INCLUSION STATEMENT 2016 - 2019

Justice and Community Safety Directorate (JACS) strives to maintain a fair, safe and peaceful community in the ACT where people’s rights and interests are respected and protected. To achieve this, we need a workforce that is able to anticipate the needs of the community, and in turn, respond to those needs. Fundamental to this is a Directorate that is inclusive, progressive and which reflects the diversity of the ACT community.

Our leaders understand that JACS cannot be successful locally if we are not an inclusive and diverse workforce. An inclusive and diverse workforce is necessary to drive innovation, foster creativity, and guide JACS business strategies. Multiple voices lead to new ideas, new services and new products, and encourage out-of-the-box thinking.

Through the ACTPS Respect, Equity and Diversity (RED) Framework, the Directorate aims to build positive work environments where individual differences are respected and our workforces are inclusive - where we feel valued for our contributions and doing our jobs well. Having a Directorate that values different perspectives and viewpoints is imperative to delivering effective services to our community here in the ACT.

JACS Inclusion Statement sets the foundation on which the Directorate will progress its efforts to build an inclusive workplace culture which values all employees at all points of their employment life cycle and recognises their unique qualities, ideas, voices and perspectives.

The Statement identifies four distinct areas for which the Directorate will develop and implement its employment plans. These four focus areas are:

1. Equality in Employment
2. Engagement and Accessibility
3. Leadership
4. Valuing Workplace Diversity and Inclusion

To progress this commitment, JACS has appointed senior executives to champion our employment plans. Senior executives will be supported by an Inclusion Officer who has been appointed to develop and promote inclusive practices in the Directorate. JACS RED Executive Sponsor will oversee the ongoing progress of our commitment to building inclusive workplaces.

Responsibility for inclusion lies with everyone – leaders, managers and staff. We strongly encourage all staff to make themselves aware of our employment plans, goals and key initiatives for 2016-2019 and support our commitment to build respectful and inclusive workplaces.

ALISON PLAYFORD
Director-General

VICKI PARKER
Deputy Director-General
Justice

DAVID PRYCE
Deputy Director-General
Community Safety
RED Executive Sponsor
FOCUS AREAS

EQUALITY IN EMPLOYMENT
JACS is committed to employment opportunities for allCanberrans. JACS will engage innovative approaches to recruitment, retention and capability building to ensure JACS maintains and enhances our diverse workforce. JACS will achieve this by:
• Identifying and reducing barriers to opportunities
• Developing a suite of targeted initiatives to recruit underrepresented groups in the ACTPS workforce
• Ensuring diversity and inclusion employment strategies are incorporated into JACS business and workforce planning
• Utilising employment pathways and available resources to address workplace diversity.

ENGAGEMENT AND ACCESSIBILITY
JACS is committed to increasing our communication and engagement with our stakeholders by providing wider access to our services and through promoting diversity initiatives. JACS will achieve this by:
• Executive/Leadership commitment to equity and fairness
• Seeking feedback from staff and our stakeholders
• Raising awareness of our services
• Using a variety of communication methods and platforms to engage our staff and stakeholders
• Promoting diversity initiatives more broadly and constantly across our Business Units.

LEADERSHIP
Our leaders recognise the importance of diversity and inclusion. JACS demonstrates this by:
• Appointing an Executive in the role of RED Executive Sponsor
• Designating Senior Executives to champion inclusive strategies
• Having RED Contact Officers in each Business Unit
• Employing an Inclusion Officer
• Providing regular training and development to understand our community better
• Ensuring the ACTPS values and behaviours are mirrored in our approach to inclusion and diversity.

VALUING WORKPLACE DIVERSITY AND INCLUSION
JACS values workplace diversity and inclusion and recognises its positive impact on employee morale and service delivery. By valuing workplace diversity and inclusion JACS aims to improve service delivery to our clients. JACS will achieve this by:
• Developing and maintaining a register of employees from culturally and linguistically diverse backgrounds to ensure we have a picture of our diversity and inclusion
• Creating and maintaining internal networks for key diversity groups
• Providing developmental opportunities for employees.