Australian Government
Department of Health, Disability and Ageing

# Inclusion Framework
2025–30





# Our Vision

The Department of Health, Disability and Ageing 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

## Inclusive Employee Experience

We will:

**Enable** all staff to build awareness of diversity and ways they can contribute to our inclusive culture.

**Promote** diversity and inclusion training, mentoring and learning opportunities to all staff.

**Adopt** a proactive approach to address inclusion and diversity barriers in the workplace and uplift support for staff from diverse backgrounds.

**Support** our diverse workforce through continued investment in our six Staff Diversity Networks.



# Objective 2

## Diverse and inclusive leaders

Our leaders will:

**Exemplify** inclusive behaviours and language and hold peers to account.

**Engage** with diversity and inclusion initiatives regularly.

**Demonstrate** commitment to building a workforce that reflects the diversity of the Australian public.

**Mature** the SES Diversity Champions cohort to embed diversity and inclusion across the organisation.



# Objective 3

Inclusive workforce

We will:

**Establish** consistent, accessible recruitment and onboarding practices.

**Improve** candidate and employee experiences through clear communication, reasonable adjustments and ongoing support.

**Examine** data and feedback to identify barriers, retention mobility and progression.

**Create** equitable access to development, acting opportunities and career progression.



# Objective 4

Diverse and inclusive governance and measurement

We will:

**Review** departmental processes and systems to incorporate inclusion and accessibility considerations.

**Explore** best practice approaches to diversity data collection methods and outcomes.

**Maintain** clear governance frameworks for diversity and inclusion initiatives and strategies and report regularly and transparently on progress.

**Continue** to consult and collaborate with staff from diverse backgrounds on policies, programs and initiatives.