



Inquiry into Annual and Financial Reports 2023–2024

Answer to question on notice

Asked by: Ms Chiaka Barry MLA

Addressed to: Michael Pettersson MLA

Redirected to: Yvette Berry MLA

Reference: Diversity, Inclusion and Belonging Strategy/Community Services Directorate

Hearing: 18 February 2025

In relation to: Diversity, Inclusion and Belonging Strategy

Question received: 18 February 2025

Answer Due: 25 February 2025

I also note the CSD Diversity, Inclusion and Belonging Strategy 2024-27, (page 34)

1. Has this report been published on your website or other public space?
2. What is the focus of this strategy?
3. Why was it necessary to invest in this strategy?
4. Have there been issues in CSD of diversity not being valued and respected?

Yvette Berry MLA: The answer to the Member's question is as follows:

1. The CSD Diversity, Inclusion and Belonging Strategy 2024-2027 (the Strategy) is an internally focussed resource and is currently only published on the CSD Intranet. The Strategy will be uploaded to the CSD website as a priority.
2. The Strategy focuses on strong outcomes through achieving four key objectives:
 - Culture - Promoting value and appreciation of what diversity brings to the workplace, will build a more inclusive culture and further strengthen our directorate.
 - Capability - Cultural competency is needed at all levels of the organisation, and everyone is accountable for ensuring they adopt and foster inclusive workplace behaviours.
 - Creativity - Welcoming inclusive work practices and cultures will increase innovation.

- Connection - Fostering collaboration and engagement relies on all of us embracing inclusive work practices and cultures.

These objectives are aligned to CSD's Priorities Statement, The Chief Minister's Statement of Ambition, and the CSD Strategic Plan 2023-25.

3. In October 2022, CSD undertook a diversity and inclusion (D&I) audit to assess the effectiveness of the directorate's D&I activities. A key recommendation of the audit was the development and implementation of a CSD Diversity, Inclusion and Belonging Strategy to ensure a focus on more strategic internal D&I outcomes.
4. The ACT Government State of the Service Report publishes instances of complaints data through various reporting mechanisms including those received by Respect, Equity and Diversity Officers across the ACT Public Service. The data does not indicate there are broad issues of diversity not being valued or respected.

Approved for circulation to the Standing Committee on Social Policy

Signature:

Deputy Chief Minister, Yvette Berry MLA

Date:

9/04/25