

# Queensland Treasury recognises the value in equity, diversity and inclusion.

Being able to draw on the different skills, backgrounds, experiences and insights of our workforce enables us to better deliver for the diverse community we serve. We are committed to representing the Queensland community by building on our existing workforce diversity – as reflected in our 2026 diversity targets – and fostering an inclusive culture where everyone can contribute and achieve their potential.

We will achieve this through our commitments as part of the strategies and plans outlined within this framework.

DIVERSITY	2025 REPRESENTATION	2026 TARGETS
People with disability	7%	12%
Aboriginal and Torres Strait Islander peoples	1%	4%
Women in leadership	48%	50%
Culturally and linguistically diverse people	13%	12%

Queensland Government Reconciliation Action Plan 2024–27

Queensland Government Multicultural Action Plan 2024–27

Queensland Public Sector Inclusion and Diversity Strategy 2021–2025

Queensland Women’s Strategy 2022–2027

Queensland Public Sector LGBTIQ+ Inclusion Strategy 2023–2027

Queensland’s Disability Plan 2022–2027

## Queensland Treasury Strategic Workforce Plan

### Equity, Diversity and Inclusion Plan 2025–26

Our plan for growing the equity and diversity of our workforce and fostering an inclusive culture where everyone feels valued, respected and empowered to achieve their potential.

### Reframing the Relationship with Aboriginal and Torres Strait Islander Peoples Plan 2024-27

Queensland Treasury commits to reframing the relationship with Aboriginal and Torres Strait Islander peoples by recognising and honouring them as the first people of Queensland and engaging in truth-telling about the shared history of all Australians.

### Multicultural Action Plan 2024-27

Queensland Treasury recognises the capacity and organisational growth that can be gained by embracing and valuing the contributions of people from culturally and linguistically diverse (CALD) backgrounds.

### Disability Service Plan 2024-27

Queensland Treasury is committed to increasing the awareness, attraction, representation, and employment of people with disability by providing an accessible and safe workplace where people can thrive.

## Equity, Diversity and Inclusion Steering Committee

### Executive champions and employee network

First Nations

Gender Equality

Multicultural Treasury

Treasury Pride (LGBTIQA+) Accessibility and Disability Inclusion



Our plan for growing the equity and diversity of our workforce and fostering an inclusive culture where everyone feels valued, respected and empowered to achieve their potential.

Treasury is strengthened by being able to draw on the experiences and perspectives of a workforce made up of people of diversity in age, life stage, caring responsibility, gender identity, sexual orientation, neurodiversity, disability, First Nations, cultural background and ethnicity. All Queenslanders benefit when a diverse range of people contribute to achieving Treasury's vision of a strong economy for all Queenslanders.

FOCUS AREA	AWARENESS AND CAPABILITY	ATTRACTION AND RECRUITMENT	SETTING UP FOR SUCCESS AND CAREER PROGRESSION	INCLUSION AND REPRESENTATION
WHY IT MATTERS	To meet Treasury's diversity and inclusion goals for both our workforce and the Queensland community, it is essential for our employees to have a foundational awareness. Moreover, certain roles require more advanced diversity and inclusion skills to drive meaningful systemic change.	Treasury is better able to achieve its vision when we can attract a diverse workforce with different perspectives and experiences that reflects the community we serve, with a particular focus on reaching our targets for First Nations employees and those with disability.	Treasury wants employees to feel welcome and empowered to perform at their best from their first day. Professional development opportunities targeted to those from under-represented groups builds capabilities towards career progression and equitability across all levels of Treasury.	All employees feel included, respected, and culturally safe. It is important that employees from groups who have experienced historical and systemic inequalities are able to be represented in forums making decisions about workplace strategies and connect with others for mutual support.
TREASURY'S PLAN	<p>Foundational awareness:</p> <ul style="list-style-type: none"><li>• Annual calendar of activities which focus awareness on the spectrum of diversity and the resources and development available within Treasury.</li><li>• Profile employees from diverse backgrounds to promote role models, career pathways and address stereotypes or myths.</li></ul> <p>Enhance capability for particular roles:</p> <ul style="list-style-type: none"><li>• Increase offerings of resources and training for intermediate-to-advanced:<ul style="list-style-type: none"><li>- First Nations Cultural Capability</li><li>- Disability Confidence, Digital Accessibility and Neurodivergence in the workplace.</li></ul></li></ul>	<p>Attraction:</p> <ul style="list-style-type: none"><li>• Targeted suite of Internships and Graduate Program.</li><li>• Partnering with diversity organisations.</li><li>• Promote vacancies through PSC's Aboriginal and Torres Strait Islander Career Pathways talent pool and Disability Employment Services.</li></ul> <p>Inclusive recruitment and selection:</p> <ul style="list-style-type: none"><li>• Introduce information into applicant packs about types of adjustments available during selection processes.</li><li>• Continue to mature inclusive recruitment skills and supporting resources to enable selection panels to confidently make selection decisions in accordance with the equity, diversity and inclusion obligations under the <i>Public Sector Act 2022</i>.</li></ul>	<p>Set employees up for success:</p> <ul style="list-style-type: none"><li>• Inclusive on-boarding and induction.</li><li>• Ensure employees are aware of access pathways to:<ul style="list-style-type: none"><li>- employee-led diversity networks</li><li>- workplace adjustments</li><li>- flexible work options.</li></ul></li><li>• Ensure new employees are brought into a culturally capable work environment</li></ul> <p>Build capabilities towards career progression:</p> <ul style="list-style-type: none"><li>• Provide professional development opportunities targeted to under-represented groups.</li><li>• Promote external scholarship opportunities for target groups.</li></ul>	<p>Inclusion:</p> <ul style="list-style-type: none"><li>• Leverage opportunities and amplify the messages of our annual calendar of activities and offerings.</li><li>• Continue to promote and strengthen Treasury's employee-led networks.</li><li>• Encourage allyship/bystander capability and zero tolerance of racism and discrimination.</li></ul> <p>Representation and engagement:</p> <ul style="list-style-type: none"><li>• Advocacy and visible leadership through dedicated Executive Champions.</li><li>• Representation through the Equity, Diversity and Inclusion Steering Committee and other employee reference groups.</li></ul>



This plan provides a summary of a subset of the workforce-focused commitments outlined from a range of more detailed plans, which encompass both community-focused and workforce-focused commitments.

The plans referred to include:

[Disability Service Plan](#)





[Reframing the Relationship with Aboriginal and Torres Strait Islander Peoples Plan](#)

[Queensland Multicultural Action Plan](#)

[Queensland LGBTIQ+ Action Plan](#)

[Strategic Workforce Plan](#)



FOCUS AREA	AWARENESS AND CAPABILITY	ATTRACTION AND RECRUITMENT	SETTING UP FOR SUCCESS AND CAREER PROGRESSION	INCLUSION AND REPRESENTATION
ACTIONS TREASURY PEOPLE CAN TAKE	<p>Build and support an inclusive culture:</p> <ul style="list-style-type: none"><li>attend in-person or online events and webinars aligned with focus months and significant dates like Queensland Women’s Week, NAIDOC, Disability Action Week, Multicultural Month, Pride Month</li><li>consider how inclusion and diversity can enhance our capability development and delivery of services.</li></ul>	<p>When recruiting:</p> <ul style="list-style-type: none"><li>consider Treasury diversity targets when developing recruitment strategies and conducting selection processes</li><li>consider targeting roles to applicants who are First Nations and/or with disability.</li><li>seek out resources and/or training on inclusive recruitment and selection and unconscious bias.</li></ul>	<p>Set employees up for current and future success by supporting:</p> <ul style="list-style-type: none"><li>access to workplace adjustments, flexible work arrangements and peer networks</li><li>uptake of available development opportunities</li><li>a safe work environment by ensuring a culturally capable workforce</li></ul>	<p>Foster an inclusive workplace:</p> <ul style="list-style-type: none"><li>seek out, listen to, amplify, and champion the voices of people with lived experience</li><li>initiate, lead, and/or participate in team-based activities or working groups associated with diversity themes, focus months, significant dates and specific strategies.</li></ul>
PROGRESS MEASURES	<ul style="list-style-type: none"><li>Visibility of diversity and inclusion messages and activities</li><li>Staff profiles in communication channels</li><li>Participation in discretionary training and events.</li></ul>	<ul style="list-style-type: none"><li>Range of attraction and entry pathways implemented</li><li>Dedicated intranet page with this plan, the targets, and clear link to enhanced attraction and selection toolkit.</li></ul>	<ul style="list-style-type: none"><li>Clear pathways to participate in peer networks</li><li>Individual needs are managed effectively (e.g. workplace adjustment, flexible working arrangements)</li><li>Professional development opportunities provided to target groups.</li></ul>	<ul style="list-style-type: none"><li>Leadership visibility on championing diversity and inclusion</li><li>Target groups actively consulted and engaged in the codesign and implementation of initiatives and programs.</li></ul>
SUCCESS LOOKS LIKE	<p>Our people are aware of the needs of diverse groups and what that means for them as colleagues, supervisors, and in the design and implementation of policies and services to Queenslanders.</p> <p>Employees with lived experience feel our workplace is culturally safe, accessible, and inclusive.</p>	<p>Our workforce reflects the diversity of the community we serve – as reflected in our diversity targets – by attracting a diverse candidate pool and equipping our selection panels to implement inclusive recruitment and selection practices.</p> <p>We attract talented people and are considered an employer of choice, particularly by First Nations peoples and people with disability.</p>	<p>People from diverse groups are set up for success and able to pursue careers and compete for appointment and promotion opportunities, resulting in increased diversity across all levels of Treasury.</p> <p>Our employees want to stay and are empowered to continue their career progression wherever it takes them.</p>	<p>We actively foster an inclusive, culturally safe, and respectful workplace where we engage and co-design strategies with individuals from diverse backgrounds.</p> <p>Our employees feel valued for their unique contributions to our diversity, recognising that everyone plays a role in making Treasury a great place to work for everybody.</p>
SUCCESS MEASURES	 <p>Increased awareness and capability regarding diversity and inclusion</p>	 <p>Increased diversity overall</p>	 <p>Increased diversity at senior levels</p>	 <p>Treasury perceived as a great place to work by all groups</p>