

Equity and Diversity Plan 2024-2025

Background

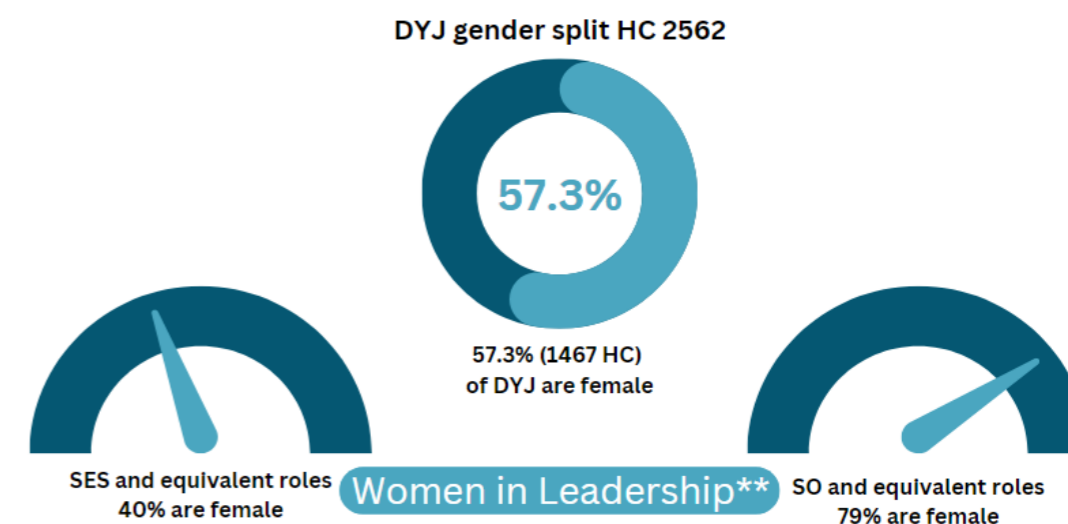
The Department of Youth Justice (DYJ) was formed in December 2023. The department’s vision is to ensure safe communities by delivering real change and positive futures for Queensland’s young people. The department’s workforce is diverse, however we are always striving to improve on our achievements. The [Public Sector Act 2022](#) (the Act), effective from March 2023, introduced new obligations for chief executives to progress equity and diversity in their department. This included undertaking an annual equity and diversity audit report and an annual review of the equity and diversity plan. The department’s equity and diversity audit report, submitted in April 2024, is based on September 2023 data. Findings in the report have informed the department’s action plan focus areas: recruitment processes; diversity information sharing; and workplace culture.

DYJ Diversity overview

Our progress towards set diversity targets and actions promoting equality of employment opportunities and outcomes are formally reported to our senior leadership as well as the Public Sector Commission each financial year. The diversity targets are:

Reportable diversity target group rates 2023-2026	Queensland Public Sector target	Department of Youth Justice target	Department of Youth Justice actual *	DYJ Working for Queensland 2023 data
Aboriginal peoples and Torres Strait Islander peoples	4%	9%	6.3%	13%
People with disability	12%	12%	2.5%	12%
People from culturally and linguistically diverse backgrounds who speak a language other than English at home	12%	12%	3.6%	16%

*Based on payroll system information as at 20 June 2024 with employee response rate of 41.02%. Whilst the targets are set for a three-year period, annual progress reports are provided to the Public Sector Commission by all agencies.



**Based on payroll system head count (HC) as at 20 June 2024 (2562 employees). Reportable diversity targets for women in leadership (SO and above or equivalent) are: 50% for Queensland Public Sector and 60% for DYJ; with DYJ actual 65%.

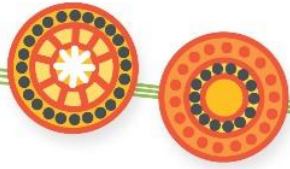
Our goal

Is developing a diverse and inclusive workplace that reflects the communities we serve. Everyone, regardless of background or ability, deserves the opportunity to develop skills to fully participate in society, be active citizens and positively contribute to our State's future prosperity. Our department ensures people feel included, valued and respected, and have equal opportunities at work. We foster workplace flexibility, and we are open to different and contemporary ways of working that embrace the use of technology and innovation.

Creating and maintaining an equitable, diverse, and inclusive culture in the workplace does not happen in a vacuum. It weaves through all of our actions, processes and systems. It requires action from all employees whether they are a senior leader, manager or supervisor or an individual contributor in a front line, corporate or a support role at any classification level. Equity, diversity and inclusion are everyone’s business and so our goal is to work together to create a great place for everyone to work.

The three focus areas below were identified in the 2024 Equity and Diversity Audit report, drawing conclusions from a combination of September 2023 payroll information and the 2023 Working for Queensland survey results:

- Recruitment processes
- Diversity information sharing
- Workplace Culture



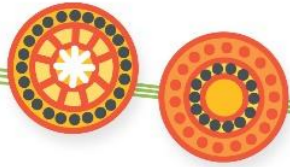
Recruitment processes

Focus area	Success	How do we get there	Measure	Lead	Timeframe
Talent acquisition and retention	<ul style="list-style-type: none"> Our workforce reflects the community we serve through having fair, inclusive, contemporary and culturally safe recruitment practices. Increased proportion of staff who identify as First Nations peoples. Hiring managers and staff feel confident in acquiring talent in line with equity & diversity obligations under the Act and the Recruitment and Selection Directive 07/23. Staff choose to stay with us long term and build their careers. 	<ul style="list-style-type: none"> Create fair, equitable and contemporary and culturally safe talent acquisition processes and tools. Implement employee value proposition (enhance brand, promote our values, reach and recruit the right people). Review tools and resources to support selection panels in developing and maintaining confidence in hiring diverse staff in accordance with the Act. Develop and implement employee pulse survey. Enhance inclusive recruitment skills and abilities, provide support to hiring staff. Implement exit survey process Implement equity for applicants (adjustments - entire employee cycle). Create positive onboarding experience. 	<p>Explore the following sources to measure success:</p> <ul style="list-style-type: none"> Employee pulse survey results (applicant/new employee diversity; role expectations prior/after recruitment, attraction, recruitment and selection experience; onboarding experience etc). Payroll system information (reaching our diversity targets, measure length of employment). Working for Queensland survey results (improvement in information sharing-closer match to payroll information, reaching our diversity targets). Exit surveys information (diversity, length of employment, reasons for leaving). Recruitment and selection appeals information. Measure hiring manager/staff recruitment and selection confidence using existing tools. 	<p>^People and Culture ODDGs OSDs</p>	<p>June 2025 December 2026 for diversity targets</p>

^People and Culture, Corporate Services; ODDGs – Offices of the Deputy Director-Generals; OSDs – Offices of the Senior Executive Directors

Diversity information sharing

Focus area	Success	How do we get there	Measure	Lead	Timeframe
Diversity information sharing, reporting, and meeting agency diversity targets	<ul style="list-style-type: none"> Our employees feel safe sharing their diversity information on the payroll system. Collected information is comparable to the Working for Queensland survey and the department meets or exceeds its diversity targets. 	<ul style="list-style-type: none"> Encourage collective and individual benefits of diversity information sharing. Clearly communicate how this information will be used to support achieving our diversity targets. Create resources on how and what to share (factsheet, procedure, video, etc). Embed diversity information sharing into our onboarding processes (new starter payroll paperwork, new starter checklist, iLearn learning system). Establish a workplace culture where employees feel safe and comfortable to share their diversity information without fear of negative consequences. 	<ul style="list-style-type: none"> Information sharing rate on the payroll system increases by 10%. Decrease variations in rates between payroll and Working for Queensland survey. Eliminate or reduce reasons that hinder employees from sharing their diversity as indicated in the Working for Queensland survey results. 	<p>^People and Culture ODDGs OSDs</p>	<p>June 2025</p>



Workplace Culture

Focus area	Success	How do we get there	Measure	Lead	Timeframe
Establishing inclusive workplace culture including increased cultural safety for all staff	<ul style="list-style-type: none"> The workplace is an inclusive, culturally safe environment where everyone feels heard, included, respected and can bring their whole self to work. A workplace culture where employees' values align with the department's, fostering pride in working for DYJ. Employees build their career with us and share their positive experience with their networks. 	<ul style="list-style-type: none"> Recognise, protect and continually advance the inherent rights, cultures and traditions of all employees. Establish DYJ equity and diversity network and encourage our diverse workforce to participate, contributing their diverse lived experience or allyship to advance the diversity agenda. Implement awareness and education campaigns to align our values, behaviours, goals, attitude and practices to create a healthy workplace culture for all. Celebrate our diversity by engaging in conversations about what we have in common, participating in cultural events, expanding on our knowledge through training and learning opportunities, fostering respect and embracing our diversity. Promote workplace health, safety and wellbeing of our staff. Implement employee value proposition (enhance brand, promote our values, attract, hire and retain the right staff). 	<p>Improvement visible through:</p> <ul style="list-style-type: none"> Working for Queensland. New employee pulse survey results. Payroll system diversity information. DYJ diversity targets. Exit surveys information. Workplace health and safety information Participation in and experience of equity and diversity network members. iLearn data (training participation and feedback). Participation and feedback on cultural events, news, posts, etc. Decrease in reported performance management and/or misconduct matters. 	^People and Culture ODDGs OSEDs	June 2025

Relevant resources:

- [DYJ Disability Service Plan 2023-2025](#)
- [Come together, talk together, walk together: Reframing the Relationship Plan 2023-2025](#)
- DYJ Strategic Workforce Plan (in development)
- [Even better public sector for Queensland Strategy 2024-2028](#)
- [Queensland Public Sector Inclusion and Diversity Strategy 2021-2025](#)
- [Disabling the barriers to employment in the Queensland Public Sector Implementation Plan 2023](#)
- [Queensland Public Sector LGBTIQ+ Action plan 2023-2025](#)
- [Queensland Multicultural Action Plan 2022-2024](#)
- [Queensland Women's Strategy 2022-27](#)
- [Recruitment and selection \(Directive 07/23\) and Recruitment and selection summary guide](#)