



DIVERSITY & INCLUSION STRATEGY

CONTEXT


We acknowledge the need to refresh our strategy to evolve with the needs of the workforce and remain focused on strengthening our diversity and inclusivity within the Service.

ASIS recognises the importance of a safe environment that values and utilises the contributions of our people with different backgrounds, experiences and perspectives. We encourage diverse views and celebrate inclusive decision making.

Our strategic vision seeks to encapsulate our ideal end goal. To achieve this the Diversity and Inclusion Strategy has set tangible initiatives to progress the diversity and inclusion program.

VISION

ASIS is a diverse and inclusive workplace, where our people are empowered through authenticity and a sense of belonging to achieve their potential and contribute to a shared purpose and mission. A diversity and inclusion focus ensure the workforce reflects the community we serve, and demonstrates ASIS's commitment to Australian values.

Strategic Pillars	Goals	Actions
 Inclusive Leadership	Leadership Charter	Targeted leadership and management training courses
	Staff Surveys	Inclusion of diversity metrics and questions within staff surveys
	Executive Communiques	Executive communiques incorporating diversity and inclusion messages

Strategic Pillars	Goals	Actions
 <p>Practical Action</p>	Diversity of Executive Committees	Senior committees to have a combination of 40% female, 40% male and 20% any gender membership
	Diversity in the Workforce	Focused efforts to increase the diversity of applicants
	An employer of choice	<p>More publicly available information (including on the ASIS website) to better attract and recruit a more diverse range of Australians</p> <p>Diversity in external recruitment processes</p> <p>Affirmative Measures recruitment activities</p>
	Collaboration with External Agencies	Attendance at external meetings and forums; links amongst inter-agency diversity networks
 <p>Policy, Process and Systems</p>	Education and Awareness	<p>Education initiatives and self-directed training courses for ASIS staff</p> <p>Diversity Working Group initiatives and activities (volunteer-led by staff)</p> <p>Recognition of diversity awareness days including <i>NAIDOC Week</i>, <i>Harmony Day</i>, <i>International Women’s Day</i>, <i>Wear it Purple Day</i> and <i>International Day of People with a Disability</i></p> <p>Internal communications including intranet updates and diversity briefings for staff</p>
	Diversity Data	HR systems and data dashboards capturing diversity data

DIVERSITY WORKING GROUPS PRIORITY FOCUS AREAS

Aboriginal and Torres Strait Islander	Cultural and Linguistic Diversity and Inclusive	Disability (including neurodiversity, carers and mental health)	Gender Equality	LGBTI+
<ul style="list-style-type: none"> Develop and promote ASIS as a recognised employer for Aboriginal and Torres Strait individuals 	<ul style="list-style-type: none"> Embed a positive Cultural and Linguistic Diversity and Inclusive (CALDI) culture 	<ul style="list-style-type: none"> Engage with external agencies to inform ASIS’s delivery of disability awareness, education and policy improvements 	<ul style="list-style-type: none"> Striving for gender balance in forums and outcomes, and developing innovative practices 	<ul style="list-style-type: none"> Build ASIS’s public profile in its affirmation of the LGBTQIA+ community
<ul style="list-style-type: none"> Educate staff on Aboriginal and Torres Strait Islander culture 	<ul style="list-style-type: none"> Increase CALDI representation across the workforce, including the representation of different cultural backgrounds at senior management levels 	<ul style="list-style-type: none"> Identify and address barriers to job mobility, promotion and recruitment of people with disabilities, neurodiverse and carers 	<ul style="list-style-type: none"> Promotion of gender equality in senior leadership by recognising leaders who contribute to gender equality in ASIS 	<ul style="list-style-type: none"> Continue building a network with agency partners for greater advocacy and social collaboration