

Action plan 2023–2025

The Queensland public sector is committed to promoting and supporting a culture of safety, respect and inclusion in all of its workplaces.

The Queensland public sector LGBTIQ+ Action plan 2023–2025 (the plan) supports the [Public Sector Act 2022](#) (the Act), the [Queensland public sector inclusion and diversity strategy 2021–2025](#) (the strategy) and the agenda, in part, of the [Office of the Special Commissioner, Equity and Diversity](#) (OSC), to guide improvements to policy, procedures and practice that improve employment outcomes for the LGBTIQ+ workforce.

Steering committee’s reflection

The [Queensland Public Sector LGBTIQ+ Steering Committee](#) (the steering committee) acknowledges the plan focuses primarily on addressing current issues as part of the important, ongoing journey towards equality for the LGBTIQ+ community. The LGBTIQ+ community has a rich, diverse and unique history and has faced significant inequality and discrimination. The steering committee acknowledges that bullying, harassment and forms of discrimination are still prevalent in our society and that these issues, past and current, still impact our LGBTIQ+ colleagues and their allies.

The plan assists in advancing the work that needs to be done and aims to support our LGBTIQ+ Queensland public sector employees to #BeYou and bring their whole self to work, every day.

Governance and focus

This plan was co-designed by the steering committee, the OSC and the Queensland Public Sector Commission (PSC). It provides a framework for action under six priority focus areas from the strategy.

Leadership and implementation of the plan will be shared by the OSC, PSC and public sector organisations. There is an understanding that the priority focus areas will be reflected in public sector organisation equity and diversity action plans and/or strategic workforce plans.

The OSC, PSC and steering committee will partner to drive the overall public sector agenda and take responsibility for actions. The steering committee will continue to deliver on its annual work plan with associated budget.

The concept of intersectionality underpins many of the priorities within this plan. Intersectionality refers to the ways in which different aspects of a person’s identity can expose them to overlapping forms of discrimination and marginalisation. Aspects of a person’s identity can include social characteristics such as nationality and gender identity, or sexual orientation and disability.¹

Measurement

Progress will be reviewed annually by the OSC and PSC in collaboration with the steering committee and will inform the development of the next action plan. Future action plans will include a summary of progress made under the previous plan.

Objectives and actions

	Year	Lead and support
<p>1. Support and foster respectful and inclusive cultures where all employees feel safe, valued, accepted and supported, and can participate equally – creating workplaces free from unlawful discrimination².</p> <ul style="list-style-type: none"> Continue to deliver a whole-of-sector LGBTIQ+ employee network and engage with organisation networks to increase participation in education, drive cultural change and develop greater inclusion measures for the safety and benefit of LGBTIQ+ employees. Continue to build genuine inclusive attitudes and behaviours towards LGBTIQ+ employees through education, policies and practices and with guidance from Pride in Diversity³ and other resources such as the Australian Workplace Equality Index (AWEI) roadmap benchmarking and employee survey. Develop advice on best practice terminology that accurately reflects the diversity of the LGBTIQ+ community. E.g. the inclusion of intersex (I) and/or the addition of asexual (A) in the LGBTIQ+ acronym. Investigate the viability of a review of whole-of-sector online and paper-based forms, and other documents to ensure inclusive language is used. Influence workplace cultures to be safe and supportive of LGBTIQ+ employees by sharing employees’ workplace experiences. Investigate options for whole-of-sector programs and initiatives focused on LGBTIQ+ inclusion. 	2023–2025	PSC Steering committee Sector organisations
<p>2. Improve the knowledge base for LGBTIQ+ workforce issues in the Queensland public sector.</p> <ul style="list-style-type: none"> Promote diversity definitions and benefits of disclosure to encourage LGBTIQ+ employees to identify in the Working for Queensland survey (WfQ) and workforce diversity census datasets. Influence systematic attitudinal and cultural change in sector workplaces through support, communication and collaboration opportunities. <p>LGBTIQ+ employee data collection:</p> <ul style="list-style-type: none"> Identify risks and benefits of collecting further data, noting divergent views and experiences within the LGBTIQ+ community around the safety of sharing identity in an employment context. Research other jurisdictions’ data collections, target groups and evolving nature of the LGBTIQ+ community. Research relevant Australian private sector employers who attract a comparable professional workforce (e.g. law firms, major accounting and consultancy firms). Connect with the Australian Bureau of Statistics regarding LGBTIQ+ community questions in the next census. Use WfQ and other data sets to develop indicators to measure views of LGBTIQ+ employees, particularly as it intersects with regional and community views. Expand WfQ questions to better understand workplace experiences within the LGBTIQ+ community. Develop recommendations for additional data collections (e.g. payroll data). Consider data management and capture systems capacity to add pronouns and more inclusive sex markers. <p>Specific experience:</p> <ul style="list-style-type: none"> Conduct a literature review of existing employment experience of different identities within the LGBTIQ+ community to identify how government can more effectively address specific issues or barriers, including issues related to underrepresented identities and intersectionality (e.g. trans, non-binary and gender diverse, intersex, bi+, asexual). <p>Regional experience:</p> <ul style="list-style-type: none"> Explore the experience of regional LGBTIQ+ employees using WfQ survey results and steering committee regional surveys. Identify existing mechanisms to improve the employment experience of regional LGBTIQ+ employees. Consider additional mechanisms to improve the employment experience of regional LGBTIQ+ employees (e.g. establish a regional champion network). 	2023–2024 2024–2025 2024–2025	OSC PSC Steering committee

Objectives and actions	Year	Lead and support
<p>3. Continue to raise awareness and improve understanding in the workplace about the LGBTIQ+ community.</p> <ul style="list-style-type: none"> Develop and implement a communication and stakeholder consultation plan (in consultation with Pride in Diversity) and consider resources and methods of awareness raising across the sector. This may include education about terminology, definitions, safety statistics and sharing of lived experience stories. Continue to build strong allyship within sector leadership for LGBTIQ+ employees by sharing success stories about inclusive workplaces and practices. This may include the use of social media, within organisations, across the sector and to external audiences. Continue to support for whole-of-sector events that are inclusive of regional-based employees (funded under the steering committee budget). 	2023–2025	<p>Steering committee PSC Sector organisations</p>
<p>4. Build sector leaders' capability to fulfill their obligation to promote, support and progress equity and diversity and their responsibility to promote and support a culture of respect and inclusion in their organisation under the Act.</p> <ul style="list-style-type: none"> Improve information that supports sector leaders to build diverse, inclusive workplaces. Encourage sector leaders to use a range of communication methods to demonstrate how they practice inclusive leadership. Identify topics requiring continued education (e.g. what does non-binary mean, why are pronouns important, what are exclusionary or discriminatory words or actions in the LGBTIQ+ context, underrepresented identities such as bi+, asexual, and intersectionality within the LGBTIQ+ community). Employ multiple methods to continue building strong allyship for the LGBTIQ+ workforce amongst public sector leaders, in particular. Examples include event scheduling and attendance (e.g. senior leadership participation at the International Day Against Homophobia, Biphobia, Interphobia and Transphobia (IDAHOBIT) event), providing a supportive presence at staff forums, attending Pride in Diversity executive leadership training, sharing stories formally or informally in the workplace, wearing ally lanyards, providing WfQ analysis data to Queensland Public Sector Leadership Board and chief human resource officers. Consider introducing mandatory diversity and inclusion training (online or face-to-face). 	2023–2025	<p>CEOs PSC Sector organisations Steering committee</p>
<p>5. Embed a human-centred approach to HR policy and practice and build capabilities of employees to ensure workplaces are accessible, safe, and consider the interconnections of a person's identity and circumstances.</p> <p>Improve HR practitioners' capability with access to best practice information learning opportunities:</p> <ul style="list-style-type: none"> Examine other jurisdictions to identify best practice and develop resources for sector HR practitioners to support inclusive practices. Provide evidence to demonstrate how promoting equity and diversity for marginalised groups leads to improved workplace culture and business outcomes. Showcase innovative approaches for LGBTIQ+ employee support in the sector (e.g. via social media or online). Raise awareness of the leadership competencies for Queensland and how they support equity and diversity. Ensure LGBTIQ+ employees and steering committee inclusion in the co-design of policies and practices that affect them. 	2023–2025	<p>PSC Sector organisations</p>
<p>6. Reduce the incidents of sexual harassment and workplace bullying experienced and witnessed in the workplace by LGBTIQ+ and gender diverse employees.</p> <ul style="list-style-type: none"> Use WfQ and the respect in the workplace survey to understand experiences of sexual harassment and workplace bullying for LGBTIQ+ and gender diverse employees. Consult with Pride in Diversity, Workplace Health and Safety Queensland (Office of Industrial Relations) and the Queensland Human Rights Commission regarding relevant best practice. Develop an education approach to highlight what is considered sexual harassment and workplace bullying that can be specific to the LGBTIQ+ community (e.g. innuendo, jokes and unwelcome commentary relating to sexual orientation, gender diversity or intersex status). 	2023–2024	<p>OSC PSC Sector organisations</p>



Find out more
forgov.qld.gov.au/InclusionAndDiversity

¹ [Understanding intersectionality | Victorian Government \(www.vic.gov.au\)](http://www.vic.gov.au)

² [S24\(1\)\(d\)\(e\) Public Sector Act 2022](#)

³ [Pride in Diversity](#) is Australia's first and only national not-for-profit employer support program for all aspects of LGBTQ workplace inclusion. A social inclusion initiative of ACON, Pride in Diversity are specialists in HR, organisational change and workplace diversity dedicated to improving the health and wellbeing of LGBTQ people by reducing exclusion, invisibility, homophobia, and stigma in the workplace.