

Director-General message

As the Inclusion Champion for the Department of Justice and Attorney-General (DJAG), I am pleased to present our DJAG Inclusion, Diversity and Equity Strategy 2023–27.

We celebrate our diverse workforce and we must continually challenge ourselves to ensure we are equitable and inclusive in all aspects of our work.

To achieve our vision of a fair, safe and inclusive Queensland, we commit to being an organisation that gives everyone access to the same opportunities to thrive, be their best and feel empowered to bring their whole selves to work.

A diverse workforce in DJAG fosters a culture of understanding and empathy, challenges viewpoints, improves team performance and leads to better business outcomes for the benefit of the community we serve.

Our strategy provides a five-year roadmap for building our workplace culture to ensure we make inclusion, diversity and equity (IDE) a part of everything we do.

David Mackie, Director-General
Department of Justice and Attorney-General

Inclusion, Diversity and Equity STRATEGY 2023–27

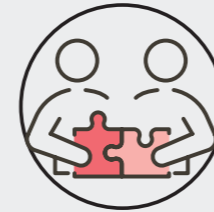
as at March 2023

Department of Justice and Attorney-General

Our Vision To be an organisation with a fair, safe and inclusive culture and a diverse workforce where everyone brings their whole selves to work.

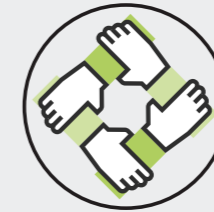
Our Commitment To create an inclusive, diverse and equitable workplace where we all belong and our diversity of thought is embraced.

What success looks like



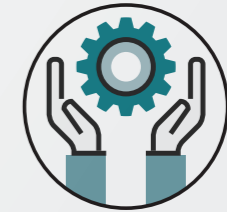
Leadership

Leaders and managers model, drive and champion inclusive behaviours.



Workplace culture

DJAG staff feel they belong and that their contributions are valued and respected.



Business practices

The way we work enables equity and provides safety and security for everyone.

IDE is important

IDE makes good business sense and helps to protect human rights by ensuring DJAG staff make decisions that are compatible with human rights. Our aim is to create an organisation that attracts, develops and retains a diverse workforce, where people feel welcome, valued and included. IDE are levers for strategic advantage by:


increasing
productivity and performance


promoting an engaged and resilient workforce


growing and nurturing
a flexible, creative and forward-thinking organisation

delivering

quality outcomes for the community


enabling better **decision-making** and better customer service

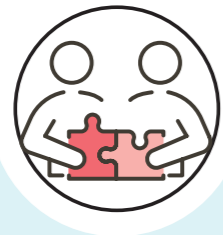

enhancing
our reputation as an employer of choice


encouraging, respecting and promoting
different ways of thinking and doing

Inclusion, Diversity and Equity STRATEGY 2023–27

Core focus areas

We are creating a great place to work that attracts a diverse workforce by focusing on **leadership, culture, and business practices**. Every staff member contributes to achieving this goal. We encourage staff to participate in diversity working groups and staff networks - our diversity groups are currently focused on Aboriginal and Torres Strait Islander peoples, people living with disability, women and people who identify as LGBTIQ+. Our working groups implement action plans that drive improvements and support intersectionality across all diversity groups. In addition to the current focus areas, this strategy supports outcomes across all seven areas of focus outlined in the *Queensland public sector Inclusion and Diversity Strategy 2021–25*, including people from culturally and linguistically diverse backgrounds, older people and youth.



Leadership



Culture



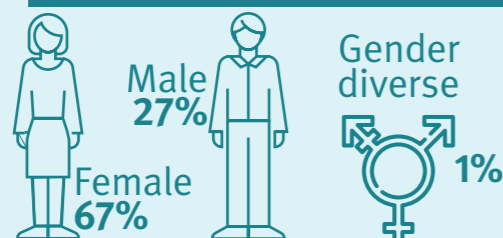
Business practices

<p>Outcome: A workplace where leaders create a culture where IDE are fundamental.</p>	<p>Outcome: A workplace where all staff contribute to ensuring DJAG is an inclusive and equitable organisation with a diverse workforce.</p>	<p>Outcome: A workplace with embedded inclusive work practices where staff are empowered to work together.</p>
<p>We will focus on:</p> <ul style="list-style-type: none"> • modelling inclusive behaviours • improving psychological safety in the workplace • embedding inclusive recruitment practices • attending and supporting staff to attend IDE events • participating in ongoing management training. 	<p>We will focus on:</p> <ul style="list-style-type: none"> • increasing staff participation in diversity working groups and staff networks • implementing diversity working group action plans • raising awareness and educating staff through regular communications. 	<p>We will focus on:</p> <ul style="list-style-type: none"> • providing guidance to managers to support effective targeted and equitable recruitment practices and culturally safe onboarding processes that support IDE • supporting improved sector recruitment data collection • encouraging flexible work practices • implementing practices and programs aimed at increasing workforce participation of people from diverse backgrounds • reviewing our human resources policies and guidelines to ensure they drive inclusive and equitable outcomes.
<p>Success measures:</p> <ul style="list-style-type: none"> • reduced racism and discrimination, as reported in the Working for Queensland survey • increased workforce diversity, as reported in the Working for Queensland survey • executive performance agreements include a commitment to championing and driving inclusive behaviours and attending a minimum of two IDE events per year • completion of IDE training. 	<p>Success measures:</p> <ul style="list-style-type: none"> • increased number of staff in diversity working groups and networks • annual diversity working group progress reporting to the DJAG Board of Management • endorsed annual IDE program communications plan • improved employee experience for people who are from diverse backgrounds and lived experience, as reported in the Working for Queensland survey. 	<p>Success measures:</p> <ul style="list-style-type: none"> • improved recruitment data collection • increased diversity within applicant pools • teams work together to make flexibility work, as reported in the Working for Queensland survey • greater workforce diversity, as reported in the Working for Queensland survey and sector workforce data.

Workforce snapshot

as at September 22

DJAG staff gender identity data



Sector and DJAG targets for 2023-2026:

- 4% Aboriginal and Torres Strait Islander peoples
- 12% People living with disability
- 12% Culturally and linguistically diverse (CALD) peoples, who speak a language other than English at home
- 50% Women in leadership positions (at each level for SO and above)

Percentage of DJAG staff who elected to identify:

- 2.0% Aboriginal and Torres Strait Islander peoples
- 0.1% Australian South Sea Islander people
- 3.6% People living with disability
- 3.3% CALD-1: Born overseas
- 2.1% CALD-2: Speak a language other than English at home
- 58.05% Women in SO positions
- 61.76% Women in SES2 positions
- 44.44% Women in SES3 positions
- 100% Women in SES4 positions
- 57.14% Women in CEO positions
- 8.0% LGBTIQ+