

## HOW ARE WE GOING TO MAKE THIS HAPPEN?

### Diversity and Inclusion Council

The Diversity and Inclusion Council will be formed from a number of Executive Advocates, Champions, and Diversity Reference Group (DRG) members. The Council will oversee diversity, equity and inclusion ensuring a consistent and coordinated approach that recognises and acknowledges the impacts of Intersectionality. The Council will report to Corporate Executive and communicate progress and outcomes to the wider workforce.

The following is an outline of the expectations for each of these roles:

#### Executive Advocates

- Member of Corporate Executive
- Provide sponsorship to their DRG
- Consider the experiences, ideas and feedback from their DRG
- Represent their DRG in decision making forums
- Take part and support DEI initiatives.

#### Champions

- Senior employees who have lived experiences or are passionate about a specific diversity area
- Lead their DRG and work with their Advocate to encourage fresh thinking and new ideas
- Collaborate with other Champions to ensure a coordinated approach that addresses intersectionality.

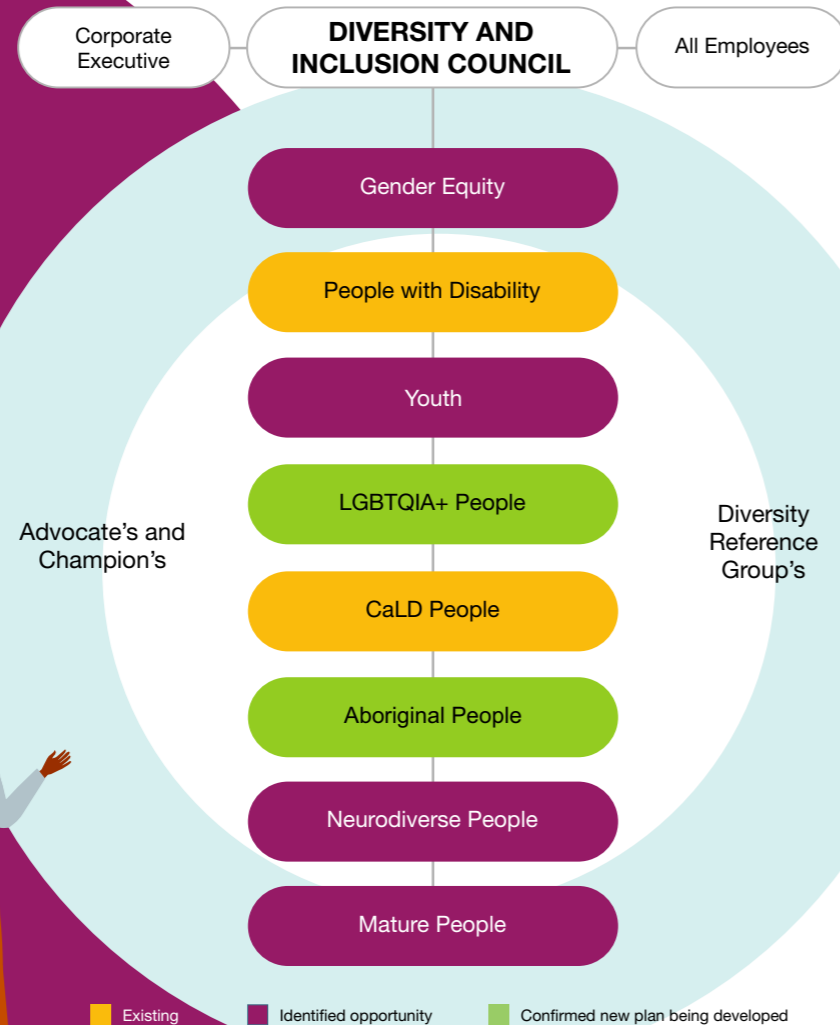
#### Diversity Reference Groups

- One for each diversity area
- Made up of volunteers who draw on their own networks, experiences and research
- Work with their Advocate and Champion to suggest, develop and implement new ideas and activities
- Communicate and advocate for the work that is being done.

## MEASURING OUR SUCCESS

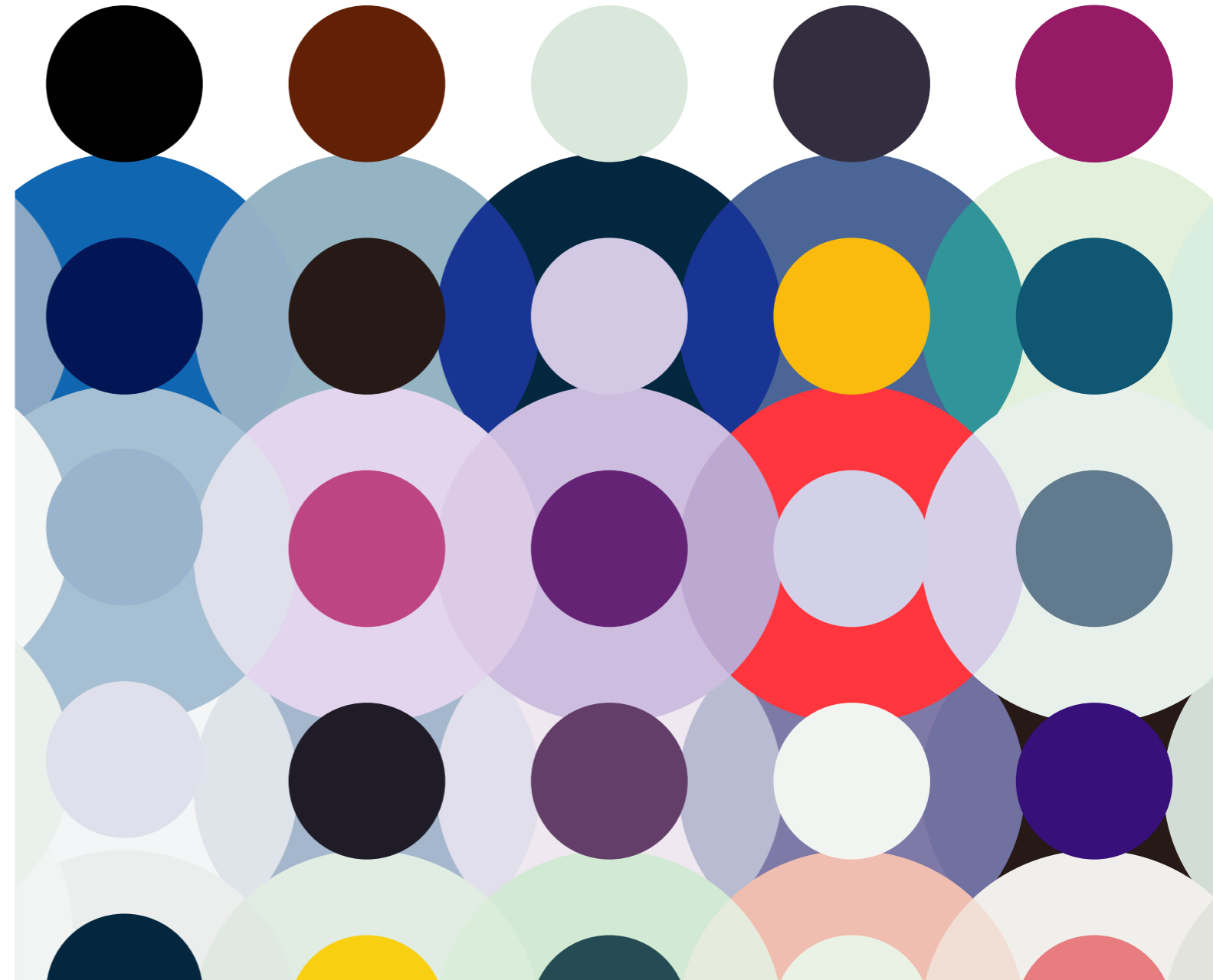
Right now, we don't have all of those answers, in fact, we are still understanding what the right questions are. One of the early actions for the Council is to identify what we are going to measure, understand our current state and then determine where we want to be and what we are going to do to get there.

Only then can we understand if we are making any improvements. There are a range of tools that we can use that are in place already including some existing reporting, the Australian Workplace Equality Index, Public Sector Commission Census and other independent tools yet to be defined.



# ROAD TO DIVERSITY, EQUITY AND INCLUSION

## Main Roads DEI Framework



#### Acknowledgement of Country

The Government of Western Australia acknowledges the traditional custodians throughout Western Australia and their continuing connection to the land, waters and community. We pay our respects to all members of the Aboriginal communities and their cultures; and to Elders both past and present.

## WE ARE COMMITTED TO INCREASE THE REPRESENTATION OF DIVERSITY GROUPS AND FOSTER A TRULY REPRESENTATIVE WORKFORCE BY PROVIDING A SAFE, RESPECTFUL, AND INCLUSIVE WORKPLACE CULTURE.

This framework provides the structure to support our diversity, equity and inclusion journey. The actions we take and the outcomes we achieve are up to us. Everyone is encouraged to be open, curious, and to challenge our assumptions as together we move forward on our road to diversity.

We also recognise that this is the first step we are taking. We fully expect that as we gain maturity in our approaches and increase our understanding within and across our Priority Diversity Groups that this framework will almost certainly need to evolve and change.



**OUR COMMITMENT**  
**TO HAVE A SAFE WORKPLACE THAT RECOGNISES AND ENCOURAGES OUR DIVERSE SKILLS AND PERSPECTIVES AND CREATES A CULTURE OF BELONGING AND RESPECT.**

### Some terminology explained

#### Diversity

A diverse Main Roads is one where our individual differences are recognised and the unique blend of knowledge, skills and perspectives people bring to the workplace is understood, embraced and celebrated. Diversity is also about recognising, respecting and valuing differences and ways of thinking.

#### Equity

An equitable Main Roads is one where there is fair and respectful treatment, access, opportunity and advancement for all. This includes identifying and eliminating barriers that prevent the full participation of some groups. Our services, programs and policies are developed and delivered based on understanding the different needs within our organisation and our community.

#### Inclusion

An inclusive Main Roads is where people feel trusted, their voices are heard, their experiences valued and respected and that they belong. It is about creating a safe environment of involvement, respect and support, so everyone can fully contribute and participate.

#### Intersectionality

A diverse, equitable and inclusive Main Roads recognises that the different aspects of a person's identity such as gender, age, background can expose them to overlapping forms of discrimination and marginalisation. In recognising this we understand that our attitudes, systems and structures can interact to create inequality and result in exclusion.

## PRIORITY DIVERSITY GROUPS

Our diversity focus areas are:



Aboriginal People



People with Disability



Culturally and Linguistically Diverse People (CaLD)



Gender Equity



LGBTQIA+ People



Youth



Neurodiverse People



Mature People

## PRINCIPLES

It's critical that our workforce reflects the diversity of our community and that our workplaces are inclusive and safe for all. Our approach will consider these four principles:

### Designing for Diversity

We will attract, develop and retain our workforce by designing for diversity in a way that reflects our community. We will do this by:

- Demonstrating strong, dedicated leadership for equity, diversity and inclusion
- Employing a workforce reflective of the diversity of the wider community
- Designing our workplaces and facilities to foster diversity of thought and to be psychosocially safe
- Collaborating and looking for opportunities to improve diversity employment outcomes and share best practice.
- Creating a culture of inclusiveness, where people feel safe to be themselves and take initiative.

### Strong Leadership and Accountability

We are accountable for strong leadership that improves workforce diversity, equity and inclusion for the benefit of our workforce and community. We will do this by:

- Having clear plans that monitor and communicate our progress against targets and actions
- Creating visible advocates and leaders that inspire our workforce and community and are willing to work to promote diversity, equality and inclusion.
- Addressing intersectionality, to break down silos by adopting a people-first approach that looks at diversity factors in combination, not isolation.

### Meaningful Engagement

We will consult, listen and engage with employees and the wider community to ensure our decisions, strategies and plans reflect their lived experiences. We will do this by:

- Listening and responding to the suggestions and experiences of our employees and community members to actively engage them in shaping our plans and future actions.
- Intentionally involve people from diversity groups in decision making and improvements so the outcomes are reflective of their needs and wants.
- Providing the tools and support to enable safe, meaningful engagement with people from diversity groups.

### Celebrating Diversity

We will celebrate diversity to create a culture of inclusivity and belonging while allowing us to ask questions and learn more about each other. We will do this by:

- Reflecting diversity in our internal and external communications
- Promoting diverse occasions throughout the organisation
- Consciously reflecting diversity in the imagery we use in our publications, websites, social media and intranet, corporately supported campaigns on the email banner
- Creating a safe space for learning about each other.

