



Government of **Western Australia**  
Department of **Finance**

# Diversity and Inclusion Strategy

**2022-25**



# Acknowledgement of Country

The Government of Western Australia acknowledges the traditional custodians of Western Australia and their continuing connection to the land, waters and community. We pay our respects to all members of Aboriginal communities and their cultures; and to Elders both past and present.

The Department of Finance works throughout the State and we acknowledge the traditional custodians of all the lands on which we operate.



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Locked Bag 11, Cloisters Square Perth WA 6850

T: 6551 1000 [WA.gov.au](http://WA.gov.au)

# Message from the Director General



I am pleased to present the Department of Finance's Diversity and Inclusion Strategy 2022–25. This strategy demonstrates our commitment to providing a positive work environment where our diversity is celebrated, and inclusion is a focus for everyone. Our department provides services to Western Australians, whatever their age, cultural background or personal circumstances. The diversity of our workforce is crucial if we are to provide effective services. It's what allows us to connect with our customers and our colleagues at work. It helps us see different perspectives and create new and innovative ways of providing excellent customer service to the WA community.

Nothing is achieved alone, to reach our best we must support each other and maintain an inclusive culture where everybody is valued for their contribution. All of us should feel safe, trusted and productive at work. We all have a role to play in creating an environment that truly values the diversity each of us brings to work.

We are not just about doing what needs to be done, as a central agency we want to set the example and be a leader in modelling inclusion and diversity.

I encourage you to consider inclusion and diversity in all aspects of your work, so we can influence our culture in a positive way and become the best place to work.

I also want to acknowledge the significant contribution that our staff and diversity committees made in developing this strategy and for their ongoing commitment to supporting us to achieve inclusive employment outcomes.

Jodi Cant  
**Director General**  
**Department of Finance**

# Our diverse workforce representation

The following is a snapshot of our workforce as at 30 June 2022\* and our targets for the next four years.

Diversity Group	Target %**	Current % as at 30 June 2022	Same time previous year %	Headcount below target as at 30 June 2022	Finance Target			
					2022	2023	2024	2025
Women in Senior Executive Service (SES)	50.0%	55.2%	57.1%		Target met			
Women in level 6 and above	50.0%	46.4%	44.8%	20	50%	50%	50%	50%
Aboriginal and Torres Strait Islander people	3.7%	0.9%	1.1%	32	2.0%	2.6%	3.2%	3.7%
People with disability	5.0%	3.8%	3.7%	24	4.0%	4.5%	4.8%	5.0%
Culturally and linguistically diverse people	15.5%	26.0%	25.3%		Target met			
Youth (age 24 and below)	5.8%	4.4%	4.6%	16	4.5%	4.7%	5.4%	5.8%

\*All referenced workforce data as per our Human Resource Minimum Obligatory Information Requirement (HRMOIR) June 2022 quarterly entity profile.

\*\* All aspirational targets are from the Public Sector Commission's Workforce Diversification and Inclusion Strategy for the WA Public Sector 2020-2025 with the exception of Women at Level 6 and above which is a Department of Finance specific diversity target.

## Strategic Objective 1: Promote the value that diversity brings to the workplace

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We will educate our people on the benefits of designing for diversity and ensuring our programs and services are accessible, inclusive, responsive and empowering.

### To deliver this we will:

- Build understanding, knowledge and awareness to value the importance of diversity in the workplace.
- Establish workforce strategies and plans to build capability and enable our people to deliver diversity outcomes.
- Promote, advance and report on our progress towards workforce diversity targets and goals.
- Role model inclusive behaviours and ensure unreasonable or unlawful behaviours such as workplace bullying, sexual harassment and direct and indirect discrimination are dealt with promptly.

### Success Indicators:

- Improved awareness and confidence for staff and managers.
- Increase in staff wellbeing.
- Ongoing decline of instances of discrimination, bullying and harassment.

## Strategic Objective 2: Attract and develop a diverse workforce at all levels

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Our recruitment and development practices proactively identify and support the talent of diverse people.

### To deliver this we will:

- Ensure recruitment processes support our workforce diversity and goals.
- Support and develop diverse people to uplift inclusion and representation.
- Demonstrate we are a progressive employer of diverse people.
- Scrutinise our attraction, recruitment and development programs and processes to address bias and promote equity.

### Success Indicators:

- The diversity in our workforce more closely represents the diversity of the Western Australian community.
- We achieve all representation targets set via the Public Sector Commission.

## Strategic Objective 3: We value and embrace the diversity of all staff.

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Our values build and demonstrate a culture where people can be themselves.

### To deliver this we will:

- We will create a sense of belonging by recognising individual skills and experiences.
- Build an inclusive culture where all staff feel accepted, are treated fairly and respectfully and are able to contribute to their potential in the workforce.
- Identify, develop and promote the availability of support programs for our diverse workforce.
- Endorse practices and processes that support the fair and respectful treatment of people and enable all people to feel included.

### Success indicators

- Staff feel more supported and connected to their workplace.
- Managers are more engaged in supporting their staff.



# Implementation

The success of this strategy depends on action from both senior leaders and all staff. Our Action Plan outlines the actions that will realise our objectives over the next four years.

## Evaluating Performance

We will work toward success by monitoring our performance against this strategy. We will have achieved success if we:

- increase the representation of people from key diversity groups at all levels
- show that the employment experience of people in our diversity groups improves over time
- improve uptake of, or participation in, our diversity committees, initiatives and programs
- see the real-life success stories of our investment in diversity programs and initiatives.

We will monitor our progress against all our commitments to inclusion and diversity, including those specific to our key focus areas. This includes reporting to Corporate Executive on the diversity of our workforce, evaluating trends and identifying areas for improvement. We will use data to tell us what we need to improve on, and will regularly ask our staff how our actions are making a difference.

