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Mallee CMA Diversity and Inclusion Plan

Vision

Mallee Catchment Management Authority (CMA) will develop a diverse workforce and a culture of inclusion in all areas of our business by valuing social and professional identity, alternative thoughts, backgrounds, experiences, uniqueness and creativity. We will do this as a reflection of community diversity.

Importance of Diversity and Inclusion

Diversity provides an opportunity for new and improved ways of doing things, it helps us to harness benefits and improve the efficiency and quality of our services. Inclusion is the key to unlocking this potential. When diversity and inclusion are valued, we see benefits such as greater employee engagement, improved performance and innovation, retention of talent, improved employee wellbeing and lower levels of unlawful and unwelcome behaviour such as harassment and discrimination.

Building a diverse and inclusive workforce is how we can demonstrate the value of our people, our stakeholders and our community. We need people who think and approach problems differently, who are willing to challenge the status quo, and who come from different backgrounds.

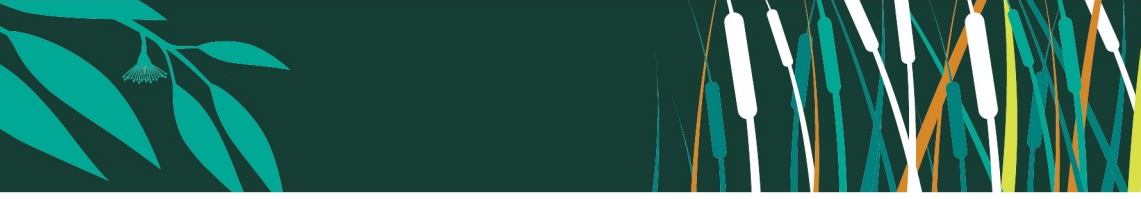
The community we live and work in is becoming increasingly diverse, represented by significant Indigenous culture, multicultural groups from across the globe and a strong farming community. Historically, diversity was about gender, age, disability, race or nationality. The scope has been broadened to give a holistic approach to include strengths that can be leveraged from people with different backgrounds, lifestyle and opinions from our own.

For Mallee CMA inclusion is about giving our people a real voice and a sense of being valued for their difference of opinion and style in order to achieve improvements in the way we do business. There is no 'one size fits all' approach; it takes a lot of different strategies to drive real and sustainable change in this space. It is our aim to get it right and continue to move forward and encourage people of all abilities and backgrounds to build a rewarding career and achieve their full potential.

Principles

Our diversity and inclusion culture starts with our employees. Mallee CMA strives for an environment of:

- Respect – treating people as individuals and valuing their contribution
- Safety – creating a safe environment for difference
- Support – achieving organisational outcomes and growth through understanding
- Awareness – identifying your own beliefs and biases, and the uniqueness of others



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- Flexibility – acknowledging the benefits of change and balance in meeting stakeholder and employee needs
- Sustainability – develop strategies that support economic, social and environmental responsibilities

We encourage our people to challenge the norms and to ‘think outside the box’, while respecting and valuing those we serve and work with. The principles compliment the values of the Victorian Public Sector to which we have adopted.

We will aim to:

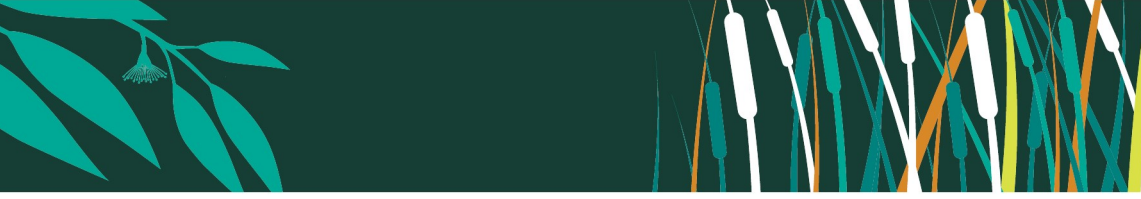
- Model inclusive leadership becoming an employer of choice in our region
- Endeavour to model our workforce diversity with community diversity delivering services that meet the community needs for managing our natural resources
- Build a resilient organisation, promote inclusive and sustainable practices and foster innovation
- Ensure workforce policies and procedures reflect diversity and inclusion principles
- Create an informed culture around unconscious bias behaviours improving our decision making practices
- Develop awareness programs for personal and team development engendering a culture of inclusion in everything we do
- Improve employee engagement in process, growth and team development

Monitoring, Evaluation and Reporting

Strategies identified in the initial Diversity and Inclusion Plan were successfully implemented and embedded within Mallee CMA’s key strategies and plans. These initiatives continue to be reviewed as part of the annual planning process. Key strategies and plan include:

- Gender Equality Action Plan
- Indigenous Participation Plan
- Innovate Reconciliation Action Plan
- Social Procurement Strategy
- Community Engagement Strategy
- Mental Health Workplace Action Plan

The Diversity and Inclusion Plan is monitored by the Executive Management Committee (EMC) via various actions plans as listed above and results are reported at a high level to the Board via the Corporate Plan Performance Framework Report.



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The EMC will review the action plans final reports to:

- evaluate the extent to which success has been achieved
- discuss emerging opportunities and any barriers/constraints to achieving success and recommendations for future action

This Diversity and Inclusion Plan will be reviewed annually. Each review will include consideration of government policy and stakeholder expectation, with a view to the Mallee CMA remaining compliant and exceeding expectations.

Diversity and Inclusion Objectives

Mallee CMA Gender Equality, Innovate Reconciliation, People Matter, Social Procurement and Psychosocial Management action plans, and other inclusion activities demonstrate our commitment to an inclusive workplace and community. Through these and other initiatives we will continue to develop a collaborative culture that is inclusive of different points of view, actively removes barriers to participation, and fosters a culturally safe environment where everyone feels safe express who they are.

Our goal is to create an inviting and diverse workplace that is inclusive and culturally, physically, and psychologically safe. We want all people to feel respected to bring their whole selves to work and be their best. To do this, Mallee CMA has identified three objectives and eleven priority outcomes, to be reviewed annually.

Objective 1. Foster an inclusive culture that values diversity - Develop and implement comprehensive strategies and programs that promote inclusivity and celebrate diversity within the organisation. This includes providing diversity training, encouraging diverse perspectives in decision-making, and ensuring equitable opportunities for all employees.

Outcome	Indicator or Alternative Action Plan	Action (Delivery/Performance Measure)	Responsibility
Build respectful connections and relationships with Aboriginal people and communities	Indigenous Participation Plan	100% of activities and measure completed	Chief Operations Officer
Improve culture awareness and sensitivity, fostering respect and reduce cultural misunderstandings for a more inclusive environment	Indigenous Participation	100% of Board and employees complete Aboriginal and Torres Strait Islander Culture Competence Course	Board and Employees
Increased awareness and understanding of gender equality issues in the workplace and challenges faced	Gender Equality Action Plan – Equal remuneration for work of equal or comparable value across all levels of the workforce, irrespective of gender	Publish Gender Equality Action Plan results	Human Resources
Stakeholder and community engagement is respectful inclusive and accessible	Communications Engagement Strategy	100% of Stakeholder Engagement and Community Plans must complete a Gender Impact Assessment if policies, programs and services are new, or up for review, and have a direct or significant impact on the public	Manager Strategic Communications



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Objective 2. Promote Diversity and Inclusion at every level - Ensure that diversity and inclusion are integral parts of the organisation's culture, policies, and practices, from leadership to everyday interactions.

Outcome	Indicator or Alternative Action Plan	Action (Delivery/Performance Measure)	Responsibility
Celebrate diversity and inclusion	Multicultural Understanding	Promote diversity and inclusion days of celebration, solidarity, commemoration and awareness.	Safety and Consultative Committee
Increased supplier engagement of Victorians with disability	Social Procurement Strategy - Opportunities for Victorians with disability	100% of activities and measures completed	Managers and Senior Leaders
Increased use of suppliers (directly and indirectly) incorporating the employment of Victorian Aboriginal people and/or engaging Aboriginal business	Social Procurement Strategy - Opportunities for Victorian Aboriginal people	100% of activities and measure completed	Managers and Senior Leaders
By recognising and addressing biases, hiring managers can make more objective and fair decisions	Gender Equality Action Plan – Recruitment and promotion practices in the workplace	100% of Managers and Senior Leaders complete unconscious bias in recruitment training	Managers and Senior Leaders

Objective 3. Deliver health, wellbeing and psychological safety initiatives - Create a culture of support and understanding by providing training on mental health awareness, encouraging open discussions about wellbeing, and offering resources such as employee assistance programs (EAPs).

Outcome	Indicator or Alternative Action Plan	Action (Delivery/Performance Measure)	Responsibility
Workplace culture supports and encourages healthy lifestyles and employee participation in a range of health and wellbeing initiatives and activities	Mental Health Workplace Action Plan	Launch health and wellness initiatives, promote EAP services, stress management and mental health support	Executive Management Committee
Safer and more respectful workplace	Gender Equality Action Plan - Sexual harassment in the workplace	Continue to provide training and awareness for sexual harassment	Board and Employees
Employee's overall well-being and mental health are improved	Mental Health Workplace Action Plan	Continue to provide training and awareness for workplace obligations and psychological safety	Executive Management Committee