

Pride at Work Workforce Action Plan 2024–2026



Aim

Promote action and support cultural change to improve inclusion of our LGBTIQ+ workforce.

This action plan builds on our previous work uplifting our capability and addressing barriers to LGBTIQ+ inclusion.

Measures of success

- ↑ increase the number of employees identifying as LGBTIQ+ from 1.93% to 2.5% by 2026
- ↑ increase employee survey results by 2.5% for questions relating to positive experiences with workplace equity and inclusion
- ↑ increase diversity and inclusion training completion rates from 0.7% to 2.5% by 2026
- ↑ increase LGBTIQ+ 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 LGBTIQ+ diversity and the importance of inclusion.	Diversity & Inclusion LGBTIQ+ Employee Network All employees
Build allyship amongst the workforce and increase 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 LGBTIQ+.	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 employees identifying as LGBTIQ+.	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
Develop and implement ‘unconscious bias’ resources to support existing training programs.	Enhanced awareness of the effects of unconscious bias in recruitment processes to increase LGBTIQ+ workforce representation.	Diversity & Inclusion
Current state analysis of recruitment pathways to understand barriers to employment for LGBTIQ+.	Pilot recommendations from recruitment analysis to improve recruitment pathways for LGBTIQ+ applicants.	Diversity & Inclusion Recruitment & Attraction
Provide education relating to 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

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
Create an ‘Ally Toolkit’ for leaders and employees to include organisational supports and referral pathways for LGBTIQ+ employees.	Increased awareness of inclusive practices and support for LGBTIQ+ employees creating greater workplace confidence.	Diversity & Inclusion



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