## DJPR LGBTI INCLUSION STRATEGY



## GOALS

Policy and practice	Strategy and accountability	Capability	Employee network and LGBTI allies	A visible focus on inclusion	External engagement
Our human resources practices and policies are based on best practice to support inclusive outcomes for LGBTI team members	We have a strategic approach to LGBTI inclusion and this is strengthened through governance and reporting	The department is building its capability in LGBTI inclusion at all levels across the organisation	Our staff-led network and allies are engaged and supported to lead LGBTI inclusion	We all contribute to an inclusive workplace and our commitment is evident both internally and externally	The department actively participates in whole of Victorian Government initiatives and engages with the community on LGBTI inclusion
		STRATEGIC ACTION	AREAS FOR 2018-21		
Promote the department's strategic focus on LGBTI inclusion	Launch and implement the DJPR LGBTI Inclusion Strategy	DJPR team members participate in LGBTI training, events and conferences	Establish a DJPR Pride Network	Evidence of LGBTI inclusion is visible across the organisation and its communication methods and channels	Department representatives participate in the VPS Pride Council and the LIPS Network for diversity practitioners
Strengthen the department's focus on LGBTI inclusion regarding Equal Employment Opportunity, Anti-Discrimination, Bullying and Harassment	Our annual Australian Workplace Equality Index or similar benchmarking results contribute to the strategy's continuous improvement	Make available targeted training, such as for managers, new starters, HR teams and executives	The DJPR Pride Network is active, sustainable and meets regularly	The DJPR Pride Network achievements are promoted and acknowledged	Our initiatives engage with LGBTI people, organisations, community groups and events, such as through the Jobs Victoria Employment Network
				Key dates are acknowledged	The department
Promote the department's inclusion of intersex, trans and gender diverse employees, including by developing transition support guides	Governance, performance measures and reporting support the delivery of the DJPR LGBTI Inclusion Strategy	Internal resources and tools are available to support capability development	LGBTI allies are active and engaged to support LGBTI inclusion	and celebrated, such as Midsumma Festival, IDAHOBIT, Wear It Purple Day, Transgender Days of Visibility & Remembrance, World AIDS Day	learns from others and establishes itself as a leader on LGBTI inclusion within the Victorian government sector