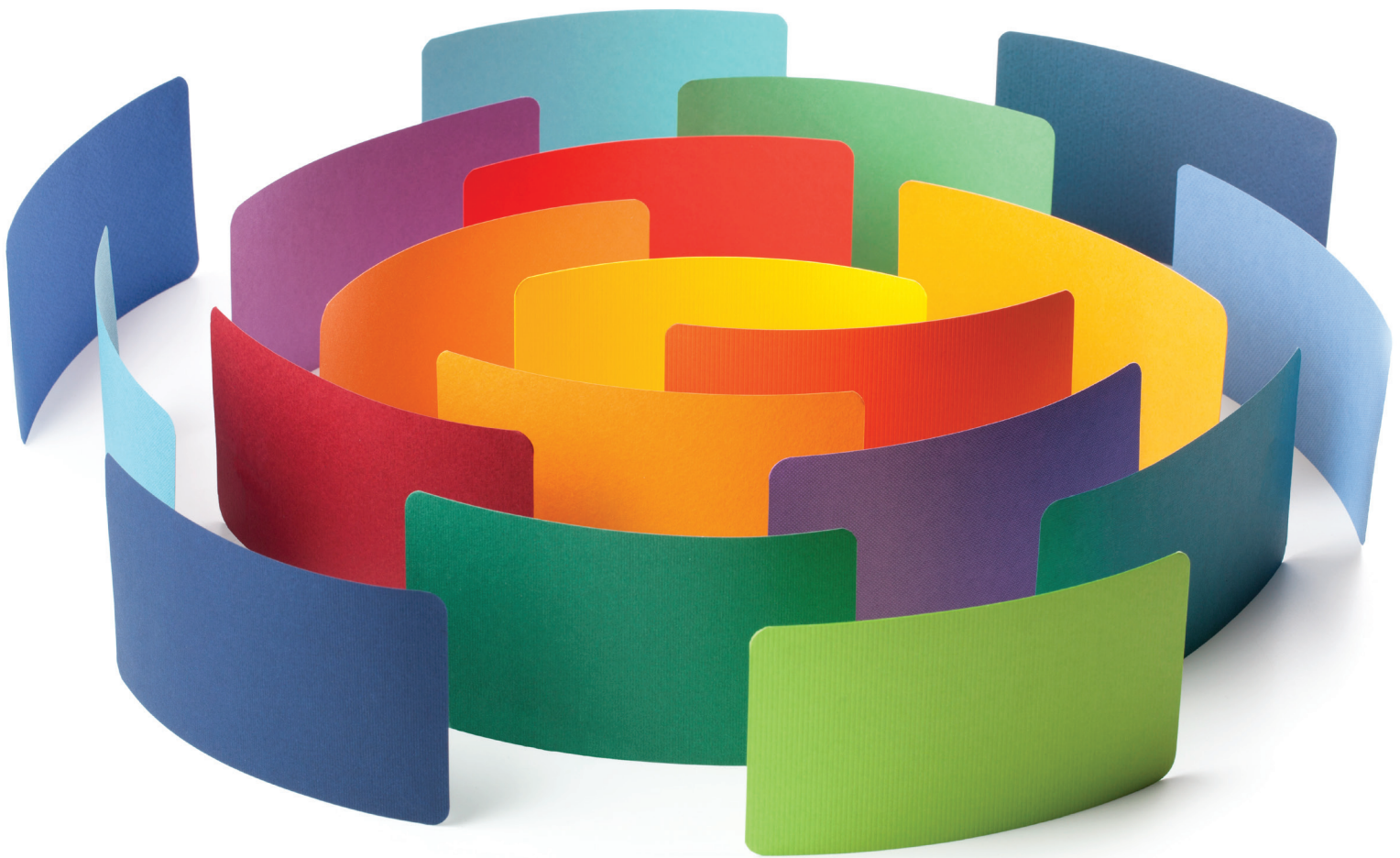


Ipswich City Council Diversity and Inclusion Strategy 2018-2022



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Message from the Chief Executive Officer

As CEO I am strongly committed to this strategy to improve Council's diversity and inclusive practices.

Focusing on four key areas including people with a disability, Aboriginal and Torres Strait Islander peoples, people who are culturally and linguistically diverse and gender equality, our goal is to remove the barriers so all employees work in an environment that values their contributions.

As well as maximising opportunities presented by a diverse and inclusive workforce, we also seek to meet the expectations of our changing Ipswich community. Ultimately it is about delivering on our promise – *Together we proudly enhance the quality of life for our community.*

Our promise is also focussed on helping our people feel valued and included which is critical to making Ipswich City Council a great place to work. By concentrating on the four key areas over the next four years, we hope to realise the benefits of increased productivity, innovation and performance.

I look forward to seeing these initiatives rolled out and embedded in our culture across Council.

Sean Madigan
Chief Executive Officer



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What is diversity and inclusion?

Diversity and inclusion is about acknowledging the diverse skills and perspectives that people may bring to the workplace because of their background and personality. Diversity and inclusion is about removing barriers to ensure all employees work in an environment that values their contributions to achieve organisational objectives. It also involves recognising the value of individual differences and managing them in the workplace.

What are the benefits?

The compelling case for a diversity and inclusion strategy plan

The benefits that occur through enhancing diversity and inclusion do not accrue only to the target groups identified. They also benefit the rest of the organisation in a range of positive ways, all resulting in an improved opportunity to provide better service to our customers and staff satisfaction.

Research reveals that:

- A more diverse workforce makes for better decision-making;
- Experiences with diversity are associated with improved cognitive skill and intellectual self-confidence;
- Strong teams of diverse individuals have better problem solving skills than teams of more qualified people that come from the same perspective.

Diversity and inclusion is about bringing a group that does not currently enjoy the same level of opportunity up to the level of opportunity experienced by the majority; it's not about raising one group above the other. The World Health Organization describes equity as "the absence of avoidable or remediable differences among groups of people, whether those groups are defined socially, economically, demographically or geographically."¹

In summary, through improving Council's workforce diversity and inclusive practices we will realise the benefits of increased productivity, innovation and performance.

1 <http://www.who.int/healthsystems/topics/equity/en/>



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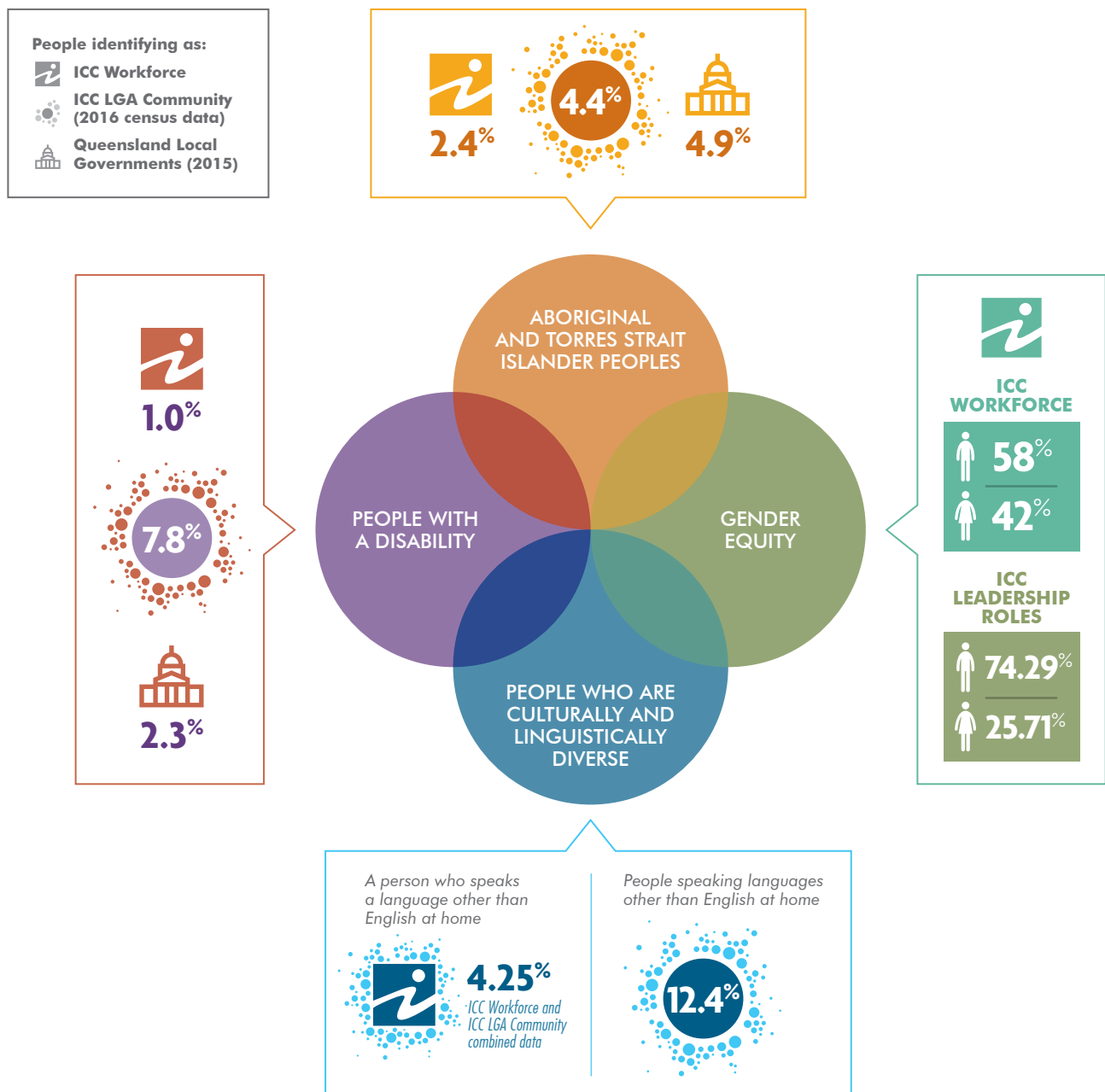
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Diversity and Inclusion Target Groups 2018-2022

Ipswich City Council has determined to focus upon the following as the primary focus during the first four years of the strategy's implementation.

4 key areas OF FOCUS

1. People with a disability
2. Aboriginal and Torres Strait Islander Peoples
3. People who are culturally and linguistically diverse
4. Gender



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4 key areas

Ipswich City Council recognises through a focus on these 4 key areas our age profile will also be positively impacted and representative of the local government community.

1. People with a disability

What is the opportunity we are missing?

Realising the strategic corporate vision of supporting a diverse economy as well as the future transport vision to enhance livability has a dependency on understanding community needs. This is a key talent demographic that may be being overlooked. Four million people (or almost one in five people) have a disability, according to the Australian Bureau of Statistics 2016.

In Australia, significant changes have led to the development of the National Disability Strategy 2010-2020 and the National Disability Insurance Scheme (NDIS). As Council is at the vanguard of change, and looked to by communities to provide innovative solutions to local issues, the opportunity exists to further respond to these changes and integrate disability inclusion planning within the organisation.

2. Aboriginal and Torres Strait Islander Peoples

What is the opportunity we are missing?

A workforce that has a strong representation of our Aboriginal and Torres Strait community ensures that our culture and values continue to reflect that of our local community and enhances our ability to deliver services that meet community expectations.

Targeted initiatives to support our Aboriginal and Torres Strait Islander peoples workforce to attain decision making and/or leadership positions as well as to attract young Aboriginal and Torres Strait Islander peoples to consider Ipswich City Council as a career option will enhance local government community outcomes.

3. People who are culturally and linguistically diverse

What is the opportunity we are missing?

Cultural diversity works through the economy to benefit Australian society: in areas from tourism, education, and global linkages, to the important assets of general community vibrancy, resilience and adaptability. Cultural competence is considered as one of the most important skills for effective work performance in the 21st century. Australian Government's "Multicultural Access and Equity Policy - Respecting Diversity. Improving Responsiveness" obliges Australian government agencies to ensure that cultural and linguistic diversity is not a barrier for people engaging with government and accessing services to which they are entitled, for example, by providing access to language services where appropriate. Engaging access to services is a simple example however, respecting diversity of employees and communities must also extend to inclusive cultures, workplaces and work practices.

4. Gender

What is the opportunity we are missing?

The aim of gender equity in the workplace is to increase gender diversity throughout the organisation including supporting women to achieve decision making positions. Research shows that improved gender diversity in leadership roles improves productivity, enhances communication, improves morale and employee satisfaction and delivers greater creativity and innovation. Stereotypes about the kinds of work different genders perform limits people pursuing satisfying careers in non-traditional areas. Addressing this will build valuable skills and experience and a workplace which is more collaborative and supportive, and a better place to work.



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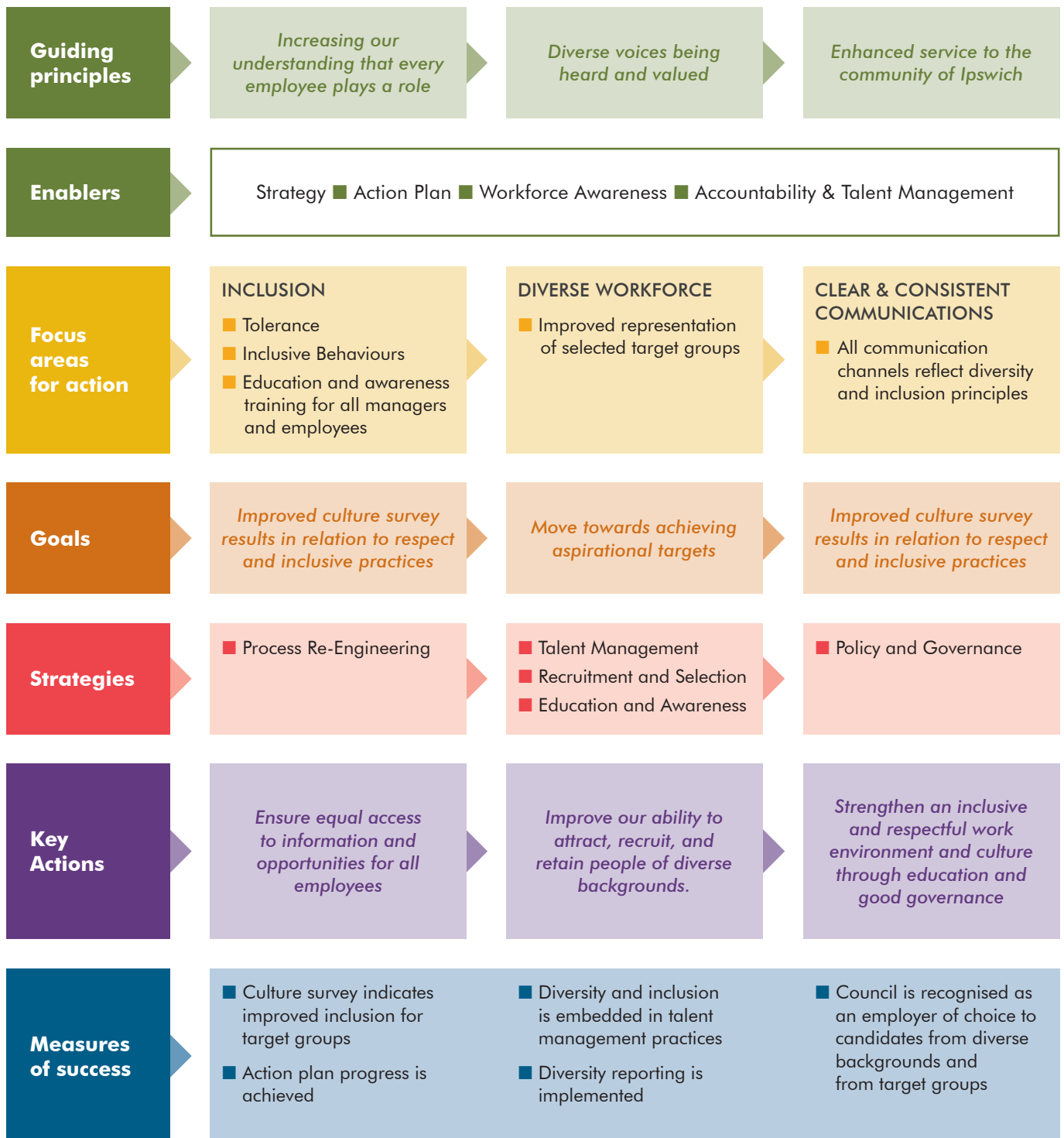


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Diversity and Inclusion Strategy – Roadmap



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Governance and accountability

The Diversity and Inclusion Strategy and subsequent action implementation plan will be subject to a review in 2020 following 2 years of progress and thereafter on a four yearly basis to coincide with the introduction of each newly elected Council.

Progress report of the Diversity and Inclusion Strategy's key objectives and action items will be provided to the Executive Team and Employee Development Advisory Committee on a 6-monthly basis.

Related documents

- Ipswich City Council Corporate Plan 2018–2022
- Advance Ipswich, Ipswich City Council's long term strategic plan
- Ipswich City Council's Employee Code of Conduct
- Ipswich City Council's Diversity and Inclusion Implementation Plan 2018–2022



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