Finance Diversity Strategy
2013-2015

Finance Values, embraces and is committed to diversity

Message from the Secretary

Finance has an important role to play in changing the APS to become more inclusive of those who identify within diversity groups.

By having a diverse workplace we will benefit from rich and challenging opportunities and experiences. Having open and inclusive employment practices enables us to attract and retain talented staff from all groups in the community.

Achieving improved workplace diversity means identifying and eliminating all forms of discrimination and putting measures into place to overcome the employment disadvantage faced by Aboriginal and Torres Strait Islander peoples and people with disability. We also need to ensure that women who aspire to and achieve positions of senior management do not face additional barriers or disadvantages.

In line with our Strategic Plan and the Finance behaviours, our culture will be nurtured and strengthened by implementing appropriate initiatives, while effectively guiding teams and creating a harmonious and productive workplace.

David Tune PSM
Secretary

Overall Aim:

The aim of the Finance Diversity Strategy is to increase representation and support for the following identified groups:

- Aboriginal and Torres Strait Islander peoples;
- people with disability; and
- women in senior management.

Objectives:

The Finance Diversity Strategy has five key objectives that will be supported by and met through a targeted Diversity Action Plan and Reconciliation Action Plan.

Objective 1:
Ensure a work environment that supports and encourages diversity.

Objective 2:
Ensure Finance is seen as an employer of choice for identified groups.

Objective 3:
Staff treat each other with respect and demonstrate awareness of diversity issues through their conduct.

Objective 4:
Develop and retain diversity groups within Finance.

Objective 5:
As far as possible, our workforce composition will reflect the representational levels for the identified groups consistent with the Australian Public Service, the Australian workforce and the wider Australian community.
Benefits for community, staff and management

- A greater appreciation of different ways of thinking and working.
- The more that Finance's workforce reflects the Australian community, the more it is able to understand and serve the needs of the Australian community.
- A more effective and productive organisation through access to a broad range of skills and experiences.
- A diverse workforce with a range of different backgrounds and perspectives will give Finance a broader range of insights and ideas to draw on in decision making and policy development.

Current situation

Diversity Network
The Diversity Network, which was established in 2010, aims to:

- create a network that supports and raises the profile of workplace diversity;
- develop and implement strategies and/or activities that help facilitate a diverse workplace;
- provide representation across diversity groups, to ensure that strategies are developed in consultation with members of identified diversity groups;
- arrange events/promotions to raise awareness and celebrate diversity; and
- provide input and/or ideas on different ways Finance can aim to attract, develop and retain employees from identified diversity groups.

Aboriginal and Torres Strait Islander peoples
The Government has committed to increasing Indigenous employment in the Commonwealth Public Sector by 2015. Finance has committed to 2.7% Indigenous representation by 2015.

Finance is committed to supporting Aboriginal and Torres Strait Islander peoples and employees through its Reconciliation Action Plan 2012-2014 (RAP).

People with disability
An inability to access job advertisements and recruitment processes, together with employer perceptions and a lack of work experience are just some of the challenges people with disability can encounter when trying to gain employment. Finance's Diversity Action Plan outlines initiatives aimed at addressing these issues. The Diversity Action Plan also incorporates initiatives identified within the As One: Australian Public Service Disability Employment Strategy, which was launched on 14 May 2012.

Women in senior management
Despite the continued growth in women's representation in the APS, there is still a substantial difference between the classification profiles of men and women, particularly at higher classifications. Finance has a significantly lower representation of women at the SES levels.