



Inquiry into ACT Budget 2021–22
ANSWER TO QUESTION ON NOTICE

Nicole Lawder MLA: To ask the Chief Minister

Ref: 2021-22 ACT Women's Budget Statement

In relation to: Training for ACT Public Servants

1. Is training about unconscious gender bias provided to ACT Public Servants? If not, why not. If so, please outline what the training covers.
2. How are unconscious bias checklists incorporated across the ACT Public Service?
3. Is training offered for Respect, Equity and Diversity Officers on discrimination in the workplace for ACT Public Servants?
4. What targets are in place for leadership positions in the ACT Public Service where under representation is present?
5. How regularly are women and non-binary people in the ACT Public Service surveyed on their experience working in the Act Public Service?
6. Please provide the previous results of the most recent survey.

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

Draft Response:

1. Training on unconscious bias is available to all ACT public servants via *The SBS Inclusion Program Core e-learning* through ACTGovLearn, the ACT Government's online learning platform. The course includes a core element on how to identify and address unconscious bias. The course is delivered through engaging animations, short films, and interviews featuring real stories from a diverse range of people. Additionally, the ACTPS Training Calendar has delivered two courses related to unconscious bias in the 2020/21 financial year:

Understanding & Addressing Conscious & Unconscious Bias

- This course allows participants to gain a deep insight into their own bias. The aim of this course is to equip all staff with the skills to make more effective decisions by increasing their strategic and critical thinking capabilities. This course was delivered twice in the 20/21 Financial Year.

Conscious and Unconscious Bias - Beating Your Hidden Bias

- This course provides the participant with an overview of what unconscious bias is, how it works, how to recognise it and how to put personal and organisational strategies in place to reduce its prevalence and impact. This course was delivered three times in the 20/21 Financial Year

2. Under the Second Action Plan 2020-22 (SAP) of the ACT Women's Plan 2016-26, the ACT Government has committed to delivering e-learning modules on workplace rights, unconscious bias in recruitment, flexible working for women and men, gender impact analysis and gender equality strategies. These will be delivered in 2022. Checklists will be considered as part of this work.
3. Respect, Equity and Diversity (RED) Training is mandatory for all RED Contact Officers whose role is to provide further information to employees.
4. The ACTPS has current workforce diversity employment targets for Aboriginal and Torres Strait Islander People and People with Disability. While no separate diversity employment targets are in place for the Senior Executive Service, significant support has been delivered for Aboriginal and Torres Strait Islander employees and people with disability to develop their careers in the ACTPS. Initiatives over the last two years include:
 - the ACTPS Aboriginal and Torres Strait Islander Leadership Program for employees at Senior Officer Grade A/B and equivalent classifications.
 - provision of dedicated funding to undertake QUT's Public Sector Management Program; and
 - provision of funding to undertake the Australian Institute of Company Directors training on leading Boards and Committees.
5. The ACTPS does not regularly survey women and non-binary people separately from other employees on their experience in working in the ACTPS. However, in 2021, a Whole of Service employee survey was launched which provides the opportunity to measure the employee experience of different segments of the workforce, including women and people who do not identify as either male or female.
6. ACTPS directorates independently run pulse surveys to gauge their employee sentiment throughout the work year. Additionally, 2021 is the first year since 2014 that a Whole of Service Employee Survey has been undertaken. The Whole of Service Employee Survey was open to ACTPS staff for three weeks from 26 July to 13 August 2021 and achieved a 58% participant response rate. Results are currently being analysed and initial findings are expected from November 2021. All data will be de-identified and secured in accordance with Information Privacy Act 2014 (2019) requirements and advice from the Information Privacy Commissioner (Office of the Australian Information Commissioner).

Approved for circulation to the Standing Committee on Education and Community Inclusion.

Signature: 

Date: 9.11.2021

By the Chief Minister, Andrew Barr MLA