

Diversity and Inclusion Workforce Strategy 2024–2026



Message from the Chief Executive

I am proud to introduce the Diversity and Inclusion Workforce Strategy and Action Plans 2024-2026 for Sunshine Coast Health. These initiatives seek to strengthen and embed a work environment that is inclusive, respectful and equitable for all employees.

At Sunshine Coast Health, we acknowledge the importance of fostering an open and inclusive workplace culture where diversity is valued, cultural backgrounds are respected, and all employees are provided an environment free from discrimination and harassment.

To achieve this, it is essential we understand and celebrate the diverse cultures, beliefs, and life experiences of our employees. A diverse workforce expands workplace knowledge and experience, develops new ideas and insights, and improves health outcomes for our community.

Individually and collectively, we play a role in creating an equitable and inclusive workplace. Through our daily interactions with our colleagues and patients, we have the power to contribute to an environment where everyone feels a sense of safety and belonging.

Our Diversity and Inclusion Action Plans

Our action plans translate our vision into key focus areas for the next two years to improve employment outcomes and experiences for:

- People with disability
- People from culturally and linguistically diverse (CALD) backgrounds
- Women (including in leadership positions)
- People who identify as LGBTIQ+
- Older and younger people
- Aboriginal and Torres Strait Islander people.

Our vision

To create a diverse and inclusive workplace that values differences and enables every employee to feel safe, accepted, affirmed and celebrated.

Our focus – everyone belongs

We are committed to:

- **Building awareness and capability:** implement capability initiatives to foster a safe and inclusive workforce culture and embed behavioural change;
- **Creating employment, career pathways and support:** implement practices and programs that value transferable skills and lived experiences, and invite and accommodate diversity; and
- **Embedding inclusive policies, practices and language:** foster inclusive workplaces where everyone feels valued, can be themselves and able to contribute and progress in the workplace.

Plan alignment

Our Diversity and Inclusion Workforce Strategy 2024-2026 works to deliver on the [Sunshine Coast Hospital and Health Service Strategic Plan 2022-2026](#) to ‘attract, retain, empower and develop a capable, diverse and inclusive workforce’.

Activities within our action plans align with the objectives and actions from related plans including: [The Workforce of our Future Strategy 2032](#), [Allied Health Workforce Plan 2023-2026](#), [Nursing and Midwifery Workforce Plan 2022-2026](#) and is underpinned by Chapter two of the [Public Sector Act 2022](#), which aims to promote, support and progress equity and diversity in relation to employment.

Our workforce profile



Our diversity profile

| | Our Profile (2024) | Our Target (2026) |
|--|--------------------|-------------------|
| People with disability | 1.90% | 4.0% |
| Culturally and linguistically diverse people | 9.64% | 12.0% |
| Women in leadership | 70.37% | 60.0% |
| Aboriginal and Torres Strait Islander people | 2.02% | 2.2% |

*Women in leadership includes DSO, HES classifications or equivalent.
*Data source: Queensland Health Decision Support System June 2024

Measuring success

1. Achieve our 2026 employment targets to reflect the community we serve
2. Celebrate and embrace diversity in our workforce
3. Our workforce understands the benefits of diversity and we have created an environment where people feel valued, respected, seen and heard by:
 - Increased engagement in our Employee Network Groups
 - Increased completion rates for diversity and inclusion training
 - Improved employee survey results in diversity and inclusion measures.

Ability Inclusion Workforce Action Plan

Click to view

Many Cultures Workforce Action Plan

Click to view

Gender Equity Workforce Action Plan

Click to view

Pride at Work Workforce Action Plan

Click to view

Generational Workforce Action Plan

Click to view

Aboriginal and Torres Strait Islander Workforce Action Plan

Click to view



Sunshine Coast Health respectfully acknowledges the Traditional Custodians, the Kabi Kabi/Gubbi Gubbi and Jinibara people on whose land we provide our services. We also pay our respects to the Aboriginal and Torres Strait Islander Elders, past, present, and future. We recognise the strength and resilience that Aboriginal and Torres Strait Islander people and their ancestors have displayed in laying strong foundations for the generations that follow.