

DIVERSITY, EQUITY, INCLUSION AND BELONGING (DEIB) ACTION PLAN 2024 - 2026

AUGUST 2024



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CEO AND COMMISSIONER FOREWORD

Creating a workplace that embodies diversity, equity, inclusion, and belonging (DEIB) is an iterative journey that demands commitment, continuous improvement, and open, candid conversations. This plan is more than just a blueprint; it represents our dedication to fostering a culture where every individual feels valued and empowered to thrive.

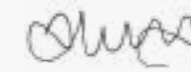
Our DEIB Action Plan (Action Plan) is a robust starting point, but we acknowledge that a superficial or half-hearted approach can do more harm than good to the underrepresented groups we aim to support. Therefore, we are committed to dedicating the necessary resources, time, and accountability to execute this Action Plan and ensure our efforts are sustainable in the long term.

Setting clear goals and collecting insights to measure our progress is crucial. With the data analysis we have conducted, we are now in a stronger position to reassess our targets and set ambitious goals for the next two years. This ongoing evaluation will enable us to refine our approach and drive meaningful change.

It is vital to remember that diversity is only the beginning. Without a dedicated focus on equity, inclusion, and belonging, our diverse community may struggle to succeed or feel truly included. Hence, our emphasis will be on fostering equity first, ensuring that every individual has the opportunities and support they need to succeed.

Our recent DEI audit serves as a foundational baseline. We will reassess our progress in 12 months, using this data to guide our efforts and ensure we are on the right path. This continuous cycle of assessment and improvement will help us create a workplace where everyone feels they belong and can contribute their best.

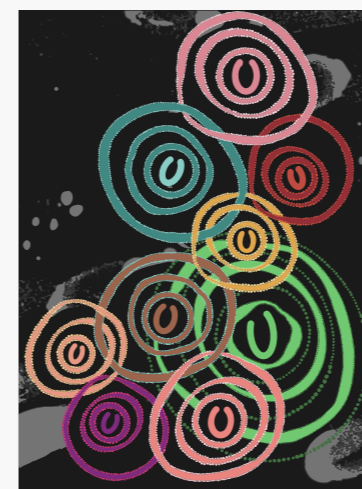
Together, we can build a culture of true inclusion and equity. I invite you all to join me in this critical journey toward a more inclusive future.



Anissa Levy

CEO and Commissioner,
Queensland Building and Construction Commission

ACKNOWLEDGEMENTS



Acknowledgement of Country

The QBCC acknowledges the Aboriginal and Torres Strait Islander Traditional Custodians of Country throughout Australia and recognises the continuing connection to lands, water and communities.

We recognise it is our collective efforts and responsibility to individuals, communities, and governments to ensure equality,

recognition, and advancement of Aboriginal and Torres Strait Islander peoples across all aspects of society and everyday life.

We are committed to working with, representing, advocating for and promoting the needs of Aboriginal and Torres Strait Islander peoples with unwavering determination, passion and persistence.

Acknowledgement of lived experience

The voices of people with lived experience are key in this Action Plan. We place lived experience at the heart of all we do, and value inclusive co-design principles that we have used in creating this Action Plan.

Contributions to the DEIB Action Plan

We would like to express our gratitude to all the people who contributed to this Action Plan and acknowledge the value of their individual and collective contributions.

This Action Plan has been developed from a broad cross-section of perspectives from the QBCC's people, including those with lived intersectional experience. These voices, experiences and knowledge are invaluable, and form a solid foundation for a pragmatic, impactful and inclusive Action Plan.

OUR VALUES



We strive to always do better.
We collectively encourage improved ideas and practices.



We navigate uncertainty and welcome change.
We take on challenges and are not afraid to make hard decisions.



We are all part of a connected system knowing our actions impact others.



We respect each other and are inclusive; our aim is for others to thrive.



We assist others to navigate through complexity.
We help them work through what they need to know and do.
We help people and the industry be better.



We are committed to engaging with our customers and achieving better outcomes.

INTRODUCTION

Our why

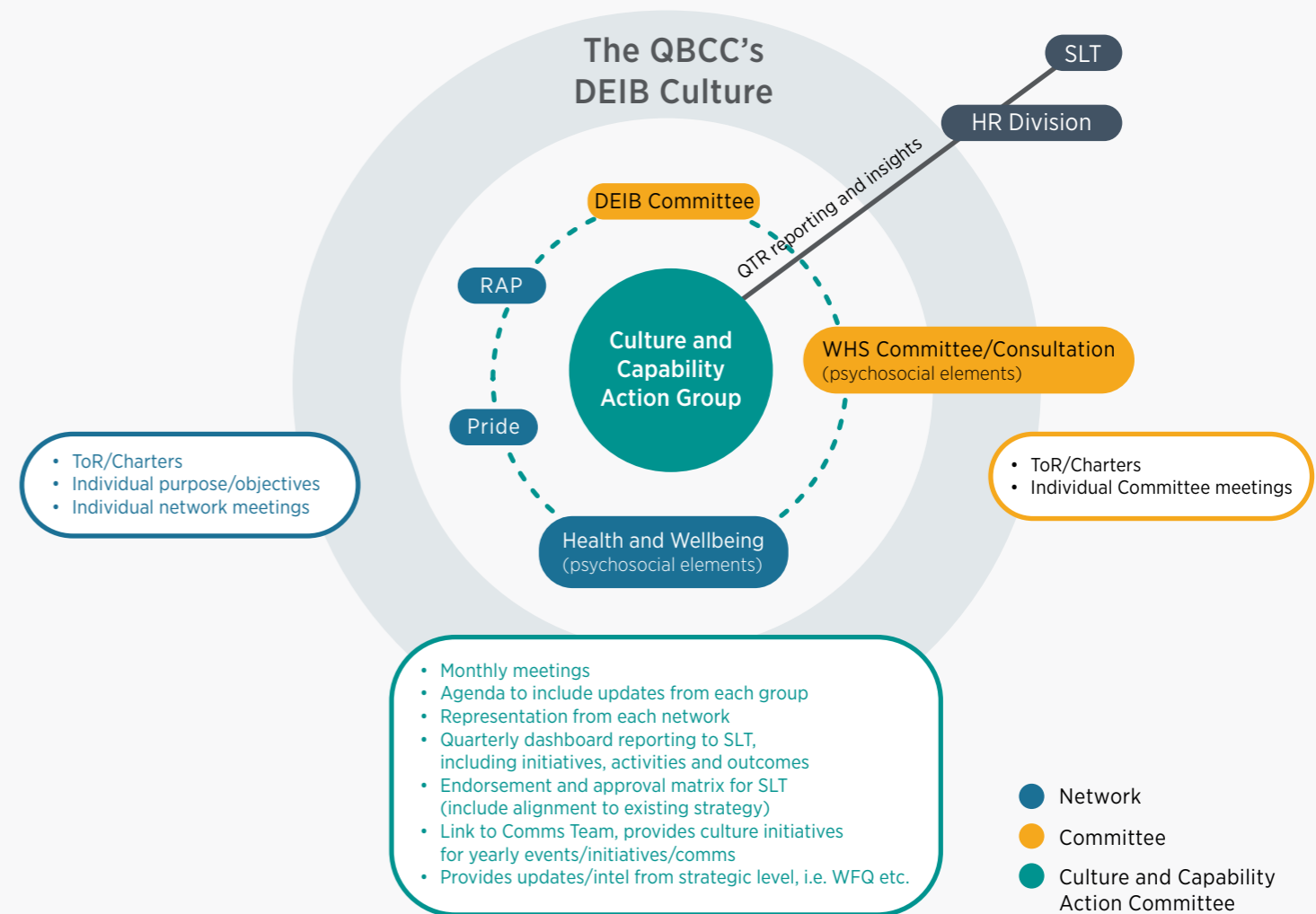
We are committed to creating an inclusive, safe, positive and productive workplace so that our people can contribute authentically and fully, enabling them to thrive and reach their full potential.

What we are hoping to achieve

Through continuous learning and development opportunities, intentional policies, and proactive engagement, we aim to eliminate barriers, promote fairness, and build a community where all individuals feel valued, respected, and integral to the QBCC's success. By championing these values within the QBCC, we strive to drive positive societal change, setting a powerful example and encouraging broader acceptance, equity, inclusion and belonging in the communities we serve.

Figure 1 below provides an overview of the QBCC's approach to coordinate and align DEIB activities at the QBCC.

FIGURE 1: THE QBCC'S APPROACH TO COORDINATE AND ALIGN DEIB ACTIVITIES



ABOUT THE PLAN

Approach to developing this Action Plan

Diversity, equity and inclusion audit (April 2024)

A diversity, equity and inclusion audit was completed in April 2024, the first of its kind for the QBCC. It examined the organisation's workforce demographic composition, including examining representation across gender, ethnicity, age and disability status. The aim of the audit was to identify areas of strength and opportunities for improvement, fostering a more inclusive and equitable workplace culture at the QBCC.

The data for the workforce audit was gathered from two main sources:

- the Equity and Diversity Minimum Obligatory Human Resource Information (MOHRI) data accessible on the Public Sector Entities (non-MOHRI) dashboard (referred to throughout this report as our workforce data)
- the results of the QBCC's 2023 Working for Queensland (WfQ) survey results.

Additional contributions to the overall dataset were also provided by the QBCC's Payroll, Human Resource Business Partners and Recruitment teams, as well as previous Board reports.

Figure 2 and Figure 3 provide a summary of the QBCC's workforce composition.

FIGURE 2: THE QBCC'S WORKFORCE COMPOSITION – DEI DATA (DATA AS AT SEPTEMBER 2023)

602 STAFF INCLUDING CONTRACTORS

♀ 56.64% ♂ 43.36%

QBCC gives our people the option to identify as a gender other than male or female, however no self-described genders were disclosed

14 Ethnicity Aboriginal and/or Torres Strait Islander

35 Ethnicity Non-disclosed

526 Ethnicity Non-indigenous

STATUS	♀	♂	TOTAL
Full-time employment	302	254	556
Part-time employment	39	7	46
Contractors	21	14	34
Permanent employees	290	234	524
Temporary employees	30	13	43
AGE	♀	♂	TOTAL
are 45 >	-	-	51%
Aged 30-59 years	44.5%	-	-
Average age of our people	-	-	44.85
Workforce <30	-	-	10%
Average tenure			6.97 years
DISABILITY	♀	♂	TOTAL
Disclosed	17	13	4.98% (30)
Non-disclosed	-	-	4.32% (26)

FIGURE 3: THE QBCC'S WORKFORCE COMPOSITION – EMPLOYMENT STATUS BY GENDER (DATA AS AT SEPTEMBER 2023)

EMPLOYMENT STATUS BY GENDER

STATUS	♀	%	♂	%
Full-time	302	88.56	254	97.32
Part-time	39 [†]	11.44	7	2.68
Contract	21	3.49	14	2.33
Temporary	30	4.98	13	2.16
Permanent	290	85.05	234	89.66

[†] 10% of those working on part-time basis are A08 level and above, all of which are female.

Stakeholder collaboration

The actions in this plan were developed through stakeholder collaboration and consultation with our Culture and Capability Action Group, members of our various affinity groups and the union, as well as seeking good practice initiatives from across the sector. These actions are designed to address the gaps identified in the audit.

During the consultation process, we also gathered feedback on the language and terminology used to ensure accuracy and appropriateness.

Measuring progress

The following outlines our approach to measuring progress:

- Monitor the diversity trends as a proportion of our workforce composition over time to ensure we are achieving our desired outcomes. In the long term, we will review ongoing WfQ and pulse survey results, using the questions, or similar, as outlined in the attached Appendix to track our progress.
- Continue to track quantitative data from surveys, conduct focus groups (where appropriate) to gain greater insights into employee sentiment and to identify potential enhancement strategies.
- Regularly monitor recruitment diversity data to understand how effectively we attract underrepresented candidates to apply for positions and if they advance through our hiring process.
- Improve the proportion of departing employees who complete the QBCC's exit survey feedback form.
- Develop and embed a set of accessibility and inclusion outcomes into executive and senior managers' performance agreements.

Additionally, through the review process of this plan, we will consider benchmarking results from the Diversity Council and other reliable sources to inform the development of our initiatives.



"I get so excited about the work in this space, yes, it's change within our organisation and for our customers, but it's also the broader societal change. I'm so grateful for the learnings that I get within my workplace that then transfers out into my social circles. It really is that societal change that we are all contributing to."

2024 DEI AUDIT - KEY FINDINGS AND IDENTIFIED PRIORITY AREAS

Key findings from the DEI Audit are summarised in Table 1.
TABLE 1: KEY AUDIT FINDINGS BY FOCUS AREA

FOCUS AREA		FINDING
1. Gender related	1.1. Women in leadership	The QBCC exceeds the sector-wide target for women in leadership at both SO and SES levels (56.67% and 61.54% respectively). This is a strong achievement. However, the female AO7 cohort is significantly under-represented when compared to other organisations. That under-representation may create a potential risk for future representation at senior levels, with a possible gap in the female career path from supervisor to manager to leadership roles.
	1.2. Gender distribution	The QBCC's workforce is comprised of 56.64% females and 43.36% males, which surpasses the sector target and the gender split benchmark of 50%. However, the distribution of women in roles is not even, with a significant proportion of women at the AO5 level, and part time.
	1.3. Gender in technical roles	Gender disparity persists notably within technical roles (women comprise 1.79% of the QBCC's technical roles). While there have been slight improvements in this space over the years, there is substantially more to be done to reduce future disparity.
	1.4. Gender pay gap	The QBCC has a comparatively low gender pay gap of 4.71%, when compared against the sector's average of 5.38%. Although positive in comparison to the sector, it is still somewhat surprising given the strength in female representation across classification levels and within leadership levels. The QBCC needs to continue to explore the contributing factors to the gender pay gap as well as how to improve it.
2. Our people with different abilities	2.1. Disability	A notable disparity of 10% is seen between the disability workforce data recording in the payroll system and the 2023 WfQ survey data, highlighting there is a need to consider disclosure, education and support mechanisms.
3. Aboriginal and/or Torres Strait Islander peoples	3.1. First Nations	Representation of Aboriginal and Torres Strait Islander peoples within the workforce is declining (as a percentage of total employees), with representation of Aboriginal and Torres Strait Islander peoples significantly falling short of the target. Further understanding of this outcome is needed, though initial assumptions suggest that the increase in the QBCC's overall headcount may be a contributing factor.
4. Our people from Culturally and Linguistically Diverse backgrounds	4.1. Culturally and Linguistically Diverse (CALD)	Representation of CALD individuals within the workforce is declining, although noting some improvements in reporting occurred at the start of 2023-24. Further understanding of this outcome is needed, though again, initial assumptions suggest that the increase in the QBCC's overall headcount may be a contributing factor.
5. Age demographics	5.1. Age distribution	The age distribution of the workforce reveals a significant imbalance, with 51% of employees within the age range of 45+ years, while only 10% are under 30 years old. Among the younger demographic, 68% of those under 30 are females aged 20-29 years. An aging workforce may bring potential challenges related to succession planning and knowledge transfer. The QBCC needs to consider initiatives to attract and retain younger talent, whilst ensuring workplace policies, practices and environments support an aging workforce.
6. Our LGBTQIA+ community	6.1. Gender identity	The QBCC gives our people the option to identify as a gender other than male or female. However, no self-described genders or sexual orientation are disclosed in the payroll data. The 2023 WfQ survey data shows a number of people selected non-binary, and a gender identity not listed or preferred not to respond. This difference highlights potential limitations in our approach to gender identification within our payroll data. Our 2023 Working for Queensland survey data indicates 6.64% of our staff identify as LGBTQIA+. If there is a perceived or experienced lack of inclusivity it can lead to feelings of invisibility, alienation or discrimination among non-binary individuals or those with diverse gender identities. Without comprehensive data, the QBCC may struggle to understand and address issues related to gender and equity effectively.

DEIB TARGETS

Our DEIB Action Plan encompasses various dimensions of diversity, including gender, abilities, cultural backgrounds, age, and sexual orientation. We believe that by setting clear and measurable goals, we can track our progress and hold ourselves accountable to achieving meaningful change. Table 2 sets out the QBCC's current metrics (as of 30 September 2023), the QBCC's targets and the sector targets.

TABLE 2: DEIB TARGETS

FOCUS AREA	CURRENT AS AT 30 SEP 2023	TARGET 2024-2026	SECTOR TARGET
Gender - women in leadership	SO and SES levels (56.67% and 61.54% respectively)	50%	50%
Gender distribution	56.64%	50%	50%
Gender in technical roles	1.79%	2%	N/A
Gender pay gap	4.71%	4%	N/A
People with different abilities	4.98%	12%	12%
Aboriginal and/or Torres Strait Islander peoples	1.66%	4%	4%
People from Culturally and Linguistically Diverse backgrounds	6.31%	12%	12%
Age demographics	45+ = 51% Under 30 years = 10%	Employees under 30 years greater than or equal to 10%	N/A
Our LGBTQIA+ community	The QBCC's payroll data did not capture this data for our 2023-24 audit. 2023 Working for Queensland survey data indicates 6.64% of our staff identify as LGBTQIA+.	WfQ Fair and Equitable Treatment: Sexual Orientation (27p - Sexual orientation is not a barrier to success in my organisation) positive score equating to 80% or more.	N/A at the time of publication.



DEIB ACTION PLAN THEMES

Following consultation with the Culture and Capability Action Group, members of our various affinity groups and others across the organisation, the actions in relation to the priority areas over the next two years are summarised in the following overarching pillars:

PILLAR	ACTIONS
RESEARCH AND DATA DRIVEN INSIGHTS	to support the delivery of evidence-based strategies and learn from others.
POLICY AND PRACTICE REVIEW	to identify and eliminate barriers that support DEIB at the QBCC.
INCLUSIVE RECRUITMENT AND RETENTION	to ensure that diverse talent is not only attracted to the QBCC but is also supported and developed.
SUPPORTIVE PROGRAMS AND NETWORKS	to provide necessary resources, mentorship and community for underrepresented groups
EDUCATION AND COMMUNICATION	to ensure our people are informed, engaged and committed to DEIB at the QBCC
ENGAGEMENT AND CONTINUOUS IMPROVEMENT	to promote commitment, adaptability and progress towards the QBCC's DEIB targets.



WHAT DO WE WANT TO DO?	STRATEGIES	TIMEFRAMES
1. Enhance the experience for our LGBTQIA+ community	1.1. Conduct further research and engage with our people to understand how we can create an environment where our gender diverse individuals feel comfortable disclosing their identities.	June 2025
	1.2. As an immediate action, notify all staff about the option to update their profiles and pronouns in the payroll system.	September 2024
	1.3. Review and refresh recruitment advertising practices and undertake process improvements to modernise material for inclusiveness and accessibility and create an inclusive experience for candidates.	June 2026
	1.4. Review and update policies, procedures and forms to identify and eliminate barriers for under-represented communities, ensuring we have safe and respectful policies and procedures.	June 2026
	1.5. Undertake ongoing engagement with our people, including the QBCC's Pride Network and Culture and Capability Action Group to inform our approach.	Ongoing
	1.6. Develop and implement educational programs for leaders and the organisation, around cultural awareness, inclusive mindsets, and development opportunities relating to accessibility and inclusion.	June 2026
	1.7. Explore other strategies and activities for our LGBTQIA+ community with the QBCC's Pride Network.	June 2026
	1.8. Improve engagement with departing employees to better understand their reasons for leaving and how these factors relate to maintaining a respectful, safe and inclusive workplace.	December 2024
2. Continue to build a strong pipeline of women in leadership roles	2.1. Work to better understand why there is less female representation at the AO7 level and develop approaches to strengthen the career pathway for women.	June 2026
	2.2. Develop and implement educational programs for leaders and the organisation around cultural awareness, inclusive mindsets, and development opportunities relating to job accessibility and inclusion.	June 2026
	2.3. Research and benchmark how other departments and organisations are addressing this issue and identify strategies they are using to enhance uptake of women in leadership roles, to gather insights and best practices for advancing initiatives in this area. This includes leveraging learnings from the Executive Women's Network events and panel discussions which our women in SES3 leadership roles attend throughout the year.	June 2026
	2.4. Review and update policies, procedures and culture to identify and address any barriers that may prevent part-time employees, particularly women, from accessing career advancement (including training) opportunities or achieving their full potential.	June 2026
	2.5. Improve engagement with departing employees to better understand their reasons for leaving and how these factors relate to maintaining a respectful, safe and inclusive workplace.	December 2024

WHAT DO WE WANT TO DO?	STRATEGIES	TIMEFRAMES
3. Continue to build representation of women in technical roles	3.1. Research and benchmark how other organisations are addressing this issue and the strategies they are using to make systemic change, including exploring the obstacles in recruitment criteria and identifying employee benefits that may appeal to this demographic.	June 2026
	3.2. Explore targeted recruitment strategies to attract more female candidates for technical positions, including outreach programs and partnerships with registered training organisations (RTO) and other identified partners.	June 2026
	3.3. Establish mentorship or sponsorship programs (such as with the National Association of Women in Construction) to provide guidance and support to women pursuing careers in technical fields at the QBCC.	June 2026
	3.4. Improve engagement with departing employees to better understand their reasons for leaving and how these factors relate to maintaining a respectful, safe and inclusive workplace.	December 2024
4. Continue to build on respecting the value of culture, experiences, and rights of Aboriginal and Torres Strait Islander communities	4.1. Leverage and continue to deliver the QBCC's Innovate Reconciliation Action Plan (RAP) opportunities and actions.	June 2026
5. Improve workplace design by considering our older workforce	5.1. Ensure the QBCC's aging workforce is considered as part of Our Future Fit Workplace design.	June 2026
	5.2. Consider the applicability of creating employee-driven networks for people in this demographic.	June 2026
	5.3. Develop and implement educational programs for leaders and the organisation, around cultural awareness, inclusive mindsets and development opportunities relating to accessibility and inclusion.	June 2026
	5.4. Research and benchmark how other organisations are addressing this issue and the strategies being used to make systemic change, including identifying employee benefits that may appeal to this demographic and re-examining transition to retirement options.	June 2026
	5.5. Improve engagement with departing employees to better understand their reasons for leaving and how these factors relate to maintaining a respectful, safe and inclusive workplace.	December 2024

WHAT DO WE WANT TO DO?	STRATEGIES	TIMEFRAMES
6. Improve the experience for people with different abilities	6.1. Improve the experience for people with different abilities by considering this demographic as part of Our Future Fit Workplace design.	June 2026
	6.2. Develop and embed a set of accessibility and inclusion outcomes into executive and senior managers' performance agreements.	June 2026
	6.3. Research and benchmark how other organisations are addressing this issue and the strategies they are using to make systemic change, including exploring the obstacles in recruitment criteria and identifying employee benefits that may appeal to this demographic.	June 2026
	6.4. Develop and implement educational programs for leaders and the organisation, around cultural awareness, inclusive mindsets, and development opportunities relating to accessibility and inclusion.	June 2026
	6.5. Implement updated reasonable adjustment processes.	December 2024
	6.6. Appoint an Executive Champion for people with different abilities.	September 2024
	6.7. Improve engagement with departing employees to better understand their reasons for leaving and how these factors relate to maintaining a respectful, safe and inclusive workplace.	December 2024
7. Enhance the inclusion of people who are Culturally and Linguistically Diverse	7.1. Research and benchmark historical data, including from WfQ surveys, looking at the distribution of our people across the organisation, and talk to people in these communities as first steps.	June 2026
	7.2. Plan further targeted interventions based on the outcomes of the above research.	June 2026
	7.3. Consider the applicability of creating employee-driven networks for people in this demographic.	June 2026
	7.4. Develop and implement educational programs for leaders and the organisation, around cultural awareness, inclusive mindsets, and development opportunities relating to accessibility and inclusion.	June 2026
	7.5. Research and benchmark how other organisations are addressing this issue and the strategies they are using to make systemic change, including exploring the obstacles in recruitment criteria and identifying employee benefits that may appeal to this demographic.	June 2026
	7.6. Improve engagement with departing employees to better understand their reasons for leaving and how these factors relate to maintaining a respectful, safe and inclusive workplace.	December 2024

WHAT DO WE WANT TO DO?	STRATEGIES	TIMEFRAMES
8. Continue to attract younger people and build skills for the long term	8.1. Develop strategies for recruitment and retention of younger, technically skilled individuals through targeted recruitment strategies to attract younger technically trained individuals to join the QBCC, to ensure the long-term sustainability of the workforce.	June 2026
	8.2. Improve engagement with departing employees to better understand their reasons for leaving and how these factors relate to maintaining a respectful, safe and inclusive workplace.	December 2024
	8.3. Evaluating associated business risks to ensure a talent pipeline.	June 2026
	8.4. Develop and implement educational programs for leaders and the organisation, around cultural awareness, inclusive mindsets, and development opportunities relating to accessibility and inclusion.	June 2026
	8.5. Review the effectiveness of the current programs such as school leavers and consider other graduate programs that may be relevant to help meet future skill needs. Develop and gain approval for future programs and implement as approved.	June 2026
	8.6. Research and benchmark how other organisations are addressing this issue and the strategies they are using to make systemic change, including exploring the obstacles in recruitment criteria and identifying employee benefits that may appeal to this demographic.	June 2026
9. Understand and close the gender pay gap	9.1. Research and analyse contributing factors to the gender pay gap.	June 2026
	9.2. Improve engagement with departing employees to better understand their reasons for leaving and how these factors relate to maintaining a respectful, safe and inclusive workplace.	December 2024

**Timeframes will be reviewed and may be updated upon first review point.*

“As a parent, I believe fostering diversity, equity, inclusion, and belonging in the workplace is crucial. It ensures every voice is heard and valued, creating a future where my daughters, and all children, can thrive in a respectful and inclusive environment. DEI is our responsibility to build a world where everyone can succeed, regardless of their background.”

“Diversity, equity and inclusion are concepts to me that are often talked about, but require personal action and commitment from all of us to uphold. We all have a responsibility to support each other with compassion, fulfilling each other’s needs and creating an environment where anyone can bring their whole selves to work without fear of being undermined, segregated or disrespected due to their identity, heritage or personal struggles.”

“Personally, diversity, equity, and inclusion initiatives foster culturally enriched environments, ensuring the safety and dignity of all marginalised individuals”

“It is only by coming together to elevate minority voices and supporting each other every day that we can help prevent past mistakes and make way for an inclusive future that allows minorities within, and outside, of our organisation to shine.”

“To me, diversity, equity, and inclusion mean embracing the richness of people’s diverse backgrounds and perspectives. It’s about ensuring everyone – regardless of race, gender, or background – has a fair shot at career growth and leadership roles. When we value diversity, we bring in fresh ideas and viewpoints, and create a welcoming environment for all. It’s important to recognise and challenge our biases while breaking down barriers that hold people back. Inclusion means every voice matters, fostering a workplace where everyone feels respected and empowered.”

“To me, diversity, equity, and inclusion are the cornerstones of creating a sense of belonging in the workplace. Being wholly accepted for who I am - and not having to fight to “fit in” to a specific expectation - means I can turn up to work and focus on giving my best every day. Being accepted for who we are is rewarding, encouraging, and brings out the best in people.”

“The single biggest factor that allows harmful behaviour to persist in the workplace is not merely the presence of a few bad apples, but rather the failure of well-intended individuals to stand up and take the right action in support of DEI.”

APPENDIX

Employee engagement surveys (WfQ and pulse survey) questions that will help us measure our success:

KEEPING YOU WELL: CULTURAL SAFETY

- 25e** My workgroup cares about the cultural safety of Aboriginal and Torres Strait Islander colleagues.
- 25l** I feel that my organisation provides a culturally safe work environment for Aboriginal and Torres Strait Islander employees.
- 25j** I feel that my manager or supervisor takes responsibility for ensuring the cultural safety of Aboriginal and Torres Strait Islander employees.

FAIR AND EQUITABLE TREATMENT: GENDER

- 27g** All employees, regardless of gender, have equitable access to work experiences that support career progression.
- 27i** Being a woman is not a barrier to success in my organisation.
- 27j** Being a man is not a barrier to success in my organisation.
- 27k** Being transgender, non-binary and/or gender diverse is not a barrier to success in my organisation.

FAIR AND EQUITABLE TREATMENT: AGE

- 27h** - Age is not a barrier to success in my organisation.

FAIR AND EQUITABLE TREATMENT: ABORIGINAL AND/OR TORRES STRAIT ISLANDER

- 27l** - Being an Aboriginal and/or Torres Strait Islander person is not a barrier to success in my organisation.

FAIR AND EQUITABLE TREATMENT: AUSTRALIAN SOUTH SEA ISLANDER PEOPLE

- 27m** Being an Australian South Sea Islander person is not a barrier to success in my organisation.

FAIR AND EQUITABLE TREATMENT: CULTURAL BACKGROUND

- 27n** Cultural background is not a barrier to success in my organisation.

FAIR AND EQUITABLE TREATMENT: DISABILITY

- 27o** Disability is not a barrier to success in my organisation.

FAIR AND EQUITABLE TREATMENT: SEXUAL ORIENTATION

- 27p** Sexual orientation is not a barrier to success in my organisation.

SOCIAL SUPPORT: WORKGROUP RESPECT AND PSYCHOLOGICAL SAFETY

- 20d** In my workgroup, we treat each other respectfully.
- 20e** In my workgroup, I am comfortable speaking up to share a different view to my colleagues.
- 20f** In my workgroup, we welcome diverse ideas and thoughts.

DIVERSITY EXPERIENCE: LGBTQIA+

I can achieve success in this organisation, as my authentic self.

DIVERSITY EXPERIENCE: ABORIGINAL PEOPLES AND/OR TORRES STRAIT ISLANDER PEOPLES

- 28m** As an Aboriginal person, I feel culturally safe at work.

DIVERSITY EXPERIENCE: LIVING WITH DISABILITY

- 30k** I feel safe and respected at work.

DIVERSITY EXPERIENCE: CULTURALLY AND LINGUISTICALLY DIVERSE / RACISM AND DISCRIMINATION

We will continue to monitor the number of people from a Culturally and Linguistically Diverse background who, in the Working for Queensland survey self-disclose 'In the last 12 months, I have experienced: Discrimination because of my cultural background'.

SENSE OF BELONGING

Percentage of respondents, if indicating they are leaving the QBCC (Q44c: What is the primary reason behind your desire to leave your current position), being that they 'do not have a sense of belonging to my workgroup or agency'.

DEIB TERMS USED IN THIS DOCUMENT

- **Intersectionality** – acknowledges that individuals' experiences are shaped by multiple overlapping social identities such as gender, race, ethnicity, sexual orientation, disability, and age, which can compound their experiences of discrimination or privilege. By understanding these intersecting identities, we may develop more nuanced and effective strategies that cater to the diverse needs of our people.
- **Diversity** – representation of the diverse groups.
- **Equality** – access to equal opportunities.
- **Equity** – everyone gets what they need to equally access opportunities (more outcomes focused).
- **Inclusion** – where every individual feels valued, respected, and empowered, regardless of their background, identity, or perspective.
- **Belonging** – where every individual has a sense of psychological safety with others and the environment and general acceptance as feeling part of the group, not separate from it.
- **Affinity Groups** – comprising of the QBCC networks and committees.



Need more information?

Visit qbcc.qld.gov.au, call us on 139 333 or write to us at GPO Box 5099, Brisbane Qld 4001.

