



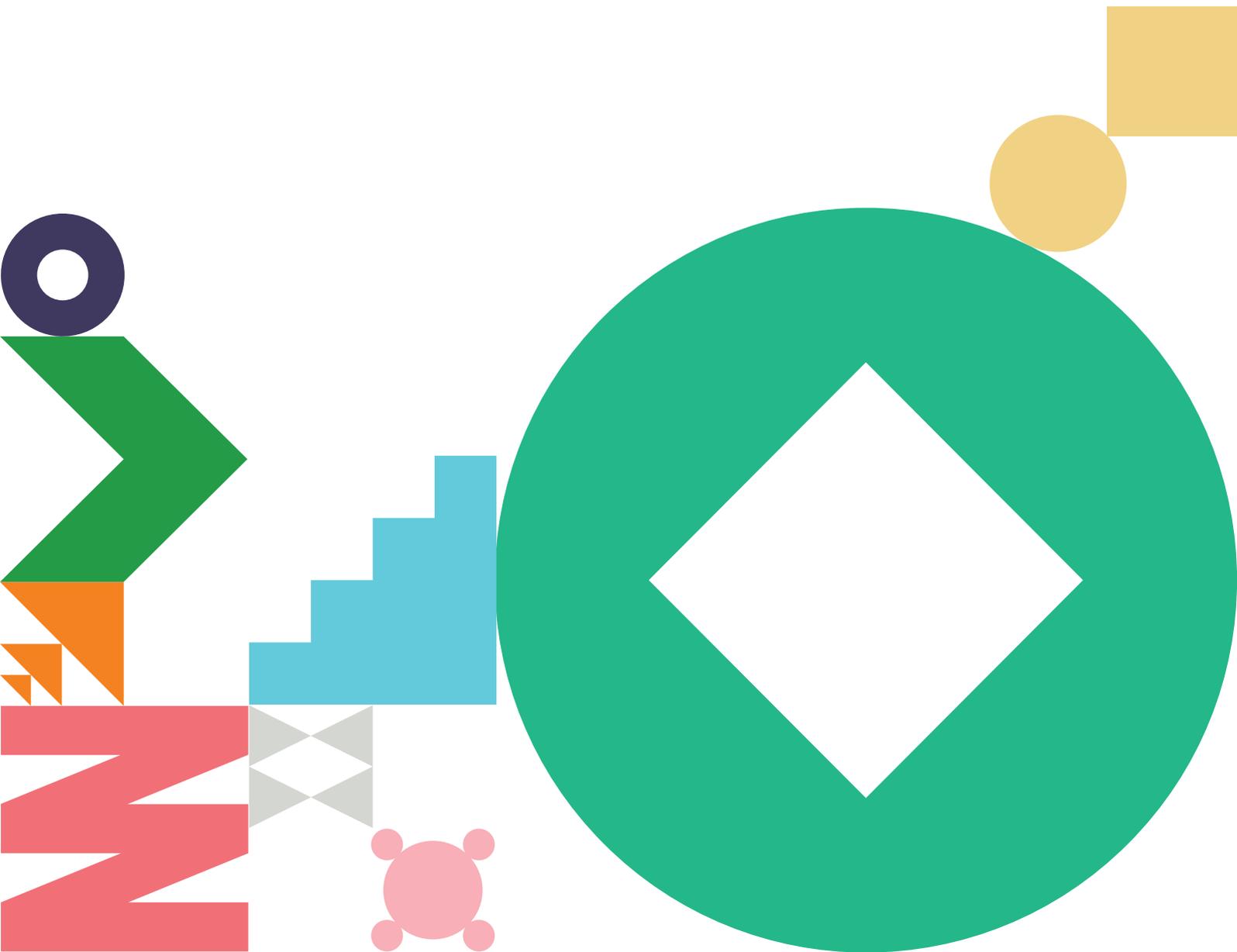
Public Sector
Commission

*We're working for
Western Australia.*

People of Diverse Sexualities and Genders

Action Plan to Improve WA Public
Sector Employment Outcomes

2020–2025





We acknowledge the traditional custodians throughout Western Australia and their continuing connection to land, waters and community. We pay respect to their cultures, and to elders past and present.

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From the Commissioner

Workforce diversity is not only about everyone being treated with dignity and respect, it's key to improving productivity and innovation in organisations.

It's also important for our workforce – our people – to have diversity of thought. This means different and more expansive thinking beyond our worldviews.

To shift the focus of diversity from compliance to workforce imperative, we have to change gears. We must move from a singular focus on awareness raising to deliberate action and intervention – and see this move as both a personal and a collective responsibility.



This action plan is part of the Workforce Diversification and Inclusion Strategy for WA Public Sector Employment 2020–2025. The twin goals of the strategy are to increase the representation of people from different backgrounds at all levels across our sector, and to ensure all staff in the sector experience a sense of belonging and inclusion in the work environment.

Like this action plan that focuses on people of diverse sexualities and genders, there are also action plans for women, youth, Aboriginal and Torres Strait Islander people, culturally and linguistically diverse people and people with disability.

There is no suggestion that achieving greater workforce diversity and inclusion is easy. However, we must do more to bring the knowledge, skills and perspectives of people of diverse sexualities and genders to our work as we deliver services to the community of Western Australia.

Sharyn O'Neill
Public Sector Commissioner

Supporting people of diverse sexualities and genders

This plan aims to support inclusive work environments for people of diverse sexualities and genders in the WA public sector.

We know that people of diverse sexualities and genders are at a greater risk of marginalisation and have been (and in some cases continue to be) persecuted and disadvantaged.

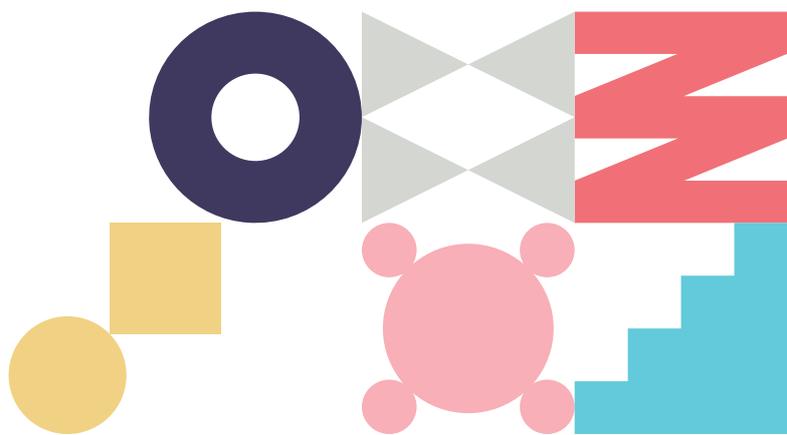
People of diverse sexualities and genders make up around 11% of the Australian community. While the sector currently does not measure representation of this group, we need to ensure our workplaces are inclusive.

It is key that the workplace is a safe space for people to belong and realise their full potential. Every agency across the public sector needs to ensure this.

This action plan outlines a number of activities that commit the public sector to providing opportunities for inclusion and fostering workplace cultures that allow people to bring their true selves to work.

When it comes to the inclusion of people of diverse sexualities and genders working in the public sector, there is still much work to be done.

It is incumbent on us all to ensure people of diverse sexualities and genders are accepted, affirmed and celebrated.



Key actions to achieve greater inclusion

Creating inclusive workplaces in the sector where people of diverse sexualities and genders are accepted, affirmed and celebrated requires sustained effort, a different way of doing things and stronger accountability.

Actions taken require collaboration with people of diverse sexualities and genders whose ideas and participation are essential in making our sector as inclusive as possible.

Actions for the Public Sector Commission are described, together with a suite of actions for agencies to implement.

The most value can be gained by considering actions across the four improvement areas, rather than actions in just one or two areas.

As agencies have differing needs and contexts, they should adopt those actions appropriate to their circumstances in a way best suited to their needs.

This action plan has four key areas for improvement that flow across the strategy and other action plans:

1

Educate and empower

A knowledge and capability uplift is a priority consideration in workforce planning for people of diverse sexualities and genders.

2

Attract and develop

The public sector is a supportive employer of people of diverse sexualities and genders.

3

Lead and build

There is deliberate leadership to build organisation cultures where all people are treated fairly and respectfully.

4

Account and celebrate

Responsibility is taken for ensuring people of diverse sexualities and genders experience an inclusive work environment.

1 Educate and empower

Actions for the Commission

Provide tools

- 1.1 Work with members of the diverse sexualities and genders community to increase knowledge and awareness of employment matters with the aim of strengthening inclusive practices.
- 1.2 Develop a guide to ensure managers and staff are aware of and promote the use of flexible working opportunities.

Use data analytics

- 1.3 Explore opportunities to improve data collection and reporting.

Partner for greater impact

- 1.4 Partner with specialised organisations to inform the development of policies, practices and support mechanisms.

Build employee networks

- 1.5 Refresh the public sector Ally network.





1 Educate and empower

Actions for agencies

Provide training

- 1.1 Increase participation in Ally and other training to increase awareness of diverse sexualities and genders.

Assess culture

- 1.2 Use self-assessment tools (eg the Rainbow Tick Standards) to understand and improve inclusive practices.

Make better use of data

- 1.3 Participate in surveys and other opportunities to benchmark progress against local, national and international agencies.

Learn to target

- 1.4 Trial the implementation of section 35ZD and other provisions of the *Equal Opportunity Act 1984* to support people of diverse sexualities and genders.

Establish agency networks

- 1.5 Consider establishing an agency Ally network for collegial support, and to contribute to the review and design of practices that impact employment outcomes.

Establish community links

- 1.6 Consider establishing links with diverse sexuality and gender community groups to improve service outcomes.

2 Attract and develop

Actions for the Commission

Strengthen the rules

2.1. Remove opportunity for discriminatory practices to occur when reviewing recruitment, selection and appointment legislation, instruments and policies.

Partner to extend reach

2.2 Partner with and promote the use of specialist employment service providers and networks to attract job seekers.

Promote the sector

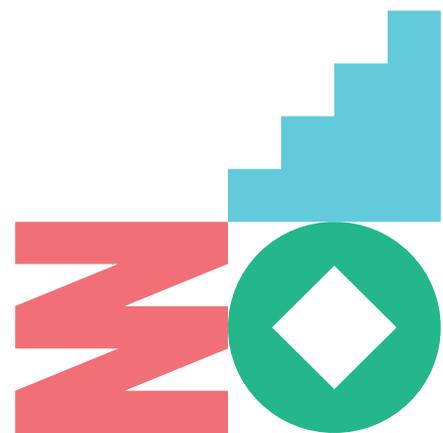
2.3 Promote the public sector as an employer that supports people of diverse sexualities and genders.

Train the trainer

2.4 Provide opportunities for staff to become Ally trainers, including those in regional locations.

Work towards removing bias

2.5 Work with agencies to provide guidance on initiatives that name and remove bias such as de-identified job applications.



2 Attract and develop

Actions for agencies

Provide appropriate support

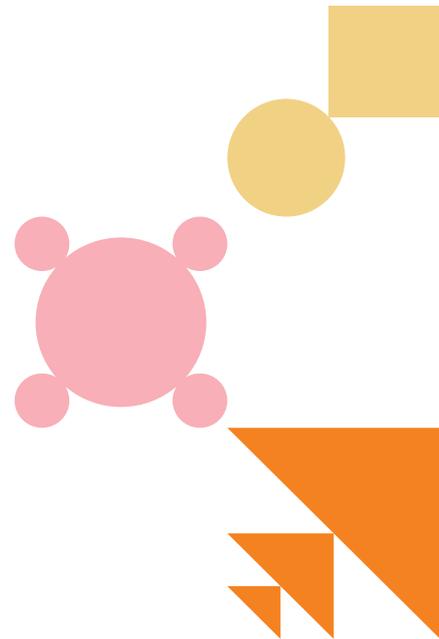
- 2.1 Partner with specialist employment service providers and networks to attract job seekers of diverse sexualities and genders.

Partner to extend reach

- 2.2 Work with employee assistance program providers to ensure programs support people of diverse sexualities and genders.

Work towards removing bias

- 2.3 Develop initiatives to remove unconscious bias in recruitment, training and workforce practice.



3 Lead and build

Actions for the Commission

Lead from the top

- 3.1 Conduct an annual review for the Public Sector Leadership Council to consider the extent to which agency strategies are strengthening inclusive environments for people of diverse sexualities and genders.

Improve culture

- 3.2 Crowdfund innovative ideas for improving inclusive practices for people of diverse sexualities and genders.

Build diversity into planning

- 3.3 Provide model workforce and diversity plans for agency use that feature strong measures for increasing inclusion of people of diverse sexualities and genders.

Support for staff

- 3.4 Review the Safe Spaces guide to ensure people of diverse sexualities and genders are included.

Promote respect

- 3.5 Explore the development of a respectful relationships program to support the sector.



3 Lead and build

Actions for agencies

Lead change

- 3.1 Deliberately plan for the creation of inclusive and safe workplaces for people of diverse sexualities and genders.
- 3.2 Reinforce zero tolerance for discrimination and harassment, and provide a clear complaints pathway for staff to feel confident in raising issues.

Challenge inappropriate behaviours

- 3.3 Ensure senior leaders act as role models, demonstrating respectful behaviour, and challenging inappropriate language and attitudes.

Sponsor

- 3.4 Identify executive champions to promote and drive inclusion across the agency, with a specific focus on people of diverse sexualities and genders.

Review policies and practices

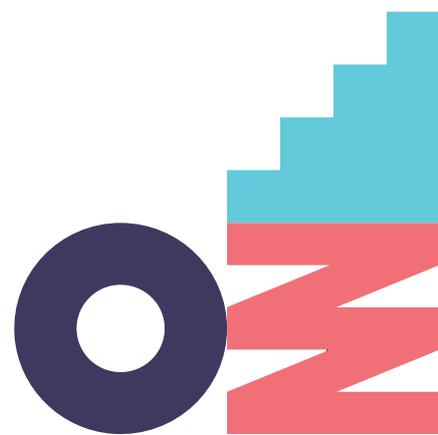
- 3.5 Ensure policies and practices do not discriminate against people of diverse sexualities and genders, and that published materials are inclusive.

Support staff

- 3.6 Implement actions in the Safe Spaces guide for staff who may be experiencing family violence, and ensure an adequate number of staff are trained as contact officers.

Build an inclusive workplace

- 3.7 Build a safe environment so staff can share information about their diverse sexualities and genders.



4 Account and celebrate

Actions for the Commission

Listen and respond

4.1 Introduce the requirement for agencies to include staff perceptions of workplace inclusiveness in annual reports.

Improve use of data

4.2 Review qualitative and quantitative data collection strategies to ensure the best information about the employment of people of diverse sexualities and genders is gathered and used to inform improvement.

Share good stories

4.3 Publish stories and share initiatives about better employment and inclusion outcomes across a range of communications channels.



4 Account and celebrate

Actions for agencies

Report progress

4.1 Monitor and report progress on the impact of strategies to ensure a more inclusive work environment for staff of diverse sexualities and genders, including in the CEO Delivery and Performance Agreement.

Celebrate

4.2 Celebrate and promote events in the workplace to support the inclusion of people of diverse sexualities and genders (eg Pride; International Day Against Homophobia, Biphobia, Interphobia and Transphobia; and Wear it Purple Day).

4.3 Commit to proactively seeking nominations for State and national diversity awards.

Share success

4.4 Highlight positive stories and achievements of staff of diverse sexualities and genders in internal and external communications, including annual and other reports.

Principles, monitoring performance, data and definitions

Principles

Sustainable improvement in workforce diversification is driven by four principles guiding agency actions.

Leadership

Public sector leaders are visible advocates who take strong and deliberate action to drive improvements in workforce diversification, and lead a zero tolerance approach to discrimination and harassment.

Collaboration

Public sector agencies work together to improve diversity employment outcomes and share best practice.

Accountability

The head of each public sector agency is accountable for improving workforce diversification.

Cultural inclusion

The public sector has culturally inclusive workplaces where staff are supported and valued for their contribution, and where managers are diversity aware.

Monitoring performance

Equal employment opportunity and diversity related information collected by the Commission will continue to be used to monitor progress against the targets and action plans. Outcomes will be reported through the state of the sector report and other workforce reporting.

Under the strategy, the Commission will work with key stakeholders to identify and refine reporting obligations currently required across multiple agencies for identified diversity groups.

Data

All public sector data used in this strategy and the supporting action plans are based on the March point in time series.

There are further [data definitions and methods](#) on our website.

Definitions

The terms used in this strategy and the action plans are defined below.

Aboriginal and Torres Strait Islander people

People who identify as being of Aboriginal or Torres Strait Islander descent.

Culturally and linguistically diverse people

People who are born in identified countries which are not mainly English speaking.

People of diverse sexualities and genders

People of diverse sexual orientations, gender identities and expressions, and sex characteristics.

People with disability

People who have a mild or moderate core activity limitation.

Women in the SES

Women who are part of the Senior Executive Service.

Youth

People who are aged 24 years and under.

