

### Purpose

QAO has an obligation under Chapter 2 of the *Public Sector Act 2022* to promote and support a culture of respect and inclusion. For us, it is more than an obligation – we want to embrace our workforce diversity, and use our different experiences, skills, and perspectives to add value to delivering better public services.

This plan sets the foundations for how we will continue to build an inclusive culture, attract and develop diverse talent, and provide leadership commitment to our strategies.

We will conduct an annual audit of our workforce data to ensure we are progressing towards our objectives.

Objectives	Strategies	Indicators of achievement
To create a culture that embraces diversity, equity, and inclusion.	Effectively promote a culture of respect, inclusion, and belonging.	Increased employee engagement with diversity, equity, and inclusion initiatives.
To effectively measure diversity, equity, and inclusion success.	Improve ways to capture, measure, and report data.	Data is cleansed, reviewed, and measured against agreed benchmarks.
To attract, recruit, progress, and retain a diverse workforce that represents the community we serve.	Review and improve the attraction, recruitment, progression, and retention of diversity groups in all job classifications, including: <ul style="list-style-type: none"><li>women in leadership</li><li>CALD (culturally and linguistically diverse)</li><li>First Nations</li><li>people with a disability.</li></ul>	Plans are implemented to attract, recruit, progress, and retain diverse talent in all job classifications.