DJPR LGBTI INCLUSION STRATEGY
FACTSHEET

## In DJPR’s Workforce Diversity and Inclusion Framework, our vision is to embrace diversity and inclusion within our own workforce, so that our people feel valued, respected and can perform at their best to achieve a prosperous and inclusive Victorian economy.

To help deliver on this vision, we have developed our LGBTI Inclusion Strategy. The strategy builds on previous initiatives and sets out clear goals and strategic action areas to increase the inclusion and visibility of lesbian, gay, bisexual, trans, gender diverse and intersex (LGBTI) people across the department.

### Why an lgbti inclusion strategy?

Our department proudly celebrates its diverse workforce and affirms the right to equality, fairness and decency for our
LGBTI team members and community. A public sector that reflects the communities it serves can provide better insight
into policy and program development and delivery improved outcomes for the Victorian community. LGBTI inclusion also aligns with our values of Integrity, Respect and Human Rights.

### How the strategy was developed

The strategy was developed in partnership with the DJPR Pride Network. The Pride Network includes LGBTI people
and allies from across DJPR’s groups. The strategy is also based on our learnings from participating in the annual Australian Workplace Equality Index (AWEI), the national benchmark on LGBTI inclusion.

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### Goals of the strategy

The strategy has six key goals:

1. Policy and practice – our human resources practices and policies are based on best practice to support inclusive outcomes for LGBTI team members
2. Strategy and accountability – we have a strategic approach to LGBTI inclusion and this is strengthened through governance and reporting
3. Capability – the department is building its capability in LGBTI inclusion at all levels across the organisation
4. Employee network and LGBTI allies – our employee-led network and allies are engaged and supported to lead
LGBTI inclusion
5. A visible focus on inclusion – we all contribute to an inclusive workplace and our commitment is evident both
internally and externally
6. External engagement – the department actively participates in whole of Victorian Government initiatives and engages beyond the VPS on LGBTI inclusion. How the strategy will be implemented

### How the strategy will be implemented

The strategy will support the department to:

* take a unified approach on LGBTI inclusion, while also encouraging locally-led initiatives
* meet requirements under equal opportunity and diversity legislation and related frameworks
* implement government-wide objectives around LGBTI inclusion.

Corporate Services and business area leads will partner with the Pride Network to develop an implementation plan to clearly identify roles, responsibilities and timelines. Corporate Services will provide strategic advice and oversee the delivery of whole of department initiatives, such as training, resources and events to promote LGBTI inclusion. Each group will be responsible for local implementation, including promoting participation in these initiatives and for working towards the goals of the LGBTI inclusion strategy. Everyone has a role to play in creating an inclusive and safe working environment.

### Monitoring and reporting

Corporate Services will be responsible for monitoring and reporting on the strategy, with input from the Pride Network and all DJPR Groups. Corporate Services will provide six-monthly progress reports to the DJPR Executive Board as part of broader reporting on the Workforce Diversity and Inclusion Framework.

### Legislation

Our strategy is supported by legislation and codes including:

* Charter of Human Rights and Responsibilities Act 2006 (Vic)
* Equal Opportunity Act 2010 (Vic)
* Fair Work Act 2009 (Cwlth)
* Public Administration Act 2004 (Vic)
* Sex Discrimination Act 1985 (Cwlth)
* Code of Conduct for Victorian Public Sector Staff.

### Further information

Additional information regarding the LGBTI inclusion strategy is available by contacting the Diversity and Inclusion Team by email diversity@ecodev.vic.gov.au or telephone (03) 8392 7005. For further information about DJPR’s Pride Network for LGBTI team members and allies visit the Pride Network intranet page.