



Australian Government
Department of Health and Aged Care

Inclusion Framework 2025–30





Our Vision

The Department of Health and Aged Care is committed to a culturally safe, accessible, inclusive and respectful workplace for all employees.

In our workplace, inclusion means having a diverse workforce where staff feel connected, are empowered to contribute their perspectives and experiences, and have equitable access to opportunities. A diverse and inclusive workforce will enable the department to better reflect and serve the Australian public.

The Inclusion Framework supports this through a holistic and intersectional approach for all diversity groups to increase awareness, address barriers and embed inclusion across our business.

This includes understanding that individuals have multiple layers of identity and the need to address the various and overlapping barriers which may negatively impact access to opportunity.

The Inclusion Framework will be implemented through an action plan to target relevant priorities and will be regularly evaluated for continuous improvement.



Objective 1

Ongoing commitment to diversity and inclusion

We will:

- 1.1 **Enable** all staff to build awareness of diversity and ways they can contribute to our inclusive culture.
- 1.2 **Promote** diversity and inclusion training, mentoring and learning opportunities to all staff.
- 1.3 **Adopt** a proactive approach to address inclusion and diversity barriers in the workplace and uplift support for staff from diverse backgrounds.
- 1.4 **Support** our diverse workforce through continued investment in our six Staff Diversity Networks.



Objective 2

Diverse and inclusive leaders

Our leaders will:

- 2.1 **Exemplify** inclusive behaviours and language and hold peers to account.
- 2.2 **Engage** with diversity and inclusion initiatives regularly.
- 2.3 **Demonstrate** commitment to building a workforce that reflects the diversity of the Australian public.
- 2.4 **Mature** the SES Diversity Champions cohort to embed diversity and inclusion across the organisation.

Objective 3

Inclusive recruitment

We will:

- 3.1 **Update** recruitment processes to embed diversity and inclusion throughout the recruitment lifecycle.
- 3.2 **Equip** hiring managers to incorporate diversity and inclusion in their recruitment planning.
- 3.3 **Provide** training and support for panels to ensure recruitment processes are inclusive.
- 3.4 **Increase** targeted recruitment processes and programs to attract and retain diverse employees.

Objective 4

Diverse and inclusive data, systems and governance

We will:

- 4.1 **Review** departmental processes and systems to incorporate inclusion and accessibility considerations.
- 4.2 **Explore** best practice approaches to diversity data collection methods and outcomes.
- 4.3 **Maintain** clear governance frameworks for diversity and inclusion initiatives and strategies and report regularly and transparently on progress.
- 4.4 **Continue** to consult and collaborate with staff from diverse backgrounds on policies, programs and initiatives.