



CDPP

Australia's Federal Prosecution Service

COMMONWEALTH DIRECTOR OF PUBLIC PROSECUTIONS
DIVERSITY AND INCLUSION STRATEGY
2021–23



Acknowledgement of Country

The Commonwealth Director of Public Prosecutions acknowledges the traditional owners and custodians of country throughout Australia and acknowledges their continuing connection to land, waters and community. We pay our respects to the people, the cultures and the elders past, present and emerging.

Commonwealth Director of Public Prosecutions Diversity and Inclusion Strategy

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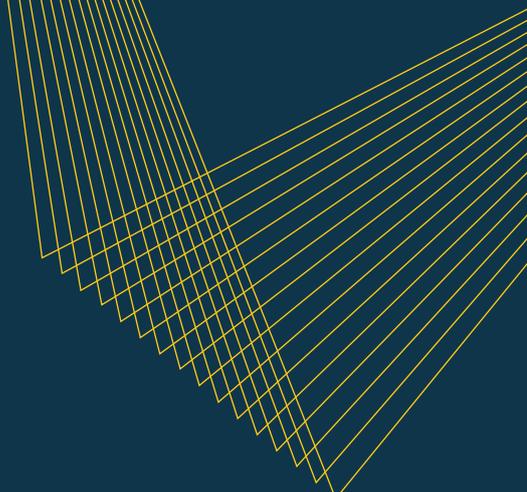
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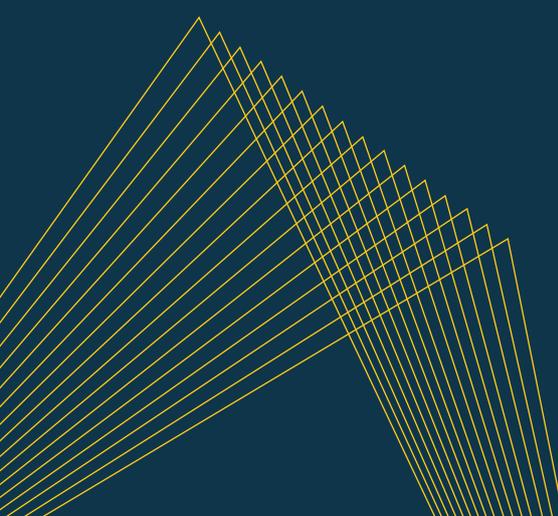
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The CDPP strives to create a diverse and inclusive workplace culture made up of people who contribute to our success through their personal perspectives, views and ideas.

Sarah McNaughton SC



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Director's Foreword

I am pleased to present the *CDPP Diversity and Inclusion Strategy 2021–23*.

Being inclusive means welcoming and accepting individual traits to broaden our thinking and how we act and interact with our colleagues, friends, and families. Understanding inclusion starts with understanding diversity.

With a purpose of increasing the level of understanding and awareness of diversity and inclusion across the organisation, this strategy will prepare us for more ambitious efforts in future years, underpinned by three key principles – visibility, capability and inclusion.

Following on from the Diversity and Inclusion Strategy 2018–20, this next iteration reaffirms our ongoing commitment to these goals. It provides a three year strategic roadmap to help the CDPP continue to build a more inclusive culture and progress our diversity efforts through practical actions.

As we continue our commitment, we will be supported in our efforts to further 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.

The key focus areas identified in the action plan are aligned with the strategy, the *People Action Plan 2020–22* and the *2021–25 CDPP Corporate Plan*.

Sarah McNaughton SC
Commonwealth Director of Public
Prosecutions

★ Our commitment

The CDPP is committed to fostering an inclusive and diverse workforce and culture. Our common goals are categorised into three strategic themes:



★ Our principles

In order to drive sustainable change, this strategy is underpinned by three key principles which are reflected in our action plan:

Visibility:

The CDPP's commitment to diversity and inclusion is actively and visibly promoted.

Capability:

The CDPP workforce is equipped with the knowledge required to embrace and embed workplace inclusion across the organisation and identify unconscious bias, addressing it, where it may exist.

Inclusion:

The CDPP drives a consistent, supportive, and respectful approach to inclusion and seeks to create career pathways for diverse talent.

★ Diversity and Inclusion in the CDPP

The CDPP aims to provide an effective and efficient independent prosecution service that contributes to a fair, safe and just Australia where Commonwealth laws are respected, offenders are brought to justice and potential offenders are deterred.

We recognise diversity comprises many forms, including gender, sexual orientation, educational or professional background, cultural and linguistic backgrounds, caring responsibilities, age, ability and life experiences. We celebrate this through our achievements against our strategic themes.

Through the implementation of our Diversity and Inclusion Strategy 2021–23, we will continue our commitment to foster an inclusive and respectful culture which allows our people to flourish.

We will promote our commitment to a harassment free work environment and support individuality, harnessing the benefits that come from a diverse workforce. We will continue to explore the creation of career pathways for diverse talent within the CDPP and be proactive and visible in demonstrating our commitment to diversity and inclusion.

Our individual views, values, experiences and perspectives shape and strengthen how we deliver a shared and consistent service to a diverse Australian community. It is through inclusion and embracing diversity we are able to relate to, understand, and serve the Australian public and that our people feel safe to bring their whole selves to work.

★ What have we achieved so far?

Since the implementation of the Diversity and Inclusion Strategy 2018-20, the CDPP has achieved a number of key milestones including:

- The establishment of the Diversity Network, which has contributed to promoting a positive culture and increased awareness toward diversity across the CDPP.
- Promoting diversity through shared stories and experiences while celebrating days of significance.
- Improving the CDPP's responsiveness to culturally and linguistically diverse stakeholders through the development of the *Multicultural Access and Equity Action Plan 2018-20*.
- Focusing on building and embedding relationships, respect and opportunities for Aboriginal and/or Torres Strait Islander people through establishing the *CDPP's Reconciliation Action Plan 2018-19*.
- Providing recommendations to ELG on opportunities to address challenges within the gender equality space.
- Continuing participation in the Women in Law Enforcement Strategy (WILES) mentoring program.
- Implementing 'RecruitAbility' – removing barriers and encouraging participation in recruitment from persons who identify as having a disability.
- Implementing a *Reasonable Adjustments Policy* in September 2019.
- Ensuring information access is available for all employees and stakeholders through digital platforms, supporting those with vision and hearing impairments.

★ CDPP Diversity Profile

	CDPP Census 2019	CDPP Census 2020	CDPP Census 2021
 Gender - females	64%	66%	65%
 Gender - males	30%	28%	28%
 Gender - prefer not to say	6%	6%	7%
 Aboriginal/Torres Strait Islander People	1%	1%	1%
 People born overseas	15%	N/A	18%
 People with disability	6%	4%	6%
 LGBTI+ identifying people	5%	6%	8%
 Carers	34%	32%	34%

Other CDPP Diversity Statistics

	CDPP Census 2019	CDPP Census 2020	CDPP Census 2021
 People aged 55+ years	13.9%	12.6%	13.3%
 Women in senior leadership roles (SES including Director)	42%	48%	50%
 Part-Time	11.9%	10.5%	9.5%

★ CDPP Diversity and Inclusion Network

The CDPP Diversity and Inclusion Network (the Network) is a working group with representatives across all Practice Groups and the Enabling Services Group. The purpose of the Network is to articulate the vision for a diverse and inclusive workforce, by:

- reviewing and seeking feedback on draft initiatives.
- supporting and promoting diversity events.
- using its position and influence to drive cultural change.
- providing input on diversity related issues.

The Diversity and Inclusion Network demonstrates the CDPP's commitment to diversity and inclusion and values the thoughts and input from its workforce on this important topic. The Network is one mechanism for influencing organisational cultural change and helps to provide an agency wide focus on diversity and inclusion initiatives across the Office.



We acknowledge the significant contribution our workforce and the Network has made to developing this strategy and for their ongoing commitment to achieving inclusive workplace outcomes.

★ Monitoring our Progress

We will work towards success by monitoring our performance against the Strategy, in line with the measures identified within our supporting Action Plan. The People Communication and Change Branch (PCCB), in conjunction with the Diversity Network, will achieve this by steering the delivery of our objectives.

In accordance with the CDPP planning framework, the Strategy and Action Plan is aligned to CDPP's strategic priorities as outlined in the CDPP Corporate Plan 2021-25 and will be updated to meet any new Agency requirements and emerging priorities.

We will monitor progress against all identified actions, including reporting on the diversity of our workforce, evaluating trends and assessing organisational culture for areas of improvement.

Diversity and Inclusion Action Plan 2021–23

★ Visibility

Objective	Action	Accountability	Timeframe	Measure of success
The CDPP's commitment to diversity and inclusion is actively and visibly promoted	Reflecting our commitment to diversity and inclusion, appoint SES Officers who serve as champions, in addition to our Diversity Champion, for our identified diversity groups of focus: <ul style="list-style-type: none"> • Aboriginal and Torres Strait Islander • People with Disability • LGBTIQ+ 	PCCB	Mar 2022	A CDPP SES Officer is appointed to each of the three identified diversity groups of focus, within the specified timeframe.
	Actively promote and celebrate annual diversity days of significance, to educate and increase awareness relating to a specific diverse group.	PCCB Diversity and Inclusion Network	Ongoing	At least four diversity days of significance (as endorsed by the CDPP ELG) are observed per calendar year. Each of the diversity days of significance are utilised to promote awareness and educate CDPP staff on a key diversity issue in a meaningful way.

★ Capability

Objective	Action	Accountability	Timeframe	Measure of success
<p>The CDPP workforce is equipped with the knowledge required to embrace and embed workplace inclusion across the organisation and identify unconscious bias, addressing it, where it may exist.</p>	<p>The SBS Inclusion Program - <i>Core Inclusion Course</i> is mandated for any CDPP employee participating on a recruitment selection committee.</p>	<p>PCCB</p> <p>Selection Committee Members</p> <p>HR Delegates</p>	<p>May 2022</p>	<p>All selection committee members and recruitment delegates complete the SBS Inclusion Program - <i>Core Inclusion Course</i> prior to undertaking shortlisting or interview processes.</p>
	<p>Establish an approach to undertaking audits of compliance against the undertaking of the The SBS Inclusion Program - <i>Core Inclusion Course</i> as a mandatory training requirement for selection committees, delegates and members of HR.</p>			<p>All members of HR complete the SBS Inclusion Program - <i>Core Inclusion Course</i>, in the context they provide best practice advice.</p>
				<p>Results of compliance audits show completion of training requirements for all selection committees, delegates and relevant members of HR prior to undertaking shortlisting or interview processes.</p>
	<p>Include the SBS Inclusion Program - <i>Core Inclusion Course</i> as a component of the CDPP Induction Program for new employees.</p>	<p>PCCB</p> <p>Managers</p>	<p>Mar 2022</p>	<p>The SBS Inclusion Program - <i>Core Inclusion Course</i> is included in the CDPP Induction Program, with high rates of course completion overserved.</p>

★ Capability continued

Objective	Action	Accountability	Timeframe	Measure of success
<p>The CDPP workforce is equipped with the knowledge required to embrace and embed workplace inclusion across the organisation and identify unconscious bias, addressing it, where it may exist.</p>	<p>Establish a program of informal learning opportunities, such as lunch-and-learn or online sessions, to educate and promote awareness diversity and inclusion.</p>	<p>Diversity and Inclusion Network</p>	<p>May 2022</p>	<p>A program of learning opportunities is developed and endorsed by the Diversity and Inclusion Network.</p> <p>Learning opportunities are utilised to solicit ideas from CDPP employees on how the Diversity and Inclusion Network can effectively support and drive inclusion efforts.</p>
	<p>Develop a Diversity and Inclusion Communication Plan which promotes, educates and builds awareness of key diversity and inclusion issues.</p>	<p>PCCB</p>	<p>Jun 2022</p>	<p>A Diversity and Inclusion Communication Plan is developed within the specified timeframe.</p> <p>Communication material regarding Diversity and Inclusion issues, training, employment provisions, entitlement, business practices or resources are promoted regularly, in line with the communication plan.</p>

★ Inclusion

Objective	Action	Accountability	Timeframe	Measure of success
<p>The CDPP drives a consistent, supportive, and respectful approach to inclusion and seeks to create career pathways for diverse talent.</p>	<p>Review the CDPP's conduct-related policies, guidance and supporting frameworks, to embed a safe and inclusive workplace, making updates where necessary.</p>	<p>PCCB</p>	<p>Apr 2022</p>	<p>A review of the CDPP's conduct related policies, guidance and supporting frameworks is undertaken, with updates made where necessary, within the specified timeframe.</p>
	<p>Explore ways in which the CDPP may establish career pathways for diverse talent, with a focus on opportunities for Indigenous and Torres Strait Islander people and people with disability.</p>	<p>PCCB Diversity and Inclusion Network</p>	<p>Jun 2022</p>	<p>Through building strong working relationships with external organisations, explore opportunities to establish partnerships and leverage off existing employment programs to potentially pilot into the CDPP.</p>
	<p>Acknowledgement of Country is standard practice at the commencement of all significant CDPP meetings and events, and, where appropriate, Welcome to Country.</p>	<p>PCCB Diversity and Inclusion Network</p>	<p>Dec 2021</p>	<p>All CDPP employees are accountable for undertaking an Acknowledgement of Country at the commencement of all significant CDPP meetings and events.</p> <p>The Indigenous and Torres Strait Islander Champion, with support from the Diversity and Inclusion Network, supports leaders in organising a Welcome to Country for significant CDPP events, where appropriate.</p>

★ Inclusion continued

Objective	Action	Accountability	Timeframe	Measure of success
The CDPP drives a consistent, supportive, and respectful approach to inclusion and seeks to create career pathways for diverse talent.	The history and acknowledgement of the traditional owners of the land on which each CDPP office is located is displayed.	PCCB Diversity and Inclusion Network	Mar 2022	The CDPP engages with local indigenous land councils to seek information on traditional owners and history of the land on which each CDPP office is located.
	Continue to monitor engagement of diverse counsel in line the CDPP's adoption of the Gender Equitable Briefing Policy with updates to ELG.	PCCB LBI	Jun 2022	A process to better monitor and track the CDPP's adoption of the Gender Equitable Briefing Policy is developed and implemented.
			Ongoing	Data is used to identify gaps and strategies to address these gaps.
	Develop guidelines as a sustainable mechanism for creating accessible and inclusive content, products and services.	PCCB	May 2022	Guidelines are developed, promoted and made available for on e-hub.
			Ongoing	CDPP employees feel they are equipped with the knowledge and resources to confidently develop inclusive content, products and services.

★ Accountability and Reporting of the Action Plan

Objective	Actions
<p>CDPP Senior Leaders are active and visible in their accountability for, and commitment to diversity and inclusion.</p>	<p>Diversity representation data is presented and regularly discussed at the Workforce Planning Committee (WPC) meetings, including associated strategies to address areas of concern.</p> <p>The role and accountabilities of identified employees in Diversity Champion roles are robust and clear, with responsibilities endorsed and published on e-hub.</p>
<p>Clear benchmarks are established for measuring the progress of diversity and inclusion within the CDPP.</p>	<p>Through the CDPP's Diversity Council of Australia membership, participate in the <i>Inclusion@Work</i> Index in 2022 and 2023.</p> <p>Data from the APS Census is analysed for insights and trends.</p> <p>The <i>CDPP Diversity Network Survey</i> is run annually and a framework established to best utilise the insights given through analysis of results.</p>



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