

Queensland Health Workforce Diversity and Inclusion Strategy 2017 – 2022

A connected and federated model of diversity and inclusion

Diversity and inclusion has undergone significant change in the last 5 to 10 years – it is now well recognised that diverse and inclusive workplaces are higher performing and more innovative due to the benefits they bring.

Today, “diversity” has a broad scope that encompasses the wide range of individual differences that make up our workforce and the communities we serve. It includes inherent characteristics such as age/generational differences, ethnicity, intellectual and/or physical ability, cultural background, sexual orientation and/or gender identity. Diversity also refers to acquired aspects that may be less visible such as education, socioeconomic background, faith, marital status, job level, family responsibilities, experience, and thinking and work styles.

Diversity goes hand in hand with “inclusion”. Inclusive workplace environments incorporate new and different ways of thinking, interacting and working into the way business is done so that all individuals are able to contribute.

The Workforce Diversity and Inclusion Strategy 2017–2022 outlines targets for particular minority groups, in accordance with the broader Queensland Public Service approach, provides a Vision for a diverse and inclusive Queensland Health and sets out specific focus areas and principles that underpin the achievement of the Vision.

Recognition of the diverse nature of Queensland Health, and good practice, achieving our Vision requires an ongoing commitment to:

- Co-design and localisation – Solutions developed, owned and make sense locally.
- Visibility and role modelling – Good practice demonstrated and celebrated inside and outside our business.
- Innovation – Innovative ideas adopted and supported by committed workplaces.

Vision

Everyone should feel safe and encouraged to fully participate with one another. Queensland Health will promote diversity and inclusion by implementing strategies that:

- Are sensitive to and informed by the needs of employees from diverse experiences, and
- Remove systemic or attitudinal barriers to the career progression of people from diverse backgrounds.

Focus areas

This strategy has three overarching focus areas, underpinned by standard principles to build consistency in how we approach and implement initiatives of the strategy across the Queensland Health.



Principles

- Job access supports diversity of candidates with recruitment pools.
- Job design/redesign that supports and encourages workforce flexibility, diversity and inclusion.
- The benefits of diversity and inclusion communicated to, and understood by employees and the organisation.
- Resources support line managers and leaders to achieve a more diverse and inclusive workplace.
- Employees are supported to bring their whole self to work.
- Employees are supported in their career journey through appropriate training, development and career opportunities.

Priority groups

Although diversity is considered in the broadest sense and the emphasis is on inclusion and diversity for all employees in the workplace, the following are the priority groups over the life of the strategy:



Diversity targets

Queensland Health has established targets for diverse workforce groups aligned with foundational targets established by the Public Service Commission for the Queensland Public Service.

Targets have been developed across diversity groups for each hospital and health service, the Department of Health and Queensland Health.

The concepts and principles within the Workforce Diversity and Inclusion Strategy are applicable to the entire Queensland Health workforce. Targets against particular focus areas are outlined below. These areas were identified by the Queensland Public Service as the areas in need of most critical attention.

Table 1: Queensland Health (HHS and the department) diversity employment targets to strive to achieve by 2022

Priority Group	Current* %	Minimum %	Aspirational %
Women (SES and equivalent)	35.19	42.81	50.48
Women (SO and equivalent)	53.69	49.07	52.36
Aboriginal and Torres Strait Islander people	1.71	3.00	3.50
People with disability	2.04	3.00	5.12
People from non-English speaking backgrounds	11.14	11.03	12.75

* As at December 2015