



LEGISLATIVE ASSEMBLY FOR THE AUSTRALIAN CAPITAL TERRITORY

STANDING COMMITTEE ON ECONOMY AND GENDER AND ECONOMIC EQUALITY
Ms Leanne Castley MLA (Chair), Ms Suzanne Orr MLA (Deputy Chair),
Mr Johnathan Davis MLA

Inquiry into Annual and Financial Reports 2020-2021 **ANSWER TO QUESTION TAKEN ON NOTICE** **22 February 2022**

Asked by JOHNATHAN DAVIS MLA on 22 February 2022: DAMIEN WEST took on notice the following question(s):

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In relation to: Unconscious bias staff training

MR DAVIS: Great. On the unconscious bias training, are you able to tell me how many staff have conducted that through e-learn?

Dr West: I may be able, if you give me a moment, otherwise we might need someone from Semtech Corporate to provide that, but give me a minute and I will check for you.

MR DAVIS: That is all right. I am happy to take them on notice because I guess the figures that I would like is how many people are eligible to do the training, how many of them have actually done the training and what is our strategy to target the difference, and do we have a timeframe in which we want to make sure that all eligible staff have conducted the unconscious bias training.

Dr West: We will take that on notice, but I can say through a SBSBS suite of training materials all staff have access to the training around unconscious bias, but we will take on notice the numbers that have completed it and the timeframe for following up. Thank you.

ANDREW BARR MLA: The answer to the Member's question is as follows:–

How many staff have completed unconscious bias e-learning training?

- In the period 1 July 2020 to 31 January 2022; 993 staff completed SBS Core Inclusion e-learning which includes an unconscious bias component through the ACTGOV Learn platform.

What is the strategy to target the difference (those who are eligible, and not completed)?

- Completion of the SBS e-learning inclusion module is voluntary however, [ACTPS Recruitment Guidelines](#) place a strong emphasis on eliminating unconscious bias from ACTPS recruitment processes and all panel members are highly encouraged to take part in training to understand unconscious bias, prior to undertaking an ACT Government recruitment process.

Is there a timeframe in which we want to ensure all eligible staff have conducted the training?

- Under the [ACTPS Core Learning Policy](#), required learning topics, including Respect, Equity and Diversity Training have been selected to ensure employees are aware of

the fundamentals of working in the ACTPS and provide a consistency of core skills development across the Service. All new ACTPS staff are expected to complete core learning within six months of their commencement of employment.

Approved for circulation to the Standing Committee on Economy and Gender and Economic Equality

Signature: 

Date: 28.2.22

By the Chief Minister, Andrew Barr MLA