



CDPP

Australia's Federal Prosecution Service

Diversity and Inclusion Strategy 2024-26



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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Use of the Coat of Arms

The terms under which the Coat of Arms can be used are detailed on the following website - <https://pmc.gov.au/cca>.

★ Director's Foreword



I am pleased to present the CDPP Diversity and Inclusion Strategy 2024–26.

The Diversity and Inclusion Strategy will guide us to continue to shape a workplace that reflects the diversity of the community we serve, enhance the experience of our staff and stakeholders, and contribute to the delivery of effective, high-quality prosecution services.

Focusing on visibility, capability and inclusion, this strategy outlines the vision for diversity at the CDPP.

Our senior executives will be actively engaged with diversity and inclusion activities including championing change and awareness.

The strategy ensures a continued focus on increasing awareness with staff, providing greater access to learning tools and resources, and seeking to increase diversity in our workforce.

We will listen and learn from the voices, skills and experiences of our people to foster a workplace and culture that is supportive, respectful, safe and inclusive. A culture which allows everyone to perform at their best.

We remain committed to actively promoting our diverse and inclusive culture and this strategy provides an opportunity for everyone to participate and contribute.

I look forward to working together to implement this strategy and continue to develop the diversity and inclusion of the CDPP.

Raelene Sharp KC
Commonwealth Director of Public Prosecutions

Our commitment

The CDPP is committed to fostering an inclusive and diverse workforce and culture covering 3 strategic themes:

Our Service - the individuality and diversity of our workforce is paramount to our success. Diversity of thought fosters innovation, collaboration, and provides new perspectives to ensure we provide an efficient and effective prosecution service to the Australian public.



Our Partners – inclusivity allows us to work collaboratively and openly with our colleagues, including those at partner agencies, sharing insights and experiences gained through different experiences and backgrounds.



Our People – the diversity of our people is celebrated and embraced, ensuring the unique qualities we possess are valued, fostering an environment of inclusion, and belonging.



Our principles

This strategy is underpinned by 3 key principles reflected in our Diversity and Inclusion Action Plan:



Visibility: The CDPP's commitment to a diverse and inclusive culture is actively and visibly promoted.



Capability: The CDPP workforce is equipped with the knowledge and capability needed to embrace and continue to embed workplace inclusion.



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

Diversity and Inclusion at the CDPP

The CDPP recognises diversity comprises many forms, including religion, gender, sexual orientation, educational or professional background, cultural and linguistic backgrounds, caring responsibilities, age, ability, and life experiences.

Through the implementation of the Diversity and Inclusion Strategy 2024-26 we continue our commitment to a diverse and inclusive workplace where everyone can contribute fully and feel valued.

We remain committed 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 can relate to, understand, and serve the Australian public and that our people feel safe to bring their whole selves to work.









What we have achieved

Since the implementation of the Diversity and Inclusion Strategy 2021-23, the CDPP has achieved several key milestones including:




- Establishing Diversity Champion roles for 4 diversity groups - Aboriginal and Torres Strait Islander people, People with Disability, LGBTQIA+ people and Culturally Linguistically Diverse people.
- Increasing the number of days of significance celebrated from 4 to 7 to promote awareness and educate CDPP staff on key diversity issues in a meaningful way. Days of significance events involved high profile guest speakers including:
 - Holly Lam, a Women's Lawyer NSW Board member, for International Women's Day 2022.
 - Sharyn Hall SC from the NSW Bar, for Wear It Purple Day 2022.
 - Robert Fitzgerald AM, the NSW Aging and Disability Commissioner, for International Day of People with Disability 2022.
 - Avelina Tarrago, one of only 2 practising Indigenous female barristers in Queensland, for National Reconciliation Week 2023.
 - Judge Johns, Greg James, and Terrie Stewart from the Victorian County Koori Court, for NAIDOC Week 2023.
- Implementing the SBS Inclusion Program with completion for new staff made mandatory.
- Participating in the 2022 Indigenous Australian Government Development Program (IAGDP).

- Engaging with activities that support the Closing the Gap Government National Agreement. This included ongoing Acknowledgement of Country at meetings and events and development of CDPP Indigenous branding.
- Partnering with external diversity and inclusion networks including Diversity Council of Australian and the Australian Network on Disability.
- Participating in the Women in Law Enforcement Strategy (WILES) program.
- Implementing 7 legal Affirmative Measure rounds (First Nations and Disability) during the lifespan of the CDPP Diversity and Inclusion Strategy 2021-23 with 2 successful outcomes.

Diversity profile

	CDPP Census 2019	CDPP Census 2020	CDPP Census 2021	CDPP Census 2022	CDPP Census 2023
 Gender - female	64%	66%	65%	62%	63%
 Gender - male	30%	28%	28%	28%	31%
 Gender - prefer not to say	6%	6%	7%	9%	6%
 Aboriginal and/or Torres Strait Islander People	1%	1%	1%	1%	2%
 People born overseas	15%	N/A	18%	17%	19%
 People with disability	6%	4%	6%	6%	8%
 LGBTQIA+ identifying people	5%	6%	8%	9%	11%
 Carers	34%	32%	34%	30%	31%

Other CDPP Diversity Statistics¹

	CDPP 2019	CDPP 2020	CDPP 2021	CDPP 2022	CDPP 2023
 People aged 55+ years	13.9%	12.6%	13.3%	11.4%	11.5%
 Women in senior leadership roles (SES including Director)	42%	48%	50.0%	47.0%	47.6%
 Part-Time	11.9%	10.5%	9.5%	10.2%	8.6%

¹Data from Aurion as of 30 June of each calendar year

CDPP Diversity and Inclusion Network

The CDPP Diversity and Inclusion Network is a working group with a Champion, 3 Deputy Champions and representatives from across Practice Groups and the Enabling Services Group. The purpose of the network is to articulate the vision for a diverse and inclusive workforce, by:

- Leading, promoting, and raising awareness about the benefits of diversity and inclusion.
- Supporting and promoting diversity events.
- Delivering and monitoring diversity and inclusion outcomes.

The Network Champion and 3 Deputy Champions are senior executive leaders who are also Diversity Champions for 4 diversity groups – Aboriginal and Torres Strait Islander people, People with Disability, LGBTQIA+ people and Culturally Linguistically Diverse people. These roles involve actively leading projects and initiatives that are aimed at raising awareness, educating, and embedding an inclusive culture in the CDPP.

The establishment of the champion roles for the diversity groups has provided the network with a greater focus clearly demonstrated through successful initiatives and activities delivered for these groups.

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 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 have made to develop this strategy and their ongoing commitment to achieving inclusive workplace outcomes.



Our framework for success

The CDPP will work towards success by monitoring the agency's performance against the strategy, in line with the measures identified within the supporting action plan. The People Branch, in conjunction with the network, will work toward achieving the outcomes outlined in the Diversity and Inclusion Network Action Plan.

Managers play a critical role by continuing to foster an inclusive culture in their teams supported by the network. This includes encouraging staff involvement in diversity and inclusion initiatives and supporting them to assist in delivering broader strategy outcomes.

In accordance with the CDPP planning framework, the strategy and action plan are aligned to the CDPP's strategic priorities as outlined in the CDPP Corporate Plan and will be updated to meet any new agency requirements and emerging priorities.

We will monitor progress against the actions, including reporting on the diversity of our workforce, evaluating trends, and identifying areas for improvement. The network, supported by People Branch, will be the primary governance body overseeing progress under this strategy.

Visibility

Objective	Action	Accountability	Timeframe	Measure of success
<p>The CDPP's commitment to diversity and inclusion is actively and visibly promoted.</p>	<p>Celebrate identified days of significance to educate and raise awareness about the importance of diversity and inclusion.</p>	<p>Diversity and Inclusion Network</p>	<p>Ongoing</p>	<p>At least 7 days of significance, as endorsed by the CDPP's Executive Leadership Group, observed per calendar year.</p>
			<p>Ongoing</p>	<p>Each day of significance promotes awareness and educates staff on a key diversity issues in a meaningful way.</p>
	<p>Diversity Champions to encourage senior executive engagement with diversity and inclusion activities.</p>	<p>Diversity Champions</p>	<p>Ongoing</p>	<p>Increased attendance by senior executives at events celebrating days of significance.</p>
	<p>Establish a program of informal learning opportunities to educate and improve knowledge and an understanding of diversity and inclusion matters.</p>	<p>Diversity and Inclusion Network</p>	<p>Ongoing</p>	<p>A program of learning opportunities (for example online or lunch and learn sessions) is developed and endorsed by the Diversity and Inclusion Network.</p>
	<p>Increasing awareness about Diversity Champions and their role across the CDPP for their diverse groups.</p>	<p>Diversity and Inclusion Network</p>	<p>Ongoing</p>	<p>Staff across the agency are aware of CDPP Diversity Champions and the diversity groups they represent.</p>

Capability

Objective	Action	Accountability	Timeframe	Measure of success
<p>CDPP workforce is equipped with the knowledge required to embrace and continue to embed workplace inclusion across the organisation.</p>	<p>Implement cultural awareness training, making it available to all staff and mandatory for SES and PTL/EL2.</p>	<p>People Branch</p>	<p>Short term and ongoing</p>	<p>Staff volunteer to undertake culture awareness training and all SES and PTL/EL2 complete it as a mandatory requirement.</p>
	<p>Continue to provide access to the SBS Inclusion Program.</p>	<p>People Branch</p>	<p>Short term and ongoing</p>	<p>Ensure that all new starters complete the SBS Inclusion Program.</p>
	<p>Encourage existing staff to undertake this training along with new starters for whom it is mandatory.</p>	<p>People Branch</p>	<p>Short term and ongoing</p>	<p>Greater number of existing staff undertake the SBS Inclusion Program.</p>
	<p>Review existing diversity and inclusion training, policies and resources, and update them as required.</p>	<p>People Branch</p>	<p>Ongoing</p>	<p>Training, policies and resources for diversity and inclusion remain fit for purpose and continue to foster a diverse and inclusive culture within the CDPP.</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>Seek to engage more diverse employees through recruitment processes and affirmative programs.</p>	<p>People Branch</p>	<p>Long term</p>	<p>Increase in the number of affirmative recruitment processes.</p>
	<p>Participate in diversity related programs such as APS wide Indigenous programs and the "Stepping into Program" by the Australian Network on Disability to attract employees from diverse groups.</p>	<p>People Branch</p>	<p>Long term</p>	<p>Increase the representation of diverse groups within the CDPP workforce.</p>
	<p>Review recruitment and on-boarding processes to ensure they represent CDPP's values and practices regarding an inclusive culture.</p>	<p>People Branch</p>	<p>Short term and ongoing</p>	<p>Greater number of existing staff undertake the SBS Inclusion Program.</p>
	<p>Develop effective tools and resources for managers to support career pathways for a diverse workforce.</p>	<p>People Branch</p>	<p>Ongoing</p>	<p>Managers have the required tools to support diverse staff in their day-to-day work and to provide them with appropriate career opportunities.</p>

Accountability and Reporting of the Action Plan

Objective	Action
CDPP Senior Leaders are active and visible in their accountability for, and commitment to diversity and inclusion.	<p>Diversity representation data is presented and regularly discussed at the Workforce Planning Committee meetings, including associated strategies to address areas of concern.</p> <p>Diversity Champions are actively promoting and advocating of their diversity groups via events and agency wide communication activities.</p>
Clear benchmarks are established measuring the progress of diversity and inclusion within the CDPP.	<p>Through the CDPP's membership of Diversity Council of Australia and the Australian Network on Disability, participate in applicable affirmative action programs.</p> <p>Data from APS Census and Workplace Gender Equality Agency is analysed for insights and trends.</p> <p>The CDPP Diversity Network Survey is run annually, and a framework established to best utilise the insights given thorough analysis of results.</p>