

# Many Cultures Workforce Action Plan 2024–2026



## Aim

Promote action and support cultural change to create a workplace where culturally diverse employees feel safe, valued and are supported to thrive.

This action plan builds on our previous work uplifting our capability and addressing barriers to increasing representation and inclusion for people with culturally or linguistically diverse backgrounds.

## Measures of success

- ↑ increase the number of staff who identify as being from culturally and linguistically diverse backgrounds from 9.60% in 2024 to 12% by 2026
- ↑ increase employee survey results by 2.5% for questions relating to positive experiences with workplace equity and inclusion
- ↑ increase number of participants in the Language Badge Program from 0.16% to 0.26% by 2026
- ↑ increase diversity and inclusion training completion rates from 0.7% to 2.5% by 2026
- ↑ increase Culturally and Linguistically Diverse Employee Network Group membership by 20% by 2026

Build awareness and capability <i>Implement capability initiatives to foster a safe and inclusive workplace culture and embed behavioural change</i>		
Actions	Outcome	Responsible
Support and educate managers to lead fair, inclusive and respectful workplaces.	Increased management knowledge and awareness to help foster and model inclusive workplaces that embed respectful behaviour.	Diversity & Inclusion SCH Managers
Participate, celebrate, acknowledge and promote days of significance and events.	Increased staff and leadership participation to promote understanding of cultural and linguistic diversity and the importance of inclusion.	Diversity & Inclusion CALD Employee Network All employees
Increased signs of inclusion and commitment to diversity and inclusion through recruitment advertising, workplace signage and on public facing platforms.	Improved workplace confidence to encourage an increase in the number of employees identifying as culturally and linguistically diverse.	Diversity & Inclusion Communications
Implement and promote additional diversity and inclusion training to promote inclusive practices.	Increased training completion rates to build knowledge, create inclusive respectful workplaces and remove barriers for people from a culturally diverse background.	Diversity & Inclusion Workforce Capability



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.

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## Create employment, career pathways and support

*Implement practices and programs that value transferable skills and lived experiences, and invite and accommodate diversity*

Actions	Outcome	Responsible
Current state analysis of recruitment pathways to understand barriers to employment for people from a culturally and linguistically diverse background.	Pilot recommendations from recruitment analysis to improve recruitment pathways for culturally and linguistically diverse people.	Diversity & Inclusion Recruitment & Attraction
Provide education on new recruitment principles and directive relating to the recruitment and selection of diverse employees.	Improved awareness of recruitment information relating to the Public Sector Act 2022 and Recruitment and Selection Directive 07/23.	Diversity & Inclusion Recruitment & Attraction Communications
Promote higher levels of workplace inclusion of people from culturally and linguistically diverse backgrounds, specifically women, by profiling CALD employees in job advertisements.	Increased exposure and awareness of SCH as an employer of choice for people from culturally and linguistically diverse backgrounds.	Diversity & Inclusion Recruitment & Attraction Communications CALD Employee Network

## Embed inclusive policies, practices and language

*Foster inclusive workplaces where everyone feels valued, can be themselves and able to contribute and progress in the workplace*

Actions	Outcome	Responsible
Promote and expand the Language Badge Program.	Improved positive workplace experiences for people from diverse backgrounds and consumers.	Diversity & Inclusion CALD Employee Network



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