

People and culture plan

2024–26

Focused on creating a thriving workforce and an inclusive workplace culture, the *People and culture plan* serves as a cohesive and holistic umbrella for the Commission’s key people objectives, to help us achieve our strategic priorities and be the best we can be.

PILLAR 1

Champion diversity, belonging, inclusion and equality

- Promote intersectional inclusion
- Foster diverse talent acquisition
- Strengthen existing policies, frameworks and documentation
- Embed equitable processes and systems
- Build and embed cultural safety standards

PILLAR 2

Build organisational capability and capacity

- Invest in developing our people
- Build our team’s skills and capability
- Encourage collaboration and knowledge exchange
- Reward performance and maintain motivation
- Build inclusive leadership and management capability
- Create flexible and adaptable workforce strategies

PILLAR 3

Enhance health, safety and wellbeing for our people

- Nurture wellbeing
- Empower mental health
- Ensure work–life balance
- Build resilience for success
- Sustain a healthy physical environment
- Develop pathways for reporting inappropriate behaviour

PILLAR 4

Build a culture of respect and trust, where our people feel empowered and engaged

- Foster a positive and inclusive work culture
- Enhance employee engagement and satisfaction
- Encourage collaboration and teamwork
- Recognise and celebrate achievements
- Promote open communication and transparency
- Embed a continuous improvement culture

An intersectional approach

The *People and culture plan 2024–26* consolidates individual actions from a range of existing strategies, action plans, reviews, guidelines and audits:

- Gender equality action plan
- Sexual harassment prevention plan
- Child safe standards
- Disability action plan

- People matter survey
- Race equality audit
- Aboriginal community engagement strategy
- Benchmark report

- Health, safety and wellbeing plan
- Guideline: Race discrimination in the workplace

OUR VALUES



Responsiveness



Integrity



Impartiality



Accountability



Respect



Leadership



Human rights