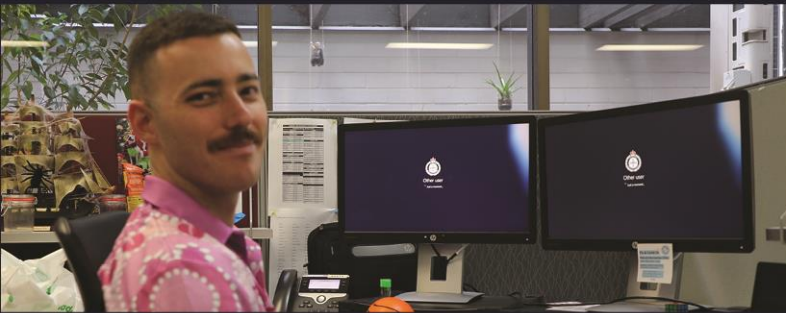
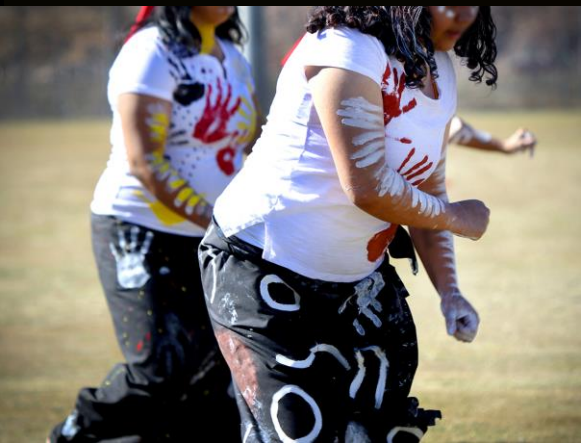


Equity and Diversity Action Plan 2023-2026

Queensland Corrective Services

August 2023





Acknowledgement of Country

We acknowledge the traditional owners and custodians of the lands that we work, live and play on.

We recognise and honour Aboriginal and Torres Strait Islander peoples as the first peoples of Australia.

We pay our deepest respects to Elders past and present, and honour their connection to the land, waterways and animals.

As we continue on our Path to Treaty journey, we recognise the past injustices against Aboriginal and Torres Strait Islander peoples. We stand for justice and healing for all.

A message from the Commissioner



I am pleased to commend to you the inaugural *Equity and Diversity Action Plan 2023-2026* for Queensland Corrective Services (QCS).

QCS is at its heart a people business and this plan spells out how we can support every officer to bring their whole self to work and be valued for their unique insights and perspectives.

The QCS *Equity and Diversity Action Plan 2023-2026* supports our *Corrections 2030* vision by reinforcing our principles of accountability, excellence, empowerment, respect and safety.

As we evolve into a world class corrective services agency, we seek the value and expertise of a diverse workforce that brings different perspectives and innovation to best serve the needs of the community.

We are driving an organisational culture guided by our QCS principles where officers are included, valued and proud to work for QCS, and where they have opportunity to develop their career in our organisation and are empowered to contribute to our collective success.

Our senior leaders are committed to equity and diversity and the goals of this plan, and all QCS officers have a role in adopting inclusive attitudes and behaviours consistent with the QCS values of professionalism, integrity, accountability and innovation.

Paul Stewart
Commissioner
Queensland Corrective Services





Our objective

The QCS *Equity and Diversity Action Plan 2023-2026* is informed by a workforce equity and diversity audit conducted in April 2023 in accordance with Section 28 of the *Public Sector Act 2022*.

The objective of the *Equity and Diversity Action Plan 2023-2026* is to reinforce inclusive attitudes and behaviours consistent with the QCS values and address the workforce diversity gaps to meet our QCS *Workforce Strategy* objectives and *Corrections 2030* vision.

The 2026 workforce diversity targets for QCS are:

- 4% Aboriginal and Torres Strait Islander officers
- 12% Officers with disability
- 12% Culturally and linguistically diverse officers
- 50% Women in leadership



Data collection

The diversity rates in the workforce diversity Minimum Obligatory Human Resource Information (MOHRI) data are consistently lower than the diversity rates in the Working for Queensland (WfQ) survey data, indicating officer reluctance or lack of awareness to provide this information in the workforce diversity data census.

Women in leadership

The proportion of women employed in SO (48%) and SES (46%) leadership roles is slightly above the proportion of women employed in QCS (45%), however is below the target of 50% women in leadership.

Custodial Operations employs the fewest proportion of females of all QCS divisions (33%), therefore is a focus of this plan.

Officers with disability

As of September 2022, 2.19% of officers live with disability, however this number increases to 14% when measured using the WfQ survey results. This indicates officers are not willing to provide this information in the workforce diversity data census.

Within the group of officers with disability, 42% are women, lower than the proportion of women in the agency.

Aboriginal and Torres Strait Islander officers

The WfQ data shows that 4.8% of QCS officers are Aboriginal and Torres Strait Islander, however official workforce data shows a lower rate of 2.67%. This gap in data indicates that officers are not willing to provide this information in the workforce diversity data census.

Of Aboriginal and Torres Strait Islander officers, 45% are women, which is reflective of the proportion of women in the agency.

Officers from culturally and linguistically diverse backgrounds

As of September 2022, 1.73% of officers speak a language other than English at home, however this figure increases to 9.4% when measured using the WfQ survey data.

Of those who speak a language other than English at home, women make up 39.5%, which is slightly underrepresented compared to the proportion of women in the agency.

LGBTIQ+ officers

The 2022 WfQ data indicates that not all LGBTIQ+ officers experience an open and supportive workplace culture and psychological safety.

Officers who choose not to identify as LGBTIQ+ have provided lower positive WfQ results, indicating they may not feel belonging or safe in the workplace.

Focus
areas





Data collection

Focus area	Goal	Actions	Timeframe	Performance measures
<p>There is a significant gap between the QCS workforce diversity MOHRI data and the Working for Queensland survey data.</p> <p>Reference: Page 7 of the <i>QCS Equity and Diversity Audit report</i>.</p>	<p>Address the significant gap between the workforce diversity MOHRI data and the Working for Queensland diversity data by communicating awareness of the benefits of completing the workforce diversity census.</p>	<p>Create a QCS communication strategy raising awareness of the gap in the Working for Queensland data and the MOHRI data.</p> <p>Encourage QCS officers to complete the workforce diversity census highlighting QCS' commitment to equity and diversity.</p>	<p>30 June 2025</p>	<p>The gap between workforce diversity MOHRI data and Working for Queensland diversity data is reduced each year.</p>





Aboriginal and Torres Strait Islander officers

Focus area	Goal	Actions	Timeframe	Performance measures
<p>There is a gap between the QCS 2022 workforce diversity MOHRI data for Aboriginal and Torres Strait Islander officers (2.67%) and the Working for Queensland survey data (4.8%).</p> <p>Reference: Page 6 of the <i>QCS Equity and Diversity Audit report</i>.</p>	Address the gap between the workforce diversity MOHRI data and the Working for Queensland diversity data by communicating awareness of the benefits of completing the workforce diversity census and assurance about data confidentiality.	Develop a promotion campaign to encourage Aboriginal and Torres Strait Islander officers to complete the workforce diversity census.	30 June 2025	Workforce diversity MOHRI data shows an increase in Aboriginal and Torres Strait Islander officers employed across QCS.
	Make QCS an employer of choice for Aboriginal and Torres Strait Islander peoples to meet our target of 4% Aboriginal and Torres Strait Islander officers.	Promote QCS career opportunities to Aboriginal and Torres Strait Islander job seekers and students.	30 June 2026	Performance measure to be developed.





Women in leadership				
Focus area	Goal	Actions	Timeframe	Performance measures
<p>The Custodial Operations division has the lowest proportion of women in QCS and the lowest percentage of women in a leadership role:</p> <ul style="list-style-type: none"> 22% Senior Officer (SO) 43% Senior Executive Services (SES) <p>Reference: Pages 5, 9 and 10 of the QCS <i>Equity and Diversity Audit report</i>.</p>	Meet the target that women are employed in 50% of all SO and SES leadership roles in QCS.	Design attraction methods to encourage more women to join the QCS custodial workforce.	30 June 2025	Workforce MOHRI data shows an increase of women in leadership roles across QCS.
	Increase the percentage of women employed in Custodial Operations leadership roles.	Investigate barriers and opportunities for career advancement for women in QCS custodial workforce and design strategies to encourage and support women in leadership roles.	30 June 2026	Workforce MOHRI data shows an increase of women in Custodial Corrections leadership roles.





Officers from culturally and linguistically diverse backgrounds

Focus area	Goal	Actions	Timeframe	Performance Measures
<p>The percentage of officers from culturally and linguistically diverse backgrounds who speak a language other than English is 1.73% (workforce diversity MOHRI data) or 9.4% (Working for Queensland data) and below the QCS target of 12%.</p> <p>Reference: Page 7 of the <i>QCS Equity and Diversity Audit report</i>.</p>	<p>Meet the QCS employment target of 12% of officers who speak a language other than English at home.</p>	Develop guidance resources to remove unconscious bias in recruitment and selection.	30 June 2025	<p>Workforce diversity MOHRI data shows an increase of officers employed across QCS from culturally and linguistically diverse backgrounds.</p>
		Promote QCS career opportunities to peoples from culturally and linguistically diverse backgrounds.	30 June 2026	





Officers with disability

Focus area	Goal	Actions	Timeframe	Performance measures
<p>There is a significant gap between the QCS 2022 workforce diversity MOHRI data of officers with disability (2.19%) and the 2022 Working for Queensland data (14%).</p> <p>Reference: Page 7 of the <i>QCS Equity and Diversity Audit report</i>.</p>	<p>Address the gap between the workforce diversity MOHRI data and Working for Queensland survey data by communicating awareness of the benefits of completing the workforce diversity census and assurance about data confidentiality.</p>	Develop a promotion campaign for officers with disability to complete the workforce diversity census.	30 June 2025	Workforce diversity MOHRI data shows an increase of officers with disability employed across QCS.
		Provide awareness and guidance about inclusive and accessible workplace practices.	30 June 2025	Workforce diversity MOHRI data shows an increase of officers with disability employed across QCS.





LGBTIQ+ officers

Focus area	Goal	Actions	Timeframe	Performance Measures
The 2022 Working for Queensland data indicates that not all LGBTIQ+ officers experience an open and supportive workplace culture and psychological safety.	Create psychological safety and a culture of inclusion across all QCS workplaces.	Conduct an awareness campaign to educate officers about LGBTIQ+ inclusive workplaces.	30 June 2024	Improvement in QCS Working for Queensland diversity experience results.
		Work towards achieving Australian Workplace Equality Index accreditation.	30 June 2026	Achieve AWEI accreditation.

