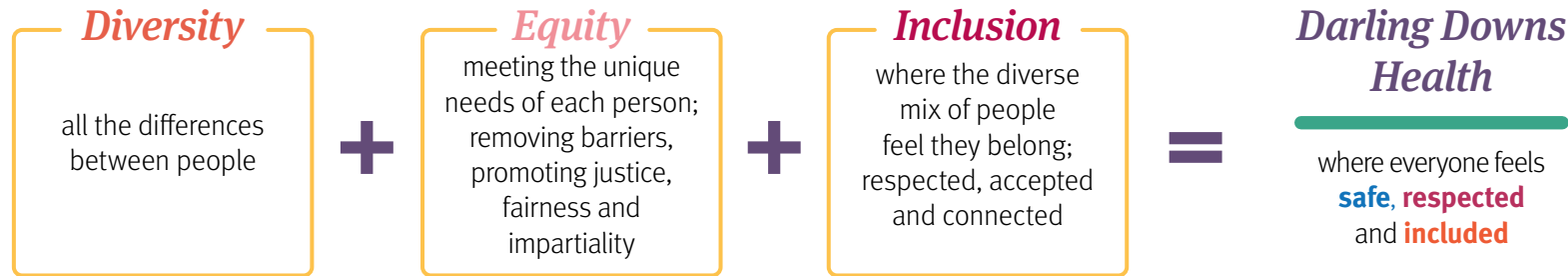


Diversity, Equity and Inclusion Action Plan 2024–2026



- Our vision**
Caring for our communities – *healthier together*
- Our purpose**
Accessible and sustainable care no matter where you live in our region
- Our commitment**
All of our people have the right to a safe, inclusive and supportive workplace

- Success looks like**
Diversity and inclusion are **mainstream, integrated** and **embedded** via visible and vocal leadership, commitment and buy-in.
- Diversity and inclusion **actions** are **incorporated** in to workforce and business plans.

- Strategic alignment**
The Diversity, Equity and Inclusion Action Plan is aligned to the 4 domains of Darling Downs Health **People First Strategy**:
 - Plan** for our people
 - Acquire** our people
 - Enable** our people
 - Retain** our people



Diversity, Equity and Inclusion Action Plan 2024–2026

The Diversity, Equity and Inclusion Action Plan is aligned to the 4 domains of Darling Downs Health People First Strategy:



We are focussed on advancing our approaches to workforce planning and design to ensure we attract and develop a diverse workforce that represents the views, experiences and backgrounds of people in our region.

We will:

- analyse local population and migration forecasts and trends to understand our Darling Downs community and incorporate findings into our workforce planning approaches
- enable system enhancements that will optimise our use of workforce data and analytics
- collect and measure the diversity data (equal employment opportunity) of our people to ensure Darling Downs Health reflects the profile of our community.



We are focussed on improving and broadening our pipelines of talent to ensure we attract people from diversity target groups.

We will:

- develop alternate entry pathways for employment that encourage participation by target groups
- develop a candid and credible employee value proposition for our organisation that creates a sense of unity for our people about what really matters
- identify and establish formal partnerships with industry partners that promote Darling Downs Health as a diverse and inclusive employer and broaden our talent pipelines
- help people see what is possible by promoting the stories and profiles of people who work with us
- build the skills of our people to avoid bias and seek diversity in their search for talent.



We are focussed on ensuring our people are set up for success and supported throughout their employment lifecycle with us.

We will:

- grow the diversity, equity and inclusion capability of our people
- provide ongoing support and coaching for managers to embed inclusive workplace practices
- support our leaders to implement flexible work arrangements more holistically in their workplaces
- promote understanding of best practice use of reasonable adjustment practices
- encourage 'courageous conversations' about racism, homophobia, sexism, ageism, ableism and other discriminatory behaviours
- establish clear internal career pathways that support development and allow people to make appropriate career transitions.



We are focussed on providing our people with experiences that nourish their wellbeing and encourage them to stay.

We will:

- integrate learning about trust, respect and inclusion in our leadership and management programs and within our workforce tools
- help our leaders to build psychologically safe workplaces where people are provided with the support they need to diversify, transition and grow
- build line manager capability to value, reinforce and recognise their people
- protect our people by embedding SAFER conversations and providing culturally safe ways to escalate concerns.



Acknowledgement of Traditional Owners

Darling Downs Health respectfully acknowledges the Traditional Owners, both past and present, of the region we service.



Strength in Diversity

We are not all the same and that is our greatest strength.