DJPR LGBTI   
Inclusion Strategy

# Workforce Diversity and Inclusion Framework Target: Improve our results in the annual ‘Australian Workplace Equality Index’ for LGBTI inclusion.

## Goals

### Policy and practice

Our human resources practices and policies are based on best practice to support inclusive outcomes for LGBTI team members

## Strategic action areas for 2018-21

Promote the department’s strategic focus on LGBTI inclusion

Strengthen the department’s focus on LGBTI inclusion regarding Equal Employment Opportunity, Anti-Discrimination, Bullying and Harassment

Promote the department’s inclusion of intersex, trans and gender diverse employees, including by developing transition support guides

### Strategy and accountability

We have a strategic approach to LGBTI inclusion and this is strengthened through governance and reporting

## Strategic action areas for 2018-21

Launch and embed the DJPR LGBTI Inclusion Strategy

Our annual Australian Workplace Equality Index benchmarking results contribute the strategy’s continuous improvement

Governance, performance measures and reporting support the delivery of the DJPR LGBTI Inclusion Strategy

### Capability

The department is building its capability in LGBTI inclusion at all levels across the organisation

## Strategic action areas for 2018-21

DJPR team members participate in LGBTI training, events and conferences

Targeted training is available, such as for managers, new starters, HR teams and executives

Internal resources and tools are available to support capability development

### Employee network and LGBTI allies

Our employee-led network and allies are engaged and supported to lead LGBTI inclusion

## Strategic action areas for 2018-21

Establish a DJPR Pride Network charter

The DJPR Pride Network is active, sustainable and meets regularly

LGBTI allies are active and engaged to champion LGBTI inclusion

### A visible focus on inclusion

We all contribute to an inclusive workplace and our commitment is evident both internally and externally

## Strategic action areas for 2018-21

Evidence of LGBTI inclusion is visible across the organisation and its communication methods and channels

The DJPR Pride Network, its allies and their achievements are promoted and acknowledged

Key dates are acknowledged and celebrated, such as Midsumma Festival, IDAHOBIT, Wear It Purple Day, Transgender Days of Visibility & Remembrance, World AIDS Day

### External engagement

The department actively participates in whole of Victorian Government initiatives and engages with the community on LGBTI inclusion

## Strategic action areas for 2018-21

Department representatives participate in the VPS Pride Council and the LIPS Network for diversity practitioners

Our initiatives engage with LGBTI people, organisations, community groups and events, such as through the Jobs Victoria Employment Network

The department learns from others and establishes itself as a leader on LGBTI inclusion within the Victorian government sector