

MAKE
GREAT
HAPPEN



Equity and Diversity Action Plan 2025-26



TAFE Queensland acknowledges the Traditional Custodians of Country throughout Australia and respects the continuing connection to land, waters, cultures and family that First Nations peoples uphold. We pay respect to Elders past and present. We recognise that teaching and learning has taken place on Country for over 60,000 years and two-way learning is an important part of our reconciliation journey.

Artwork from TAFE Queensland's Reconciliation Action Plan artwork 'Connecting Knowledge – Connecting Cultures' by Riki Salam.

Message from the Chief Human Resources Officer

I am proud to introduce the TAFE Queensland Equity and Diversity Action Plan 2025-26, our second plan dedicated to advancing workforce diversity and inclusion. This plan reaffirms our commitment to building a workforce that reflects the diversity of our students, customers and the communities we serve.

As we continue to nurture a workplace culture where employees feel safe, supported and valued, the actions outlined in this plan will further ensure equitable opportunities in employment, development and promotion.

We will deepen employee engagement and continue to celebrate and amplify the diverse perspectives that enrich our organisation and strengthen our culture of belonging.

TAFE Queensland is committed to ongoing transformational change and will continue to identify and implement meaningful actions that broaden our workforce diversity and create a welcoming, inclusive experience for both our employees and students.

Vanessa Kissane
Chief Human Resources Officer
TAFE Queensland

Our Values



Safety first



Focusing on our customer



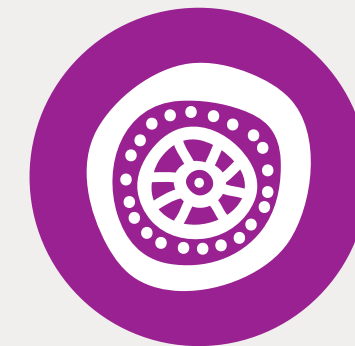
Taking responsibility



Showing initiative



Working together



TAFE Queensland remains steadfast in supporting the objectives of the *Public Sector Act 2022*, to build a workforce that reflects the rich diversity of Queensland's communities. We continue our commitment to cultivate an inclusive, equitable and diverse workplace culture – one where every individual feels respected, valued and empowered to be their authentic self at work.

Building on the foundations laid in our inaugural plan, the Equity and Diversity Action Plan 2025-26 represents our ongoing strategic commitment. It aligns closely with TAFE Queensland's purpose to deliver contemporary, globally relevant skills that are essential now and into the future, while providing opportunities for everyone, everywhere, to transform their lives.

This Plan is designed for our workforce, to sharpen our focus and guide our actions to improve employment outcomes and enhance the employee experience for:

- Aboriginal people and Torres Strait Islander peoples
- People with disability
- Women in leadership
- People from culturally and linguistically diverse backgrounds
- People who identify as lesbian, gay, bisexual, trans and gender diverse, intersex, queer and questioning and asexual (LGBTIQ+)

We will continue to embed inclusive talent acquisition processes, deepen cultural capability and understanding, strengthen employee engagement, and ensure inclusive work practices. Together, we will build upon our progress to further enhance a culture of belonging across TAFE Queensland.

Equity and Diversity Action Plan 2025-26

Equity

We provide equitable access to employment, development and leadership opportunities



We will focus on:

- Review recruitment policies and procedures to ensure they are inclusive and eliminate potential barriers to increase diversity
- Develop and deliver selection panel member training
- Continue investment in the Growing Our Aspiring Leaders (GOAL) program
- Promote workplace flexibility in job advertisements
- Provide diversity and cultural competency training for employees and managers
- Communicate the availability of workplace adjustments to support employees to perform at their full potential
- Implement initiatives from the Diversity, Access and Inclusion Plan
- Refresh marketing collateral and visual media to enhance attraction of individuals from diverse backgrounds and groups

Measures of success:

- Increased applications received from persons from diversity groups
- Increased number of flexible work agreements recorded
- Monitor and report TAFE Queensland's gender pay equity gap
- Recorded number of known workplace adjustments
- Sustained or improved levels of women in leadership positions
- Completion rates of diversity and cultural competency training
- Recruitment campaigns use refreshed imagery and collateral

Diversity

Our workforce is representative of our students, customers and the communities we serve



We will focus on:

- Recognise and celebrate days of significance for our diverse workforce
- Promote the availability of employee diversity networks
- Implement initiatives contained in our Reconciliation Action Plan
- Promote employee self-disclosure of diversity details in Aurion
- Encourage participation in the Career Pathways program for Aboriginal and Torres Strait Islander employees
- Promote opportunities to engage in cross-agency communities of practice, events and training
- Utilise targeted recruitment activities for roles/regions to improve workforce diversity
- Celebrate diversity and inclusion actions and initiatives via the staff awards program

Measures of success:

- Employee awareness and participation in events/ activities
- Increased membership levels of the Pride Network, First Nations Employee Network and other employee networks
- Participation in cross-agency communities of practice, events and training
- Increased recording of employee diversity data
- Additional nominations for participation in the Career Pathways program
- Increased nominations for the Diversity and Cultural Contribution staff award category
- Recorded participation in LGBTIQ+ training
- Progress towards workforce diversity targets

Inclusion

Our workplace culture is respectful and our employees feel safe, supported and accepted



We will focus on:

- Promote the availability of reasonable adjustments during recruitment
- Create an Employee Value Proposition which promotes workplace inclusion
- Facilitate training on the identification and response to sexual harassment in the workplace
- Promote and support social causes and local community initiatives
- Revise Employee Engagement Survey questions to measure workforce sentiment to diversity and inclusion
- Reinforce zero tolerance for workplace bullying
- Support employees to raise health and wellbeing issues
- Provide continued access to health and wellbeing programs
- Provide support for employees experiencing domestic and family violence

Measures of success:

- Increased job applications from people with a disability, Aboriginal and Torres Strait Islander peoples and other cultural groups
- Improved employee engagement survey results and feedback
- Increased response to exit surveys
- Increased number of employees accessing health and wellbeing programs
- Increased participation in inclusive training opportunities e.g. Unconscious Bias, Disability Awareness, LGBTIQ+ Awareness training, etc.