility, disability, Indigenous, sexual orientation and age. It does this by bringing together work that we already do with new initiatives that will help to achieve our vision.

## Our objectives

The objectives of our strategy are to:

- 1** ensure that staff can fully and equally participate in, and contribute to, the work of the department
- 2** ensure that all staff have access to inclusive and flexible work practices and are assisted by structures, conditions and systems that support their professional and personal circumstances
- 3** harness and celebrate our diversity and use our collective skills, knowledge and experiences in a way that promotes individual diversity without discrimination
- 4** prevent and eliminate harassment and unlawful discrimination in the workplace, and
- 5** leverage our unique policy position in Government to show leadership in the community and the broader Australian Public Service.

# Our strategy

Four action areas will enable us to achieve our outcomes and fulfil our vision.

1

## Employee profile and development

We will diversify our employee and leadership profile by:

- undertaking specific recruitment actions to employ and advance people from diverse groups who are under-represented
- providing professional development and networking opportunities to improve our retention of people from diversity groups already working here, and
- ensuring our leaders and managers have the capability and systems in place to support diverse teams.

2

## Adaptable workplaces and practices

We will adapt our work practices and culture to ensure all of our people can contribute by:

- continuing to provide reasonable adjustments, support and advice to employees and managers, and
- facilitating and supporting flexible ways of working, including job sharing.

3

## Corporate citizenship

We will demonstrate our corporate citizenship by:

- partnering with the community and academia to develop cross-sector diversity initiatives
- encouraging a broader range of senior leaders to participate in culture-building activities, and
- contributing to APS-wide corporate diversity initiatives and external programs.

4

## Visibility and awareness

We will demonstrate our support for a diverse and inclusive workplace, raise awareness of issues related to specific groups and highlight the value of diversity by:

- supporting and strengthening our employee diversity networks
- commemorating important diversity dates, and
- explicitly showcasing our people and the positive contribution they make.

## Our governance

Our Diversity Governance framework provides oversight of our strategy by:

- supporting diversity champions to make informed decisions about our approach
- increasing collaboration between our employee networks, human resources, and the wider department, and
- improving accountability for effecting cultural change by delivering coordinated initiatives.

## Our action plan

Our strategy sets out our approach over three years and is underpinned by our Diversity Action Plan.

The action plan has been developed and driven by the Diversity Committee, and endorsed by the Diversity Council, and will be renewed annually. We will report on our actions, progress and success to the Diversity Council.

We will meet external requirements for reporting on our Reconciliation Action Plan, Disability Action Plan and Agency Multicultural Plan through the diversity action plan.





