

Inclusion in the NSW public sector

Research and guides to make your workplace more inclusive through leadership and removing unconscious bias.

Inclusion is the act of enabling genuine participation and contribution, where everyone, regardless of their background, identity or circumstances feels valued, accepted and supported to thrive at work.

Diversity is about the seen and unseen characteristics which make each of us different, informing our unique identity and perspective on the world.

Diversity and Inclusion is important to the NSW public sector. The Public Service Commission has done research that shows:

- employees support a broad definition of diversity and define inclusion as enabling participation
- employees think the public sector should reflect the diversity of the community it serves
- progress will require genuine support starting from the top
- employees agree we deliver greater benefits for the people of NSW when each of us is able to contribute.

The **State of the Public Sector Report** provides data on the representation of diversity groups in our workforce. The **People Matter Employee Survey** provides information on employee experiences of inclusion including flexible working and perceptions of inclusive culture.

Cultural diversity in the sector

Find out about what we're doing to support cultural diversity in the sector.



Diversity and inclusion in the NSW Public Sector: A conversation

In 2018, we published the results of an extensive consultation with around 150 NSW public sector employees on their understanding of diversity and inclusion.



Try a small act of inclusion

Senior leaders play a vital role in creating inclusive workplaces by role modelling inclusive behaviour and calling out behaviour that is not. Learn more at our new inclusive leadership website.



Driving public sector diversity

Find out more about how behavioural insights can help drive diversity in the sector.



Reduce biases in recruitment and promotion processes

These practical guides help you put in place processes to remove unconscious biases from decisions.



Creating employee networks

How to set up a network for employees with common interests and objectives around diversity.



Disability employment

Information on disability recruitment best practice, resources for staff with disability and their managers, and how to participate in the age of inclusion.



Aboriginal workforce

Information and resources on all things relating to Aboriginal workforce development, strategy and cultural capability.



Age diversity

Ensuring that your workplace is inclusive of employees of all ages is important. These resources will help your agency address the inclusion of older workers in the workplace:

- **Mature Age information for employers** is a guide developed by the Commonwealth to help human resource practitioners make their workplaces age inclusive.
- **Upholding the Rights of Older Workers training** provides an introduction to the rights of older workers in Australian workplaces. The course was developed by the Australian Human Rights

Commission in collaboration with the NSW Department of Communities and Justice, and is free for all NSW Public Service employees. A version of this training is also available to be embedded into your Department or Agency's LMS. If you are interested in this **express your interest to the Australian Human Rights Commission** through this online form. To access this training you need will first need to register:

- click the training link to access the AHRC's e-learning portal
- press the 'sign-up' button
- create a new account by filling in your details and press 'create my new account'
- a confirmation email will be sent to the email address you provided
- click on the link in the email to confirm your registration and log in to the e-learning portal.

Video embed:**NSW PSC Diversity and Inclusion**