Time for action: Diversity and inclusion in public employment
Time for action: Diversity and inclusion in public employment signifies our joint commitment to support public authorities in creating diverse and inclusive workplaces. While diversity and inclusion in public employment is a priority of the Public Sector Commissioner and is supported by the Director of Equal Opportunity in Public Employment, we can only achieve sector-wide improvement if we all actively contribute to creating diverse and inclusive workplaces.

There is now strong evidence based research that the 'diversity dividend' is real. Workplaces that are fair and transparent, and where diverse gender, racial and cultural perspectives are valued, have been shown to produce better organisational performance, productivity and employee engagement.

Moreover, as a citizen-centric public sector, we need a workforce that is representative of the community we serve. We can achieve this by strategically aligning corporate planning and workforce planning processes, and formally integrating diversity and inclusion values into the way we run our organisations.

Western Australia has had legislation in place to support diversity and inclusion in public employment for over 30 years. During this time we have improved equal employment opportunities for people of different genders and age, cultural and linguistic backgrounds, Aboriginal and Torres Strait Islander peoples and people with disability. We must continue this effort while broadening our diversity dimensions to include knowledge, skills, and experiences.

This statement is supported by the Public Sector Commission's employment strategies and the Director of Equal Opportunity in Public Employment’s practical guidance on how to acknowledge, embrace and promote diversity and inclusion in the workplace.

We encourage leaders to join an open dialogue on diversity and inclusion and collaborate with your employees and other public authorities to create a workforce that is more representative of the community we all serve.
Through *Time for action* we commit to supporting public authorities to create diverse and inclusive workplaces and to consider:

<table>
<thead>
<tr>
<th>Area of focus</th>
<th>Goal to be achieved by 2019</th>
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<tbody>
<tr>
<td>People with disability</td>
<td>Representation of 2.3%</td>
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<tr>
<td>Aboriginal and Torres Strait Islanders</td>
<td>Representation of 3.2%</td>
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<tr>
<td>Youth</td>
<td>Representation of 5.0%</td>
</tr>
</tbody>
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Our annual focus on one target group should not prevent you from focusing on other diversity groups in recruitment activity aligned to your own workforce and diversity plans.

**Our champions**

Our sector will only realise its potential to be truly representative if leaders advocate for diversity and inclusion as a key driver of business excellence.

The Public Sector Commission’s Advisory Board (the Board) was established to provide advice and perspectives around efficiency, effectiveness and planning for the future management of the sector. It is comprised of CEOs representing public authorities.

As part of its functions, the Board will lead the way and champion change in diversity and inclusion. It will evaluate progress against our commitments and collective goals and devise initiatives to drive further progress.
The Board cannot achieve change alone. All public authorities and public officers are responsible for contributing to our commitment for action and collective goals.

The topic of workforce diversity and inclusion should feature prominently on Corporate Executive agendas and be communicated to the Chief Human Resource Officer and those responsible for making employment recommendations as a priority. Public authorities should also work to raise awareness of the role unconscious bias plays in public employment.

As key partners in enabling diversity outcomes, we expect you to:

| Use strategic perspectives on diversity and inclusion to design and implement workforce strategies | Submit your plan to the Director of Equal Opportunity in Public Employment for assessment |
| Develop coherent people solutions based on demographic data and emerging trends | Empower your Chief Human Resource Officer to take actions that will improve diversity and inclusion |
| Demonstrate the business imperative for a diverse and inclusive workplace through an action-orientated plan | Communicate the importance of diversity and inclusion to employees and raise awareness and understanding of relevant policies and programs. |

Our measures of shared success

You will measure success by evaluating achievements and progress against programs and initiatives outlined in your ‘Equal employment opportunity management plan’ or ‘Integrated workforce and diversity plan’.

As required, you will also submit your workforce data to the Public Sector Commission, which will then be used by the Director of Equal Employment Opportunity in Public Employment to monitor and report on the representation of diverse groups across all sectors.

The Board will evaluate all available data and information to assess progress against our collective goals and to determine the next steps. Through these steps, the sector will realise its vision of a diverse and inclusive workforce.
The Public Sector Commission acknowledges Ms Jane Ryan, whose work has been reproduced in this document and has inspired the visual message of the Commission’s *Time for action: Diversity and inclusion in public employment*.

Ms Ryan is gifted with an innate sense of colour, shape and form, and is an exciting and emerging West Australian artist whose practice includes painting, sculpture, printmaking, weaving and coiling.

Ms Ryan is in charge of her artistic direction with the assistance of committed mentors and is establishing a personal pathway with her creative expression.