

MAKE
GREAT
HAPPEN



Equity and Diversity Action Plan 2026-27



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 2026–27.

At TAFE Queensland, equity and inclusion are central to who we are and how we support our students, industry partners and communities. This plan outlines our ongoing commitment to building a workplace where people feel respected, supported and able to contribute their best.

By valuing different backgrounds, experiences and perspectives, we strengthen our ability to deliver accessible, high-quality education and training outcomes.

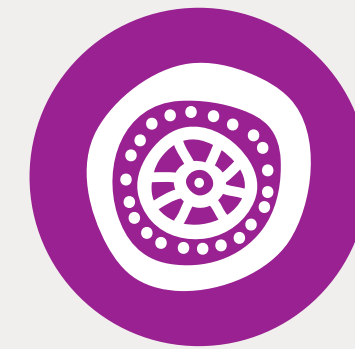
The actions in this plan focus on ensuring fair access to employment, development and career opportunities, while fostering a culture of safety, belonging and respect. These practical and measurable actions embed equity and inclusion into the way we work, lead and make decisions.

TAFE Queensland remains committed to meaningful change and to being an inclusive organisation where diversity is recognised as a strength and everyone has the opportunity to thrive.

Vanessa Kissane
Chief Human Resources Officer
TAFE Queensland

Our Values

-  **Safety first**
-  **Focusing on our customer**
-  **Taking responsibility**
-  **Showing initiative**
-  **Working together**



TAFE Queensland supports the intent of the *Public Sector Act 2022* and is committed to fostering a fair and inclusive workforce that reflects the diversity of the communities we serve. This plan provides a structured approach to strengthening equity, inclusion and fairness across our organisation.

The Equity and Diversity Action Plan 2026-27 builds on progress to date and outlines the actions we will take to support inclusive employment practices and enhance the employee experience. It aligns with TAFE Queensland's purpose to deliver contemporary, globally relevant skills while creating meaningful opportunities for our people.

This Plan sets clear priorities 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 (LGBTQIA+)

Through targeted actions, we will strengthen inclusive recruitment and workforce practices, build cultural capability, and enhance employee engagement to improve equity and inclusion outcomes across TAFE Queensland.

Equity and Diversity Action Plan 2026-27

Equity

We provide equitable access to employment, development and leadership opportunities.



We will:

- Review recruitment policies and procedures to ensure they are inclusive and reduce barriers to employment
- Deliver selection panel training to support inclusive recruitment practices
- Continue investment in structured leadership development for emerging leaders
- Promote workplace flexibility in job advertisements
- Provide diversity and cultural competency training for employees and managers
- Increase awareness of workplace adjustments and supports to enable employees to perform at their best
- Implement initiatives from the Diversity, Access and Inclusion Plan
- Refresh marketing collateral and visual media to enhance attraction of individuals from diverse backgrounds

Measures of success:

- Increased applications received from persons from diverse backgrounds
- Increased uptake of flexible work arrangements
- Monitor and report TAFE Queensland's gender pay equity gap
- Increased number of identified workplace adjustments in place
- Sustained or improved representation of women in leadership positions
- Completion rates of diversity and cultural competency training
- Recruitment campaigns use refreshed imagery and collateral

Diversity

Our workforce reflects our students, customers and the communities we serve.



We will:

- Recognise and celebrate days of significance that reflect the diversity of our workforce
- Promote the availability of employee diversity networks
- Implement initiatives contained in our Reconciliation Action Plan
- Encourage voluntary 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
- Use targeted recruitment approaches, where appropriate, to strengthen workforce diversity
- Recognise diversity and inclusion actions and initiatives via the staff awards program

Measures of success:

- Increased employee awareness of, and participation in, diversity related events and activities
- Growth in membership 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
- Participation in LGBTQIA+ education and awareness initiatives
- Progress towards workforce diversity representation targets

Inclusion

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



We will:

- Promote the availability of reasonable adjustments throughout recruitment and employment
- Create an Employee Value Proposition that reflects and 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 a zero-tolerance approach to workplace bullying, harassment and discrimination
- Support employees to raise health, wellbeing and psychosocial safety concerns
- Provide continued access to health and wellbeing programs and supports
- Provide support for employees experiencing domestic and family violence
- Promote awareness and understanding of the Hidden Disabilities Sunflower program and how to support people with hidden disabilities

Measures of success:

- Increased job applications from people with a disability, Aboriginal and Torres Strait Islander peoples and people from culturally diverse backgrounds
- Improved employee engagement survey results and feedback
- Increased participation in exit surveys to inform continuous improvement
- Increased number of employees accessing health and wellbeing programs
- Increased participation in inclusive training opportunities e.g. Unconscious Bias, Disability Awareness, LGBTQIA+ Awareness training, etc.
- Participation rates in the Hidden Disabilities Sunflower awareness Connect module