Western Australia Police Force

Diversity, Equity and Inclusion Strategy

2025-2030

Acknowledgement of Country

The WA Police Force respectfully acknowledges the traditional custodians throughout Western Australia and their continuing connection to the land, waters and community. We pay our respects to Aboriginal and Torres Strait Islander peoples and their cultures; and to the Elders both past and present.

Accessibility

Information in this publication can be made available on request in other languages and alternative formats. To request information or provide feedback, please contact us.

- Email us at: diversity.inclusion@police.wa.gov.au

- Online enquiry form is available via Contact Us: www.WA.gov.au/contactpolice

- Telephone: 08 6229 5785

- Postal requests can be sent to: WA Police Force Workforce Planning DEI Strategy Locked Bag 35 Perth Business Centre WA 6849

- Translating and Interpreting Service (TIS) – Telephone 13 14 50.

- If you are deaf, or have a hearing or speech impairment please contact us through the National Relay Service. For more information visit: https://nrschat.nrscall.gov.au/nrs/internetrelay.

Introduction

The WA Police Force's Diversity, Equity and Inclusion (DEI) Strategy 2025-2030 provides a holistic and integrative approach to our agency's continued commitment towards building a diverse, equitable and inclusive agency. This strategy works alongside existing frameworks to improve equal employment, disability access and multicultural inclusion.

More broadly, the strategy aims to achieve and sustain equity and inclusion for all people through an integrated and inclusive approach that reflects the evolving intersectionality of our diverse community and workforce.

An inclusive culture is crucial for our diversity efforts to succeed and will help us maintain respectful community and workforce engagement, as well as improved outcomes for people from diverse backgrounds.

Contents

DEI Statutory Drivers

The DEI Strategy 2025-2030 will help the agency meet legislative and government directed diversity, inclusion and substantive equality responsibilities.

State Acts and Legislation Drivers

- WA Disability Services Act 1993
- Disability Discrimination Act 1992
- WA Charter of Multiculturalism 2004
- Racial Discrimination Act 1975
- WA Equal Opportunity Act 1984
- Australian Human Rights Commission Act 1986

Key State and Federal Frameworks

- WA Multicultural Policy Framework
- EEO management planning
- Disability Royal Commission
- Australian Disability Strategy
- State Disability Strategy 2020-2030
- Disability Access and Inclusion Plan Outcome Areas
- Public Sector Commission – Workforce Diversification and Inclusion Strategy for WA Public Sector Employment 2020-2025 and Action Plans
- Policy Framework for Substantive Equality
- WA Language Services Policy 2020
- Stronger Together – WA's Plan for Gender Equality
- National Anti-Racism Framework
- ANZPAA Anti-racism and Cultural Diversity Principles
- WA LGBTIQA+ Inclusion Strategy

Our Commitment

To achieve equity and inclusion for all people through services and practices that reflect and respond to the evolving intersectionality of our diverse community and workforce.

Priority Diversity Groups

- Aboriginal and Torres Strait Islander people
- Culturally and linguistically diverse people
- People living with disability
- Young people
- Mature people
- Women
- People of diverse sexuality and gender

WA Police Force Strategic Framework

Our Vision

To be an exceptional Police Force for our community.

Our Values

We will uphold our **duty** to our community, building confidence and trust.

We will promote **teamwork** and value the contribution of all.

We will demonstrate **integrity** at all times across the organisation and our community.

We will act with **care** recognising the impact we have on others.

Our Functions

Enforce the Law

Manage and Coordinate Emergencies

Prevent Crime

Our Priorities

Our **people** are supported, capable and passionate about policing.

Our **partnerships** enhance our capability to deliver community safety outcomes.

Our **performance** is driven by striving to do the right things efficiently and effectively.

Our Fundamentals

Timely and Quality Responses to Calls for Help

High Visibility Policing

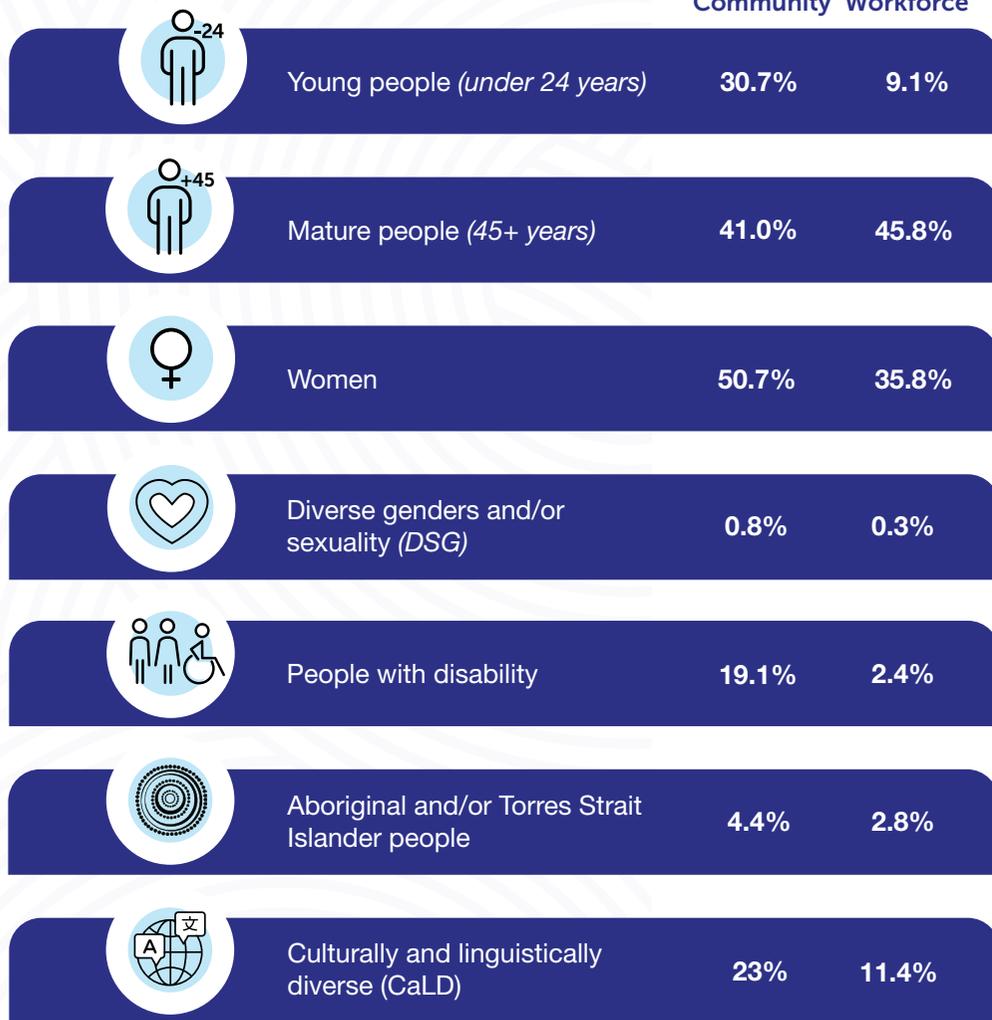Respectful Engagement

Victim Safety

Timely and Quality Investigations

Accountable Prosecutions

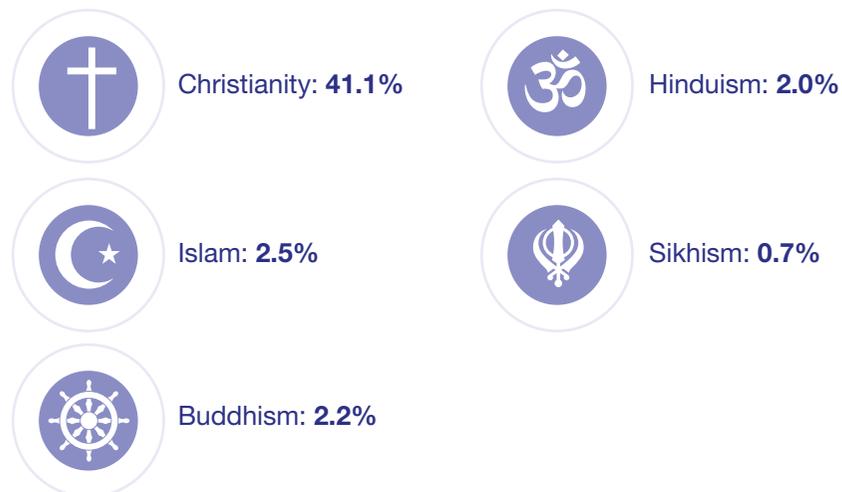|		Community	Workforce
	Young people *(under 24 years)*	**30.7%**	**9.1%**
	Mature people *(45+ years)*	**41.0%**	**45.8%**
	Women	**50.7%**	**35.8%**
	Diverse genders and/or sexuality *(DSG)*	**0.8%**	**0.3%**
	People with disability	**19.1%**	**2.4%**
	Aboriginal and/or Torres Strait Islander people	**4.4%**	**2.8%**
	Culturally and linguistically diverse (CaLD)	**23%**	**11.4%**

Workforce figures are as at 19 June 2025 and are inclusive of the entire WA Police workforce. Disability, Aboriginal and/or Torres Strait Islander, CaLD and DSG data are based on self-identification.

WA Community figures are sourced from the Australian Bureau of Statistics (ABS) using the latest available datasets where possible. CaLD data for the WA Community is based on being born in a non-main English-speaking country (NMES), as defined by the Office of Multicultural Interests and Public Sector Commission.

There are limitations in the availability of data for DSG community members and employees, and the figures presented are likely to be under-representing the true size of this group.

Our diverse community should be served by an equally diverse workforce.

Top 5 Religious Affiliations in WA

Christianity: **41.1%**

Hinduism: **2.0%**

Islam: **2.5%**

Sikhism: **0.7%**

Buddhism: **2.2%**

WA Police Force Diversity Equity and Inclusion Framework

Focus Area	1. Inclusive Service Delivery	2. Accessible buildings and facilities	3. Accessible Information	4. Inclusive consultation, representation and Accessible Feedback and complaints	5. Inclusive employment practices and workforce culture
Objective	All people have access to equitable and responsive services, programs, policies and events.	All people have access to buildings and other facilities of the WA Police Force.	All people have access to WA Police Force information in inclusive formats.	All people are supported to contribute their views through consultation, feedback and complaints and are able to be represented at all levels and in decision-making roles.	All people have opportunity to obtain and maintain employment with the WA Police Force.
Contexts	Our Services		Our Workplaces		Our Workforce

1. Inclusive service delivery

Objective: All people have access to equitable and responsive services, programs, policies and events.

Action: **A.** Promote accessible and inclusive WA Police events to encourage participation with our diverse community.

Deliverables:

1.
Incorporate inclusion and accessibility considerations into event planning guidelines/checklists and post event evaluations to identify ongoing improvements.

e.g. Ramps for prams and wheelchairs, ACROD parking bays, inclusive language formats, non-gendered terms, font size, style, audio, closed captions, language translation options.

Lead Area:
Media and Corporate Communications - Corporate Communications Branch

WAMPF:
PP2, PO2, S2

DAIP:
O1, O4

2.
Ensure accessibility and inclusion information is included in all event promotional communications.

Lead Area:
Media and Corporate Communications - Corporate Communications Branch

WAMPF:
PP2, PO1, S2

DAIP:
O1, O4

Key

PP = Policy Priority (WAMPF)

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O = Outcome Area (DAIP)

1. Inclusive service delivery

Objective: All people have access to equitable and responsive services, programs, policies and events.

Action: **B.** Ensure policies, practices and procedures are contemporary and inclusive of all people.

Deliverables:

1.

Review and development of all policies, guidelines and procedures, ensuring the needs of diverse employees and community groups are considered (in the workplace, whilst in police care, or while using police facilities) to ensure systemic barriers and inequities are addressed.

e.g. Inclusive care in custody, search and interview procedures; communications, language, terminology and information; Police Staff Dress and Appearance policy, Uniform and Appearance policy, universal access toilets, changerooms and inclusive spaces/places.

Lead Areas:

Standards and Legal - Legislation and Policy

Policy reviews to be undertaken by policy owners

WAMPF:
PP2, PO2, S2

DAIP:
O1, O4

2.

Review the legal definition of 'protected person' and its application to scope and implement what support must be provided whilst in police care.

e.g. Disability rights and de-escalating protesting behaviours.

Lead Area:

Operations Support - Custodial Services and Mental Health

DAIP:
O1, O4

3.

Update Policies and Guidelines for Interviews with Suspects, Victims and Witnesses to reflect diversity, equity and inclusion considerations and ensure trauma informed, evidence based and best practice approaches are utilised.

Lead Area:

State Crime - Investigative Standards

WAMPF:
PP2, PO3, S3

DAIP:
O1, O4

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1. Inclusive service delivery

Objective: All people have access to equitable and responsive services, programs, policies and events.

Action: **B.** Ensure policies, practices and procedures are contemporary and inclusive of all people.

Deliverables:

4.

Review guidelines on the use of State Government's Language Services Policy 2020 and embed into standard operating procedures (policy IT-01.00).

e.g. Consider providing 'Rights in Custody' information in alternate languages whilst a translator is being sourced.

Lead Area:
State Crime - Investigative Standards

WAMPF:
PP2, PO3, S3

DAIP:
O1, O4

5.

Review corporate governance templates to include diversity requirements.

e.g. Governance and Corporate Support business processes, frameworks and templates aligned with diverse community considerations and EEO diversity principles.

Lead Area:
Governance and Corporate Support

WAMPF:
PP2, PO2, S1

DAIP:
O1, O4

6.

Periodically review the DEI Strategy 2025-2030 to ensure it is contemporary, agile and achievable and meets the needs of diverse communities and employees.

Lead Area:
Workforce - Employee Relations Division

WAMPF:
PP1, PO1, S2

PP2, PO2, S1

DAIP:
O4

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1. Inclusive service delivery

Objective: All people have access to equitable and responsive services, programs, policies and events.

Action: **C.** Improve collection and reporting of DEI data to inform services, programs and practices.

Deliverables:

1.
Review data collection systems (internal and external) identifying opportunities to standardise definitions and improve accurate recording of diversity data/information. This will improve the agency's ability to identify barriers, needs and outcomes for diverse communities and employees, and allow equitable access to information, services, policies and programs.

e.g. Recording diverse gender identity, disability and cultural background information on systems including (but not limited to) SIMR Lite, IMS, IDM, Silva developing standardised definitions (ABS or similar).

Lead Area:
Corporate project to be assigned (Technology, DS&A, CED)

WAMPF:
PP2, PO2, S4

DAIP:
O1, O4

2.
Implement data collection and reporting system enhancements as per review recommendations and develop resources (training, SOPs) to ensure user knowledge and capability.

e.g. Accurate reporting of bias motivated offences in IMS by linking related offences.

Lead Area:
Corporate project to be assigned (Technology, DS&A, CED)

WAMPF:
PP2, PO2, S4

DAIP:
O1, O4

3.
Exit Survey and Separation Discussion processes are updated to gather feedback on employee diversity and inclusion workplace experiences.

Lead Area:
Workforce - Employee Relations Division

WAMPF:
PP2, PO2, S4

DAIP:
 O4, O7

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1. Inclusive service delivery

Objective: All people have access to equitable and responsive services, programs, policies and events.

Action: **D.** Foster partnerships and responsive programs with our diverse communities.

Deliverables:

1.
Employ procurement practices that encourage direct engagement with registered diverse Australian Enterprises to increase opportunities to award contracts to diverse service providers.

i.e. Aboriginal Procurement Policy, Social Procurement Policy.

Lead Area:
Finance and Business Services - Strategic Procurement and Contracts

WAMPF:
PP2, PO1, S1
PP3, PO2, S1

DAIP:
O1, O4

2.
Support active participation in diversity networks and forums to develop and maintain partnerships with diversity focused organisations, community groups and initiatives.

i.e. Department of Communities - NDIS worker screening checks and justice education resources, Autism Alert Card, Safe and Found, Pride in Diversity, local level community groups/programs.

Lead Areas:
Operations Support - Community Engagement Division
Workforce - Employee Relations Division

WAMPF:
PP2, PO2, S5

DAIP:
O1, O4

3.
Enhance emergency management, search and rescue inclusion measures.

e.g. The use of drone speakers during searches considering language translation and specific individual audio recordings; and Person-Centred Emergency Plans via National Disability Insurance Agency.

Lead Area:
Specialist and Support Services - Police Airwing & Emergency Management and Specialist Support Division

WAMPF:
PP2, PO3, S3

DAIP:
O1, O4

4.
Promote the WA Police Force Community Funding Program and Road Trauma Trust Funding Program to diverse groups and organisations to support community safety.

Lead Areas:
Operations Support - Community Partnerships and Support Division

Road Safety Commission

WAMPF:
PP3, PO2, S1, S2

DAIP:
O1

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2. Accessible buildings and facilities

Objective: All people have access to buildings and other facilities of the WA Police Force.

Action: A. Enable all employees and community members to have access to workplaces, public buildings and other facilities of the WA Police Force.

Deliverables:

1.
Enhance learning environments for diverse employees.

e.g. Inclusive learning opportunities, including study spaces, break out areas, video conferencing, computer facilities, internet access etc.

Lead Area:
Workforce - Police Academy

DAIP:
O2, O7

2.
Incorporate accessibility considerations into new builds and significant refurbishments to workplaces, public buildings and facilities.

i.e. ACROD parking, ramps, entryways, inclusive language - translation options, non-gendered terms, universal access toilets & changerooms, sensory-friendly spaces, adjustable workstations, visual support for all diverse groups, picture based signage, multifaith and culturally inclusive spaces, breastfeeding facilities.

Lead Area:
Assets and Governance - Asset Management

WAMPF:
PP2, PO2, S3

PP3, PO1, S1

DAIP:
O2

3.
Provide appropriate technology support options and adjustments so that all employees can perform their duties and all community members can engage with us and our services.

e.g. Talk-to-text, easy read formats, font size, style, audio, hearing loops, closed captions.

Lead Area:
All managers/supervisors

DAIP:
O2, O7

Key

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2. Accessible buildings and facilities

Objective: All people have access to buildings and other facilities of the WA Police Force.

Action: **A.** Enable all employees and community members to have access to workplaces, public buildings and other facilities of the WA Police Force.

Deliverables:

4.
Ensure annual building maintenance and improvement assessments are undertaken, in line with legislation, mandatory requirements and the Asset Management Strategic Vision 2030.

Lead Area:
Assets and Governance - Asset Management

DAIP:
O2

5.
Review emergency evacuation policies, practices and procedures to ensure they remain contemporary for the safety of all employees and community members.

e.g. Personal Emergency Evacuation Plan guidelines and templates.

Lead Areas:
Workforce - Health, Welfare and Safety

Specialist and Support Services - Police Airwing and Emergency Management

DAIP:
O2, O7

Key

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3. Accessible information

Objective: All people have access to WA Police Force information in inclusive formats.

Action: **A.** Develop accessible and inclusive public information for diverse communities.

Deliverables:

1.

Review essential print and digital public documents, considering the needs of diverse audiences.

e.g. Website navigation, easy read, plain English, language translation options, interpreters, formats (audio, written, digital), delivery mechanisms (online AAA W3C standards, social media, print etc.).

Lead Areas:

Media and Corporate Communications - Corporate Communications Branch

Operations Support - Community Engagement Division

Road Safety Commission

WAMPF:

PP2, PO2, S3

DAIP:

O3

2.

Investigate opportunities to improve inclusiveness on WA Police Force websites, communications and reporting phonelines.

e.g. Website navigation, audio 'click to play' formats, closed captions, automated language translation options, easy read, plain English, AAA W3C standards.

Lead Areas:

Media and Corporate Communications - Corporate Communications Branch

Road Safety Commission

WAMPF:

PP2, PO2, S3

DAIP:

O3

Key

PP = Policy Priority (WAMPF)

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O = Outcome Area (DAIP)

3. Accessible information

Objective: All people have access to WA Police Force information in inclusive formats.

Action: **B.** Develop accessible and inclusive information for all employees.

Deliverables:

1.
Review the Media and Corporate Communications Guides to reflect inclusion principles.

e.g. Easy read, plain English, language translation options, interpreters, delivery formats (audio, written, digital).

Lead Area:
Media and Corporate Communications - Corporate Communications Branch

WAMPF:
PP2, PO1, S3

DAIP:
O3

2.
Review and update print and digital internal communications, considering – intranet navigation, easy read, plain English, formats, delivery mechanisms.

Lead Area:
All business areas.

WAMPF:
PP2, PO3, S3

DAIP:
O3

Key

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4. Inclusive consultation, representation and accessible feedback and complaints

Objective: All people are supported to contribute their views through consultation, feedback and complaints and are able to be represented at all levels and in decision-making roles.

Action: **A.** Engage with employees and community members from diverse backgrounds to consult on WA Police Force services, programs, policies and initiatives.

Deliverables:

1.
Using a range of inclusive methods, consult with and receive feedback from government and non-government agencies, diversity service providers, not for profit organisations, peak bodies, diverse community groups, advisory boards, committees, individuals and employees on strategic and local concerns and initiatives.

e.g. Consult with the Department of Communities to build disability awareness in the justice system, employee's consulted regarding development/review of agency plans and workforce policies.

Lead Area:
All business areas

WAMPF:
PP2, PO2, S4, S5

DAIP:
O6

2.
Consult with diverse people, groups, advocates, victims, families and carers, with lived experience to inform and co-design improvements to WA Police Force services and initiatives, building greater understanding and better outcomes.

Lead Area:
All business areas

WAMPF:
PP2, PO2, S5

DAIP:
O6

3.
Expand consultation opportunities to diverse audiences through community engagement opportunities and events.

e.g. Use of electronic devices with digital surveys at Career Expo, Royal Show, WA Police Pride, Lets Join Forces etc.

Lead Areas:
Media and Corporate Communications - Corporate Communications Branch

Operations Support - Community Engagement Division

Workforce - Police Academy

WAMPF:
PP2, PO2, S4, S5

DAIP:
O6

4.
Provide training to relevant officers and staff on how to effectively conduct inclusive, trauma informed and competent consultation processes with diverse communities.

Lead Area:
Workforce - Police Academy

WAMPF:
PP2, PO4, S5

DAIP:
O6

Key

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4. Inclusive consultation, representation and accessible feedback & complaints

Objective: All people are supported to contribute their views through consultation, feedback and complaints and are able to be represented at all levels and in decision-making roles.

Action: **B.** Invite employees and community members to provide diverse perspectives at all levels and in advisory and decision making roles.

Deliverables:

1.
Ensure diversity of thought and lived experience through the development of a DEI internal and external reference group(s) available to committees & district leadership groups for advisory and consultative purposes.

Lead Areas:
Workforce - Employee Relations Division

Operations Support - Community Engagement Division

WAMPF:
PP3, PO1, S2

DAIP:
O6

2.
Increase support for and exposure of diverse employees and allies.

e.g. Develop DEI promotional items, expand SIMRLite diversity profile, Police Website and Intranet content/promotion.

Lead Area:
Workforce - Employee Relations Division

WAMPF:
PP1, PO1, S3

PP3, PO1, S2

DAIP:
O6, O7

3.
Develop strategies to enable diverse representation within leadership roles.

e.g. Retention strategies to support representation of women in senior leadership.

Lead Area:
Workforce - Police Promotions & Employee Relations Division

WAMPF:
PP3, PO1, S1, S2

DAIP:
O7

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4. Inclusive consultation, representation and accessible feedback & complaints

Objective: All people are supported to contribute their views through consultation, feedback and complaints and are able to be represented at all levels and in decision-making roles.

Action: **C.** Ensure all feedback and complaints systems and processes are inclusive and accessible to all people.

Deliverables:

1.

Offer a variety of inclusive, accessible and trusted methods for the community to provide feedback and complaints.

e.g. Online forms, phone, SMS, email, digital survey, in-person interviews.

Lead Area:

Standards and Legal - Ethical Standards

WAMPF:

PP2, PO2, S2

DAIP:

O5, O6

2.

Provide training to relevant officers and staff on how to effectively gain feedback and handle sensitive complaints related to discrimination to ensure skilled handling and tailored support. Co-design with subject matter experts and/or people with lived experience.

Lead Area:

Workforce - Police Academy

WAMPF:

PP2, PO4, S5

DAIP:

O5

3.

Encourage submission of feedback, grievances and complaints by promoting the various ways that members of the public and employees can safely communicate with the WA Police Force, reinforcing that all matters will be handled in accordance with legislative and policy requirements.

e.g. Employees and community members are easily able to report allegations of discrimination, bullying and harassment.

Lead Area:

Standards and Legal - Ethical Standards

WAMPF:

PP1, PO1, S2

PP2, PO2, S5

DAIP:

O1, O5, O7

Key

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5. Inclusive employment practices and workforce culture

Objective: All people have opportunity to obtain and maintain employment with the WA Police Force.

Action: **A.** Identify and implement ways to attract, recruit and retain diverse talent to meet current and future needs.

Deliverables:

1.

Explore opportunities to obtain and use strategic and professional memberships to inform best practice in workforce strategies and initiatives.

e.g. Disability Confident Recruiter accreditation, Pride in Diversity AWEI Bronze Status, Diversity Council Australia, Reconciliation Australia.

Lead Area:

Workforce - Employee Relations Division

WAMPF:

PP2, PO4, S6

PP3, PO1, S1

DAIP:

O7

2.

Implement the Public Sector Commission's (PSC) Diversity and Inclusion Action Plans to meet the aspirational employment targets.

i.e. Women, Youth, Disability, Culturally and Linguistically Diverse, Diverse Sexualities and Genders.

Lead Areas:

Workforce - Employee Relations Division

WAMPF:

PP2, PO4, S6

PP3, PO1, S1, S2

DAIP:

O7

3.

Employment practices recognise and include strategies to achieve workforce diversity at all levels across the agency.

e.g. Targeted advertising and recruitment and use of relevant sections of the *Equal Opportunity Act 1984* to recruit for diversity:

- Sections 50 and 51 for Culturally and Linguistically Diverse and Aboriginal people
- Section 66R for People with disability
- Section ZP for Youth
- Section 35ZD for people of diverse sexualities and genders
- Section 31 for women in senior leadership positions
- Commissioner's Instruction 39 Interim Arrangements to Fill Public Sector Vacancies (fixed term).

Lead Areas:

Workforce - Employee Relations Division
Workforce - Personnel Services

WAMPF:	**DAIP:**
PP2, PO4, S6	O7
PP3, PO1, S1, S2	

Key

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5. Inclusive employment practices and workforce culture

Objective: All people have opportunity to obtain and maintain employment with the WA Police Force.

Action: **A.** Identify and implement ways to attract, recruit and retain diverse talent to meet current and future needs.

Deliverables:

4.
Update employment related forms to reflect inclusive language standards.

e.g. Expanding gender identity options.

Lead Areas:
Workforce - Police Recruiting Branch
Workforce - Personnel Services

DAIP:
O7

5.
Integrate WA Police Force (police officers and police auxiliary officers) and Building Leadership Impact (police staff) 'values based' recruitment and performance management practices.

Lead Area:
Workforce - Employee Relations Division

WAMPF:
PP2, PO4, S6

PP3, PO1, S1, S2

DAIP:
O7

6.
Develop strategies to attract, retain and support diverse talent within the workforce throughout all life stages and circumstances, to meet current and future needs, consistent with industrial agreements.

Lead Area:
Workforce - Employee Relations Division

WAMPF:
PP2, PO4, S6

PP3, PO1, S1, S2

DAIP:
O7

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5. Inclusive employment practices and workforce culture

Objective: All people have opportunity to obtain and maintain employment with the WA Police Force.

Action: **A.** Identify and implement ways to attract, recruit and retain diverse talent to meet current and future needs.

Deliverables:

7.

Ensure recruitment practices are aligned with inclusive recruitment standards and responsive to the needs of diverse applicants.

e.g. Include equity and diversity statements in all advertisements and unconscious bias training is provided to panel members.

Lead Areas:

Workforce - Employee Relations Division

WAMPF:

PP2, PO4, S6

PP3, PO1, S1, S2

DAIP:

O7

8.

Establish employment partnerships and programs to increase recruitment and retention of diverse employees.

e.g. Job and skills centres, employee service providers, government agencies, advocacy organisations and community networks, entry pathway programs.

Lead Areas:

Workforce - Employee Relations Division

Workforce - Personnel Services

WAMPF:

PP2, PO4, S6

PP3, PO1, S1, S2

DAIP:

O7

9.

Review induction policy and guidelines to ensure EEO diversity principles are incorporated and supports are provided to employees during induction and onboarding processes.

e.g. Practical support and adjustments, awareness of agency diversity plans, support and entitlements including cultural leave, carers leave, reproductive leave etc.

Lead Area:

Workforce - Employee Relations Division

WAMPF:

PP2, PO4, S6

PP3, PO1, S1, S2

DAIP:

O7

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5. Inclusive employment practices and workforce culture

Objective: All people have opportunity to obtain and maintain employment with the WA Police Force.

Action: **B.** Expand initiatives to educate, develop and build leadership capabilities within our diverse workforce.

Deliverables:

1.

Identify and implement learning and development initiatives that increase our employees awareness, capabilities and understanding of diversity, accessibility and inclusion.

e.g. DEI immersive learning experiences, training to better support people with disability, training to address conscious and unconscious bias, bullying, discrimination and harassment responsibilities.

Lead Area:
Workforce - Police Academy

WAMPF:
PP1, PO1, S2, S3

PP2, PO4, S6

DAIP:
O7

2.

Provide 'Accessible and Inclusive Information' training to employees who are responsible for developing key communications/public information.

e.g. Easy read and plain English formats, font size, style, audio and closed captions.

Lead Area:
Workforce - Police Academy

WAMPF:
PP2, PO3, S3

DAIP:
O3, O7

3.

Provide language and communication services training, aligned with the State Language Services Policy and cognitive disability requirements to employees in community facing roles.

e.g. Community Liaison Officers, Community Engagement Officers, Customer Service Officers and interviewing Police Officers.

Lead Area:
Workforce - Police Academy

WAMPF:
PP2, PO3, S3

DAIP:
O3, O7

Key

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O = Outcome Area (DAIP)

5. Inclusive employment practices and workforce culture

Objective: All people have opportunity to obtain and maintain employment with the WA Police Force.

Action: **B.** Expand initiatives to educate, develop and build leadership capabilities within our diverse workforce.

Deliverables:

4.

Engage with industry subject matter experts in the development and co-design of DEI training.

e.g. Medical and behavioural support practitioners, cultural and language specialists.

Lead Area:

Workforce - Police Academy

WAMPF:

PP2, PO4, S6

DAIP:

O7

5.

Apply 'Universal Design for Learning' principles across training and development programs, making them more accessible to diverse learning needs within the workforce.

e.g. Offer alternative communication methods, a written report, video, podcast or illustrations.

Lead Area:

Workforce - Police Academy

WAMPF:

PP2, PO4, S6

PP3, PO1, S1

DAIP:

O7

6.

Consider strategies to develop diverse leaders, reflective of the community, who understand and champion the importance of diversity in the workforce, leading a zero-tolerance approach to bullying, harassment and discrimination.

e.g. Mentoring Program, BLI Program.

Lead Area:

Workforce - Employee Relations Division & Police Promotions

WAMPF:

PP2, PO4, S6
PP3, PO1, S2

DAIP:

O7

Key

PP = Policy Priority (WAMPF)

PO = Policy Outcome (WAMPF)

S = Strategy (WAMPF)

O = Outcome Area (DAIP)

5. Inclusive employment practices and workforce culture

Objective: All people have opportunity to obtain and maintain employment with the WA Police Force.

Action: **C.** Develop a workplace culture that is inclusive of all employees and acknowledges the benefits of diversity within the workforce.

Deliverables:

1.

The Executive Leadership Group demonstrates commitment to building a diverse and inclusive workforce by ensuring diversity, equity and inclusion is embedded in the Strategic Plan, operational and business area action plans and performance management agreements.

Lead Area:

Office of the Commissioner - Strategy Coordination

WAMPF:

PP1, PO1, S3
PP2, PO4, S1

DAIP:

O7

2.

Encourage an inclusive workforce culture, reinforcing a zero-tolerance for discrimination, racism, bullying, harassment (including sexual harassment).

e.g. Internal campaign to promote safe reporting "calling out" inappropriate behaviours.

Lead Area:

Workforce - Employee Relations Division

WAMPF:

PP1, PO1, S2, S3

DAIP:

O7

3.

Promote the benefits of diversity and inclusion and celebrate the achievements of community members and employees from diverse backgrounds.

e.g. Celebrate DEI significant events, showcasing success through media and communications, recognition and awards.

Lead Area:

Workforce - Employee Relations Division

WAMPF:

PP1, PO1, S1, S4

DAIP:

O7, O8

Key

PP = Policy Priority (WAMPF)

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S = Strategy (WAMPF)

O = Outcome Area (DAIP)

5. Inclusive employment practices and workforce culture

Objective:
All people have opportunity to obtain and maintain employment with the WA Police Force.

Action:
C. Develop a workplace culture that is inclusive of all employees and acknowledges the benefits of diversity within the workforce.

Deliverables:

4.
Develop and build the capability of diverse employee and ally support officers and networks, representing the various diversity groups.

e.g. DSG training for Peer Support Officers, development of Employee Support Networks for CaLD, Women, employees with disability, mature and youth.

Lead Area:
Workforce - Employee Relations Division

WAMPF:
PP1, PO1, S3

PP3, PO1, S1

DAIP:
O7

5.
Measure and report perceived workplace engagement and cultural safety through the administration of various workplace surveys

e.g. PSC Census, AWEI, exit interviews, separation discussion, induction and onboarding surveys.

Lead Area:
Workforce - Employee Relations Division

WAMPF:
PP1, PO1, S3

DAIP:
O7

Key

PP = Policy Priority (WAMPF)

PO = Policy Outcome (WAMPF)

S = Strategy (WAMPF)

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