

ADOPTED BY COUNCIL: 14 DECEMBER 2015

Workforce diversity is about respecting and valuing the differing backgrounds, skills and experiences we all bring to the workplace. It also involves recognising the value of individual differences to support our broader collective goals. Council embraces workforce diversity as a source of strength. This is not only about increasing visible differences in the workforce, but is also about the strategic advantage that comes from incorporating a wide variety of capabilities, ideas and insights in our decision making, problem solving, policy development and service delivery.

A diverse workforce, truly reflective of the communities it serves, is better able to meet the needs of our customers.

The Workforce Diversity Plan underpins the Workforce Diversity Policy and is a commitment by Wollongong City Council to create and foster a workplace that is fair and inclusive, and promotes a workforce which better reflects the diversity of our community.

Workforce diversity integrates the principles of equal employment opportunities (EEO) to include groups that are under-represented in our workforce and in particular areas of our workforce, including managerial and leadership roles, job families and work areas.

We define EEO groups in our workplace to mean women, Aboriginal and Torres Strait Islander, people living with a disability people from culturally or linguistically diverse backgrounds and young people under 25 years.

Our Workforce Diversity Policy and Plan seek to broaden our definition and perception of diversity to extend beyond EEO groups and may include people with:

- and from different age groups;
- caring or family responsibilities;
- different faiths;
- different sexual orientations; and
- varying socio-economic backgrounds.

Our employees' experience of workplace diversity may vary depending upon their identity, experience and perspective.

To encourage a diverse workforce, Council will integrate diversity principles in council systems and strive to sustain diversity principles as a cultural norm.

Our priorities in achieving a diverse workforce are:

- 1 Attracting and retaining a diverse workforce
- 2 Retaining and developing a diverse workforce in all areas and levels within our organisation
- 3 Incorporating workforce diversity as part of everyday council business.

## 1 Attracting and Recruiting a Quality Diverse Workforce

Through our principles of a merit-based appointment process it is essential that capable and diverse employees are attracted to roles that maximise their contribution and potential. A fair and effective process for appointment to roles is essential to ensure we can access the broadest pool of diverse candidates.

We will achieve this through:

- Implementing a consultancy based recruitment approach
- Provide tailored sourcing strategies for positions where EEO groups are under-represented to attract people from diverse backgrounds to our organisation
- Implement development programs
- Targeting specific EEO groups by using exemptions through the Anti-Discrimination Act NSW
- Use our eRecruitment system to generate and report in diversity metrics through every stage of the recruitment process

## 2 Retaining and Developing a Diverse Workforce

It is essential that we retain and provide our people with opportunities development to ensure we are a high performing and diverse workforce.

We will achieve this by:

- Implementing development programs
- Establish workforce planning principles that enshrine principles of diversity
- Build the capability of managers to support the performance of workforce planning, and management and development of a diverse workforce
- Establish formal mentoring and sponsorship programs that create pathways for EEO groups

### 3 Incorporating Workforce Diversity as Part of Everyday Council Business

We are committed to leveraging our people's diversity, thoughts and experiences to positively improve service delivery to our community and our customers. Employees are more engaged when they have equal opportunity to development, opportunities and resources. We recognise what gets measured gets managed.

We will achieve this by:

- Building capability of our staff and leaders to recognise and understand workplace diversity and inclusion
- Measure our efforts to instil accountability and importance of developing and maintaining a diverse workforce
- Continue to measure and survey our people about their perceptions of workplace culture
- Embed principles of diversity and foster diversity into leadership programs and decision making
- Establish employee networks to build greater inclusion and awareness

### IMPLEMENTING OUR PLAN

This plan is consistent with the principles and requirements of the *Local Government Act 1993 NSW* and the *Anti-Discrimination Act 1977 NSW*. The success of this plan depends on how well it is implemented. All staff have a responsibility to ensure that the outcomes of the plan are achieved.

Wollongong City Council will develop specific EEO management plans for women; Aboriginal and Torres Strait Islander people; people living with a disability; people from culturally or linguistically diverse backgrounds; young people under 25 years to increase their participation, development and retention within our workforce to better reflect the community we serve.