

QUEENSLAND
DEI
GROUP



DIVERSITY-EQUITY-EQUALITY-INCLUSION IN THE QUEENSLAND STATE GOVERNMENT

Successfully Implementing the Public Sector Act 2022



A BRIEF OVERVIEW OF THE POLICY AND ITS REQUIREMENTS

The Queensland Government's new Public Sector Act 2022 introduces revised requirements for the leaders and staff of all Queensland State Government Departments and Agencies to progress equity, diversity, respect, and inclusion in their organisations, and processes to report on and review, the steps taken, achievements, and impact.

Organisations are required to announce their plan of action in July 2023, which may include:



- Needs Analysis – A review of the organisation's current D&I status, capability gaps, etc
- Best Practice Comparison – Review and reporting on best practice comparison(s)
- Reporting and Recommendations – A report on the findings of the needs analysis and recommendations for successfully achieving the required change
- Implementation Strategy – A clear, manageable, and measurable strategy/structure for implementation and roll-out of the identified/agreed initiatives required to achieve the requirements of the legislation
- Implementation/Program Management – Implementation of the agreed initiatives and, if required, full or co-management of the program
- ELT/SLT Capability Uplift – Sessions and/or coaching designed and developed specifically to assist Executive/Senior Leadership Teams identify, understand, and address the diversity and inclusion needs of their organisation*
- Organisational Capability Uplift – Workshops and/or coaching and support for the rest of the organisation (as identified/required) such as Diversity and Inclusion Awareness and Leadership courses and First Nations Recruitment, Training, and Retention*
- Measurement and Reporting – Ongoing support, measurement, and reporting on the impact of the program

*Capability uplift sessions and coaching is contextualised to the needs of each organisation and can be delivered face-to-face, virtually, online, or in a blended format.



ABOUT THE QUEENSLAND DEI GROUP

You've undertaken your audit and developed a strategy and plan to address the requirements of the Act. You may also have some highly skilled and experienced individuals and maybe even teams to help your department deliver on the plan.

Problem: You do not have the capacity or resources to deliver all aspects of your plan.

That's where the Queensland DEI Group can help.

The Queensland DEI Group is a strategic partnership of four organisations, each with extensive experience working with public sector organisations across Australia in the provision of the various services and expertise identified as integral to successfully achieving the requirements of the Act.

Through this consortium of expert partners, we will work with you (where required) to assist you to turn your action plans into an implementable and measurable program for success. Our team includes D&I experts and program specialists with proven records of implementing organisation-wide solutions, who can provide as much or as little, assistance as you need to ensure your program is a success.

We know one size does not fit all when it comes to government departments!

Our initial needs analysis will jointly explore your agency's requirements, identifying opportunities and challenges for implementing your action plans. Diversity and Inclusion literature highlights the importance of clearly identifying the specific problem you are trying to solve in your agency and how you will measure its success, and we also offer the option of trialling initiatives on a smaller scale first to test their effectiveness before investing organisation wide. We then work with you to co-create the program of work.

Our intervention options include, but are not limited to, executive briefings, leadership coaching and sponsorship programs, workshops, and consulting services delivered through our various partners.



ABOUT THE QUEENSLAND DEI GROUP PARTNERS



JAMES COOK UNIVERSITY, BRISBANE

James Cook University, Brisbane (JCUB) draws on the expertise of the JCU Public Service Academy and a team of academics working in research themes such as 'The changing nature of work and organisations' and 'Managing diversity for organisational competitiveness'. In the delivery of its diversity and inclusion programs, JCUB combines university thought leadership on the topic of diversity, equity, equality, and inclusion with benchmark understanding and experience of providing training and coaching to executives and senior leaders in Australian public sector organisations.

Additionally, JCUB offers special discounted rates to Queensland Government organisations looking to support their First Nations and/or minority group future leaders with scholarships for post-graduate qualifications.



AUSTRALIAN PUBLIC SECTOR TRAINING

Australian Public Sector Training (APST) is Australia's only training provider focussed solely on the capability development of people working in government organisations and was founded specifically to address the unique challenges faced by people working in this sector. Its Diversity and Inclusion, and Cultural Awareness training and coaching builds the knowledge and capabilities identified as essential for achieving meaningful change in the public sector.



TANNER JAMES

Founded in 1994, the Tanner James (TJ) team has an unrivalled track record of assisting Australian Government organisations in the successful implementation of policy, having worked with over fifty departments and agencies in the past three decades. This is achieved via program and project management consulting and capability uplift developed specifically for public sector organisations, resulting in a clear and proven framework for the attainment of targeted outcomes.



RUSSO GROUP FIRST NATIONS PROGRAMS

The Russo First Nations Employment and Training (RFNE&T) team has many years of experience of, and an outstanding record of success in, co-designing and implementing employment, training, and retention strategies to support employers in meeting their Indigenous employment targets. Additionally, the team offers First Nations Cultural Awareness training and coaching designed specifically to assist public sector managers and staff better understand First Nations culture.

PROGRAMS AND SERVICES

EXECUTIVE BRIEFING (ALL PARTNERS)

One of the key factors for success in the implementation of any new program or policy is the understanding, involvement, and influence of the Executive Team.

Provided at no cost, these briefings, typically 1-2 hours in length, are delivered (dependant on organisational requirement) by representatives of one or more of The DEI Group. They provide Senior Executives with a sound understanding of the key considerations of achieving the requirements of the Act, such as identified needs, strategies for success, resources required to achieve targeted outcomes, and more.

However, perhaps of most importance, the briefing assists executives to identify the ways they can positively impact on successful outcomes.

NEEDS ANALYSIS (APST)

As mentioned previously, established Diversity and Inclusion research and literature highlights the importance of clearly identifying the specific problem you are trying to solve in your organisation and how you will measure its success.

Our needs analysis (building, where relevant, with analysis already conducted by the organisation) will jointly explore your agency's requirements and provide a clear report that identifies the opportunities and challenges for implementing your action plans.

POLICY IMPLEMENTATION (TJ)

Implementing policy successfully (especially when the achievement and reporting of key mandated outcomes is paramount), requires a framework for execution that's proven to be structured, manageable, measurable, and reliable.

The DEI Group offers the following consulting services and capability development courses to assist organisations in developing and executing a successful implementation strategy, as well as develop the internal expertise for the ongoing management of the program:

- Policy Implementation Consulting
- Program Best Practice Comparison
- Program Health Checks
- Policy Implementation Strategy Development and Planning
- Policy Implementation Assistance
- Program and Project Management Training Courses
- Program and Project Management Coaching

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The proven frameworks are drawn from, and PPM training courses offered in, include:

- PRINCE2® - The world's most practised project management method, and the de facto standard for Australian public sector projects. PRINCE2 provides guidance that gives individuals and organisations the essentials of running a project
- PRINCE2 Agile® - Combining the flexibility and responsiveness of Agile with the clearly defined framework of PRINCE2, PRINCE2 Agile integrates with portfolio, program, and project management, enabling faster and better decision-making, and accelerating the policy-planning cycle, enabling earlier delivery of benefits at the program level
- MSP® (Managing Successful Programmes) – This framework enables departments and agencies to turn a major policy objective into a reality. It minimises risk, manages dependencies, and prioritises the benefits required from change by focusing on managing large-scale change and stakeholders, and delivering strategic objectives

CAPABILITY DEVELOPMENT COURSES

The first key step in creating significant organisational culture change is awareness - at every level - of the benefits, challenges, opportunities, etc of a diverse, equitable, and inclusive workforce and, importantly, how each individual can assist in achieving meaningful change.

Additionally, staff in groups that have traditionally not enjoyed the opportunities, benefits, pay, etc as those in other groups often require specialised, targeted training that develops the knowledge, capability, and confidence required to close the gap.

The DEI Group offers the following qualifications/certifications and capability development short courses, all of which have been developed to be highly engaging, and discussion, shared learning, and activity focused workshops:

SHORT COURSES

- Diversity, Equity, and Inclusion for Middle and Senior Managers – One Day (JCUB)
- Diversity, Equity, and Inclusion for Frontline Managers/Supervisors – One Day Blended (APST)
- Diversity, Equity, and Inclusion for the Workforce – Half Day (APST)
- Allying - How you can assist and support diversity, equity, and inclusion in your organisation - Half Day Blended (APST)
- First Nations Cultural Awareness for Middle and Senior Managers – Half Day (RFNE&T)
- First Nations Cultural Awareness for Frontline Managers/Supervisors – Half Day (RFNE&T)
- First Nations Cultural Awareness for the Workforce – Half Day (RFNE&T)
- Leadership for Middle and Senior First Nations Managers – Three Days (JCUB & RFNE&T)
- Leadership for Middle and Senior Female Managers – Three Days (JCUB)
- Leadership for Middle and Senior Managers from Minority Groups – Three Days Blended (JCUB)
- An Introduction to Frontline Leadership for Managers from Minority Groups – Three Days Blended (APST)
- An Introduction to Frontline Leadership for First Nations Managers – Three Days (RFNE&T)
- An Introduction to Frontline Leadership for Female Managers – Three Days Blended (APST)
- An Introduction to Australian Workplace Culture – Half Day Blended (APST)

QUALIFICATIONS AND CERTIFICATIONS

- Graduate Certificate in Business Administration (JCUB)*
- Graduate Diploma in Business Administration (JCUB)*
- Master of Business Administration/MBA (JCUB)*
- Graduate Certificate in Project Management (JCUB)*
- The Diploma of Leadership and Management (for First Nations Managers) – 12 Unit VET Qualification (RFNE&T)
- Professional Certificate in Leadership for Managers from Minority Groups - Eight Days (APST)
- Professional Certificate in Leadership for Female Managers - Eight Days (APST)
- MSP (Managing Successful Programs) Foundation – Three Days (TJ)[†]
- PRINCE2 Foundation – Three Days (TJ)[†]
- PRINCE2 Agile Foundation – Three Days (TJ)[†]

*JCUB offers special discounted rates to Queensland Government organisations looking to support their First Nations and/or minority group future leaders with scholarships for post-graduate qualifications

[†]For those completing the FDN, Two Day Practitioner level courses are also available

COACHING AND MENTORING

Research shows that regular coaching and/or mentoring has a significant impact on the achievement of targeted learning outcomes, especially when provided in conjunction with other capability development initiatives. The DEI Group therefore offers the following coaching and mentoring options:

- One-on-One Diversity, Equity, and Inclusion Leadership Coaching/Mentoring for Middle and Senior Managers
- One-on-One Diversity, Equity, and Inclusion Leadership Coaching/Mentoring for Frontline Managers/Supervisors
- One-on-One Coaching/Mentoring for Middle and Senior Managers from Minority Groups
- One-on-One Coaching/Mentoring for First Nations Middle and Senior Managers
- One-on-One Coaching/Mentoring for Female Middle and Senior Managers
- One-on-One and/or Group Coaching/Mentoring for Frontline Managers/Supervisors from Minority Groups
- One-on-One and/or Group Coaching/Mentoring for First Nations Frontline Managers/Supervisors
- One-on-One and/or Group Coaching/Mentoring for Female Frontline Managers/Supervisors
- One-on-One and/or Group Coaching/Mentoring for Recruits from Minority Groups
- One-on-One and/or Group Coaching/Mentoring for First Nations Recruits

FIRST NATIONS RECRUITMENT, TRAINING, AND RETENTION

In addition to the capability development programs listed previously, Russo First Nations Employment and Training is a team of highly experienced Indigenous and Torres Strait Islander consultants who specialise in offering the following services:

- Elder and Community Engagement and Liaison Services
- First Nations Staff Recruitment
- First Nations Staff Training
- First Nations Staff Retention Strategy Advisory Services
- Post-Placement Workplace Mentoring and Support
- First Nations Funding and Wage Subsidy Identification (and assistance with application)
- First Nations Apprenticeship Pathways
- First Nations Cultural Awareness and Leadership Development Courses (see previous Capability Development Courses section)

NB Funding may be available for some of the above services

CLIENT SERVICES MANAGEMENT

From venue and facilitator bookings, to program impact measurement and reporting, The DEI Group has the resources required to ensure that the services provided are managed reliably and effectively.

OTHER SERVICES

Should you require additional services to reach your targeted D&I goals, such as scaling, course licencing for delivery by internal facilitators, online course licencing, Train-the-trainer courses, and VR/AI solutions, information on these, and other services offered by the Queensland DEI Group, can be found on our website.

QUEENSLAND PUBLIC SECTOR PROVIDER

Australian Public Sector Training (part of The Training Group Pty Ltd), the group's managing partner, is an approved provider of training and development programs to Queensland Government organisations.



ENGAGING THE PUBLIC SECTOR ACT 2022 D&I GROUP

To find out more about the services outlined in this brochure and/or to organise an initial information/Q&A session, please go to ImplementingtheQLDPublicSectorAct2022.com.au or contact the group's managing partner, Australian Public Sector Training, at enquiries@aps-training.com.au or by phone on 1300 790 311.