



COMMONWEALTH DIRECTOR OF PUBLIC PROSECUTIONS
DIVERSITY AND INCLUSION STRATEGY

2018–2020



CDPP

Australia's Federal Prosecution Service

“

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”

SARAH McNAUGHTON SC

Director's Foreword

I am pleased to present the *CDPP Diversity and Inclusion Strategy 2018–20*.

Diversity can be simply defined as how we differ, while inclusion encompasses the environment and culture we create to embrace innovation, collaboration and the richness of diversity to achieve our purpose and outcome.

As we work consistently and professionally to deliver Australia's federal prosecution service that effectively contributes to the safety of the Australian community and the maintenance of the rule of law, it is essential that we establish a workforce that is both diverse and inclusive.

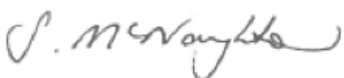
Just as the range and complexity of our prosecution matters differ, so too must our workforce—to harness the strength that comes with diversity.

A workplace that recognises and engages with diversity is able to be innovative and produce new ideas. Generating discussion with people from diverse backgrounds and experiences opens up a variety of opinions, which will, in turn, help the CDPP to achieve its objectives and work towards a collaborative and innovative workplace.

This strategy and action plan presents a tangible and measurable way to continue the journey towards our desired culture, while advancing our strong and respected position within the Australian justice system.

As we continue our commitment, we will be supported in our efforts to embed diversity and inclusion through our membership of the Diversity Council of Australia, which recognises that a workplace that is truly fair, inclusive and diverse, not only supports staff but ripples through to the broader society in which we live and work.

I encourage you all to embrace the diversity we each bring to the workplace and celebrate and harness those strengths and differences to inspire, motivate and innovate.



Sarah McNaughton SC
Commonwealth Director of Public Prosecutions



The CDPP is committed to supporting a culture of equity, diversity and inclusion and continually strives to achieve a workforce that is representative of the broader Australian community.

What is Diversity and Inclusion?

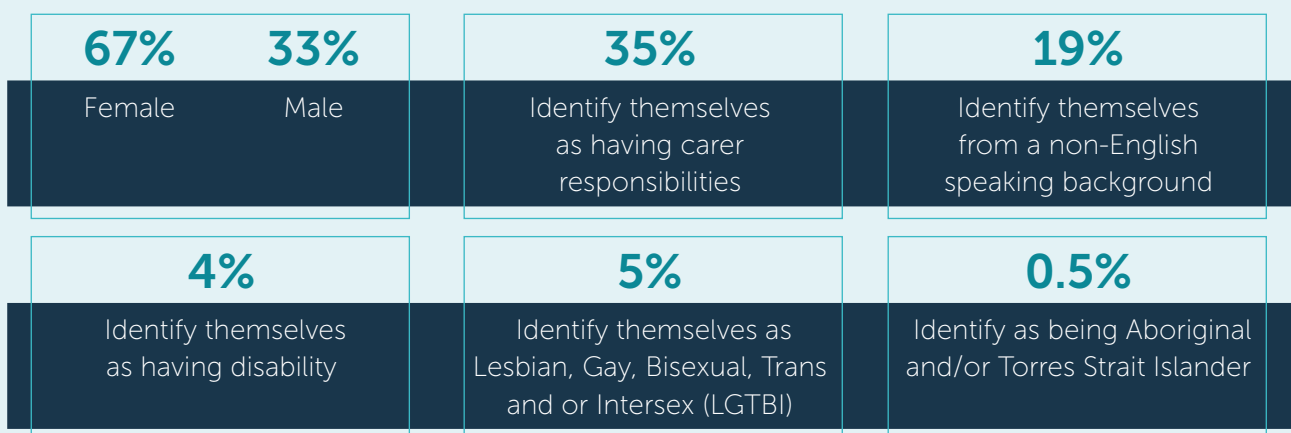
At the CDPP, we acknowledge that diversity of thought relates to the difference in our social identity (age, cultural background, caring responsibilities, disability, gender, Aboriginal and/or Torres Strait Islander background or sexual orientation) or our professional identity (education, profession, work experiences or organisational role).

Inclusion occurs when a diverse set of people feel valued and respected, have access to the same opportunities and resources, and can contribute their own perspectives and talents to achieve our purpose and outcome, and strengthen our culture of innovation, collaboration and diversity—making the CDPP a great place to work.

Diversity profile—setting the scene

The CDPP's diversity profile describes the diversity within, while acknowledging the diversity of victims, witnesses, our partners and the Australian community we serve.

According to our 2017 APS Census results and our Aurion data, our workforce consists of:



As we deliver Australia's federal prosecution service nationally, it is important that we extend our commitment to diversity and inclusion beyond our workforce to the environments in which we operate. Central to this, is creating a workplace culture of diversity for our commitment to flow through effectively.

Objective

This strategy provides a focus on delivering our workplace diversity and inclusion agenda and supports our goal of fostering a workplace environment that celebrates the strength we gain from our diversity.

This strategy supports:

- » a collaborative work environment where managers and employees work together to meet our overarching objectives
- » inclusive and flexible work practices in all areas of our agency embedded through the Flexible Work Arrangements Framework
- » the APS objective of seeking to reflect the diversity of the Australian community, at all levels of the workforce for agencies within the public sector
- » the 2017–20 CDPP Enterprise Agreement
- » CDPP's Strategic Themes, particularly investing in our people

Principles

This strategy is underpinned by principles that enhance our key priorities.

1



Valuing diversity and inclusion—recognising and promoting the diversity of our workforce and creating an environment that values both social and professional diversity.

2



Opportunities for all—creating employment and development opportunities that are free from barriers.

3



Knowledge and understanding—providing training and support to promote a better understanding of diversity and inclusion in the workplace and how it benefits us all.

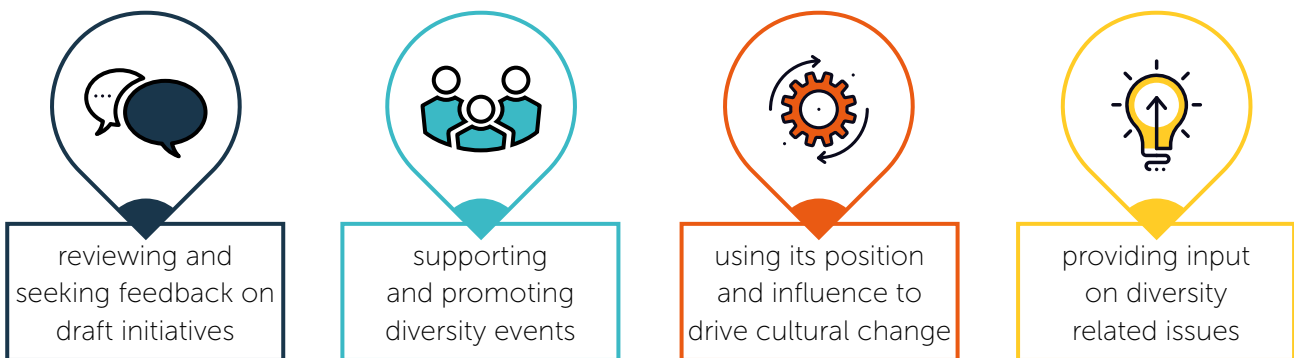
These principles will help guide our efforts while developing a culture and workplace that attracts, develops, and retains exceptional people.

Diversity Action Plan

Annual action plans will be developed to support a collaborative, innovative and diverse culture. Each action plan will ensure the work of the agency aligns with the principles outlined in this strategy and our desired culture in support of the CDPP's outcome and strategic themes.

To support the implementation of our action plans, a Diversity Network comprising representatives from across the organisation and chaired by a senior CDPP leader, will provide a valuable forum to drive and cement our commitment to diversity and inclusion.

The Diversity Network will be responsible for supporting the action plan, including:



Creating these linkages between the overarching objectives of the APS, championed by our Diversity Network, and translating those insights into practical initiatives through our action plans, will ensure we have the appropriate mechanisms in place to continue to strengthen diversity and inclusion at the CDPP.

Governance

This strategy and action plan will be monitored and evaluated to ensure its success. People Branch, in consultation with the Diversity Network, will achieve this by reporting to the Executive Leadership Group through the quarterly corporate report on current initiatives as well as on a bi-annual basis for all initiatives.

In accordance with the CDPP planning framework, the this strategy and action plan will be adjusted to meet any new agency requirements outlined in the Corporate Plan and Corporate Services Group Action Plan at the commencement of the 2018/19 and 2019/20 financial years.

Diversity Action Plan—2018

OUTCOME

DESCRIPTION

BENEFIT

1



Valuing diversity and inclusion - recognising and promoting the diversity of our workforce and creating an environment that values both social and professional diversity.

Enhancing workplace diversity and inclusion efforts by acknowledging and celebrating key national and international days of significance.

Improving our responsiveness to the needs of culturally and linguistically diverse stakeholders.

Promoting and making a positive contribution to our desired culture of a diverse workforce.

Understanding the diverse makeup of our workforce.

Promote days of significance and publish a yearly calendar of events.

Develop a Multicultural Access and Equity Action Plan.

Establish a CDPP Diversity Network.

Encourage employees to volunteer diversity data through our Human Resource management information system, Aurion.

Having a coordinated calendar of events will ensure the CDPP takes a proactive approach to recognise a variety of diversity related days/events.

This will meet our APS obligations under the *Multicultural Access and Equity Policy: Respecting diversity. Improving responsiveness*, for all APS agencies to develop and implement a Multicultural Access and Equity Action Plan. It will ensure minimal barriers for our partner agencies, victims and witnesses who are from a cultural and linguistic background.

Establishing a Diversity Network demonstrates the CDPP's commitment to diversity and inclusion. The network will be involved in the development, delivery and evaluation of diversity initiatives and will consider insights from the broader APS Disability Champions Network.

Improving the way to capture data, particularly of our diversity cohort will allow us to improve our forward plan targeted actions and programs of work, and this will give the CDPP a clear perspective of its workforce to ensure diversity efforts provide the most benefit for the agency.

OUTCOME

DESCRIPTION

BENEFIT

2 Opportunities for all—creating employment and development opportunities that are free from barriers



Developing a practical plan of action focusing on building and embedding relationships, respect and opportunities for Aboriginal and/or Torres Strait Islander peoples.

Understanding where the CDPP is currently positioned in the gender equality journey and identify the opportunities and challenges in terms of making progress.

Removing barriers to participation in work for people with disability.

Providing an accessible work environment for all employees.

Renew the Reconciliation Action Plan (RAP) (existing CDPP RAP 2010-2011).

Undertake analysis using a gender equality diagnostic tool.

Implement RecruitAbility to encourage people with disability to apply for jobs in our agency.

Develop a reasonable adjustment policy.

A CDPP RAP will provide a framework for the agency to realise our vision for reconciliation—a clear demonstration of our commitment to workplace diversity.

By utilising a gender equality diagnostic tool, we can be strategic in our approach to monitor and plan actions as required to ensure we improve gender equality across business areas or branches.

RecruitAbility is an affirmative measure that provides progression of applicants with disability to the next stage in a selection process if they have been assessed as meeting the minimum requirements of the job.

Reasonable adjustments are made to enable employees with disability to perform the inherent requirements of their position and allow them to fully participate in all aspects of their employment.

OUTCOME

DESCRIPTION

BENEFIT

2



Opportunities for all—creating employment and development opportunities that are free from barriers (continued)

Supporting individual specialised technology needs to ensure staff have ready access to business information and systems.

Ensuring that there are no unintended barriers for existing or potential employees.

Ensuring that information is accessible for all employees.

Review our processes for providing access to assistive technologies.

Review people related policies and practices.

Undertake a review of key products to ensure they are in a format that is accessible for all employees.

All staff will be able to independently access and provide information/options of assistive technologies required to undertake their work.

To ensure that our policies do not either intentionally or unintentionally provide barriers to any employee.

To ensure that our information is accessible to all employees, particularly those with disability, including vision and hearing impairment.

OUTCOME

DESCRIPTION

BENEFIT

3



Knowledge and understanding – providing training and support to promote a better understanding of diversity and inclusion in the workplace and how it benefits us all.

Promoting diversity across the CDPP.

Our managers understand how mental health can affect an employee and how to respond.

Promote success stories of CDPP employees who are achieving work-life balance and career progression.

Deliver targeted training to managers on mental health.

Promoting the success stories of others in the agency will encourage and inspire others in their own journey.

Managers in high risk areas of the legal practice, and those where there is an employee who discloses that they have been diagnosed with a mental health illness, will be better equipped to support their staff.



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