

DIVERSITY AND INCLUSION STRATEGY 2020-24

CONTEXT

The Independent Commissioner Against Corruption acknowledges and values diversity and inclusion in the way she delivers her statutory functions and the statutory functions of the Office for Public Integrity.

Understanding diversity within the South Australian community assists in understanding and identifying with members of the community who come into contact with the Commissioner's office, while creating an inclusive workplace for employees.

The Commissioner has developed this agency-specific diversity and inclusion strategy to align with the South Australian Public Sector Diversity and Inclusion Strategy 2019-21.

DIVERSITY AND INCLUSION

Diversity relates to the mix of background, characteristics, experiences, professional skills and perspectives. Some characteristics include disability, age, gender identity and sexual orientation, in addition to cultural, linguistic and religious background. Individuals' identities, life experiences, backgrounds and skill types influence what people know and how they think.

Inclusion is a sense of belonging. Inclusion makes people feel respected and valued for who they are as an individual or group. An inclusive culture means people feel a level of supportive energy and commitment from others.

Inclusion is fostered when individuals:

- Feel valued and respected for who they are
- Feel connected and accepted
- Have equal opportunities
- Can contribute their full talents
- Feel safe to freely talk about physical and mental health challenges.

BENEFITS

Research consistently shows that workplace diversity improves organisational performance and effectiveness through enhanced decision-making, access to greater talent pools, greater employee satisfaction and productivity, improved workforce wellbeing and reduced employee turnover.

Understanding and valuing diversity assists in building a more inclusive workforce, which delivers a range of positive organisational, team, and individual outcomes.

PRINCIPLES AND COMMITMENTS

The Commissioner's diversity and inclusion strategy has as a foundation three principles that describe the priorities that will be achieved by the strategy.

DIVERSITY AND INCLUSION PRINCIPLES

1. Understand diversity and foster inclusion.
2. Build diversity and inclusion knowledge and capability.
3. Be accountable for diversity and inclusion.

The following statements articulate the Commissioner's commitments to diversity and inclusion. The commitments describe the behaviours by which the principles will be achieved. The commitments directly align with the Commissioner's values of accountability, collaboration, excellence, independence, integrity and respect.

DIVERSITY AND INCLUSION COMMITMENTS

1. Foster a culture of support, belonging, meaningful engagement and wellbeing.
2. Respect and value every individual for the diversity of skills and experiences that they bring.
3. Aim to be an employer of choice with the best people attracted, recruited, developed and retained.
4. Treat each other respectfully, fairly, justly, reasonably and equitably without discrimination.
5. Hold each other accountable for enabling inclusive practices and cultures.

GOALS

The Commissioner has established the following goals aligned to the diversity and inclusion principles articulated above.

Principle	Goals
1. Understand diversity and foster inclusion	<ul style="list-style-type: none">• Ensure recruitment practices are equitable, inclusive and made with an awareness of bias• Encourage employment of people with diverse backgrounds or experiences• Ensure the workplace is safe, supportive and that the contribution and perspectives of all employees are valued• Continue momentum in gender equality initiatives

Principle	Goals
2. Build diversity and inclusion knowledge and capability	<ul style="list-style-type: none"> • Support and guide a Diversity and Inclusion Committee • Increase collaboration and sharing of diversity and inclusion initiatives with other agencies • Increase awareness and understanding of how to create an inclusive workplace • Increase awareness and uptake of flexible working arrangements
3. Be accountable for diversity and inclusion	<ul style="list-style-type: none"> • Monitor, measure and report on diversity and inclusion outcomes • Ensure leaders are accountable to embed and foster a culture of diversity and inclusion • Ensure leaders are role models for their employees

DIVERSITY STREAMS

In delivery of this strategy, diversity is defined as relating to the mix of background, characteristics, experiences, professional skills and perspectives. These characteristics are referred to as diversity streams.

In this strategy the focus is on the following diversity streams; gender identity, LGBTIQ+¹, disability, Aboriginal and/or Torres Strait Islander people, culturally and linguistically diverse and age.

Gender identity

The aim of gender equality is to achieve broadly equal opportunities and outcomes for all persons regardless of their gender identity.

All people who come into contact with the Commissioner’s office and employees should have equal access to information and be dealt with in the same way regardless of their gender identity.

All employees should have equal access to relevant and appropriate remuneration, professional development, promotional opportunities and workplace flexibility.

LGBTIQ+

The Commissioner is committed to creating an environment where people who identify as lesbian, gay, bisexual, transgender, intersex and queer are valued and where their ability to participate fully in all aspects of social and economic life, free from discrimination and prejudice, is maximised.

¹ LGBTIQ+ (lesbian, gay, bisexual, transgender, intersex and queer) is used in an effort to be as inclusive as possible, although it is recognised people may identify with other terms.

Disability

Disability, in relation to a person, includes long-term physical, psycho-social, intellectual, cognitive, neurological or sensory impairment, or a combination of any of these impairments, which in interaction with various barriers may hinder the person's full and effective participation in society on an equal basis with others.²

Disability is also defined³ as:

- total or partial loss of the person's bodily or mental functions; or
- total or partial loss of a part of the body; or
- the presence in the body of organisms causing disease or illness; or
- the presence in the body of organisms capable of causing disease or illness; or
- the malfunction, malformation or disfigurement of a part of the person's body; or
- a disorder or malfunction that results in the person learning differently from a person without the disorder or malfunction; or
- a disorder, illness or disease that affects a person's thought processes, perception of reality, emotions or judgement or that results in disturbed behaviour; and
- includes a disability that:
 - presently exists; or
 - previously existed but no longer exists; or
 - may exist in the future (including because of a genetic predisposition to that disability); or
 - is imputed to a person.

Supporting the access and inclusion of people living with disability is a key focus for the Commissioner. Employees living with disability should feel valued and be treated equally and with respect. The experience and knowledge of employees living with disability plays an important role in the improving the way in which the Commissioner's statutory functions are delivered to the community.

Aboriginal and/or Torres Strait Islander people

It is important that the contribution and cultural diversity that Aboriginal and/or Torres Strait Islander people bring to the community is recognised, valued and respected. The Commissioner strives to build and maintain a culturally responsive workplace that is committed to supporting Aboriginal and/or Torres Strait Islander people.

² *Disability Inclusion Act 2018 (SA)*.

³ *Disability Discrimination Act 1992 (Cth)*.

Culturally and linguistically diverse

South Australia is home to people from more than 200 culturally, linguistically and religiously diverse backgrounds. Each person has their own unique cultural identity. The Commissioner aims to create an environment where every person's cultural identity is recognised, valued and respected.

Age diversity

Australians continue to have long life expectancies when compared to people from other countries. Workers are remaining active in the workplace for longer than previous generations.

A mix of generations in the workplace provides benefits in terms of the unique backgrounds and perspectives that each generation brings. There is considerable evidence to support the business case for age diverse workplaces, and for the inclusion of older people in particular.

The Commissioner's approach to promoting flexible work and continued focus on awareness of bias in decision making are two key factors contributing to and sustaining age diversity.

Diversity and inclusion underpins our ability to build and maintain a contemporary and innovative agency, improving our capability to effectively deliver our statutory functions.

Fostering, valuing and embedding diversity and inclusion in the agency is the collective responsibility of the Commissioner, Deputy Commissioner and all employees at all levels.