



Respect, Equity and Diversity Framework

'Creating Great Workplaces with Positive Cultures'

Executive Summary

Under Sections 39- 41 of the *Public Sector Management Act 1994*, there are whole-of-government management obligations in regard to the establishment of an Equity and Diversity Framework for the ACTPS. The Chief Minister endorsed the revision of the 2006 Equity and Diversity Framework as a priority for the Commissioner for Public Administration in 2010.

A key change to the Framework is the inclusion of the concept of respect and what it is to give and receive respect in the workplace. The revised Framework highlights that the ACTPS aims to create a positive work environment that promotes respect, equity and diversity across the Service.

The Framework also includes workforce statistics relevant to respect, equity and diversity that assist in identifying workforce challenges for the ACTPS. At this point in time the metrics support the development of specific employment strategies for people with disabilities and for Aboriginal and Torres Strait Islander people.

The Respect, Equity and Diversity Framework has been developed through extensive research and wide consultation with ACT Public Service agencies, Management Council and Human Resources Council. It aims to improve outcomes in employment for ACT Public Service (ACTPS) employees and applicants for positions in the ACTPS and to build on the strategies that were established in the previous Equity and Diversity Framework.

Specifically this Framework:

- expands on the previous Equity and Diversity Framework to include Respect, incorporating a positive work culture;
- outlines why a workplace that is respectful, courteous, fair and that values individual differences is a core aspect of building a positive workplace culture;
- states the legislative obligations in relation to Respect, Equity and Diversity;
- defines Respect, Equity and Diversity;
- outlines the workforce challenges for the ACTPS in regards to Respect, Equity and Diversity;
- clarifies roles and responsibilities for employees across the ACTPS in regard to Respect, Equity and Diversity;
- establishes a process to monitor and evaluate our performance against Respect, Equity and Diversity;
- **Appendix A** contains an Action Plan to meet our key challenges;
- **Appendix B** analyses the ACTPS workforce statistics relating to Respect, Equity and Diversity; and
- **Appendix C** provides a revised Maturity Model.