On this page:

Inclusion and Diversity Framework
Inclusion plans
Senior Executive Service (SES) inclusion and diversity champions
Employee Networks

Inclusion and Diversity Framework

The Inclusion and Diversity Framework sets out the Agency’s commitment for all our staff, including the following diversity groups:

- people with disability
- neuro-diverse people
- gender equity
- First Nations peoples
- people from culturally and linguistically diverse backgrounds
- mature age and inter-generational workforce
- lesbian, gay, bisexual, transgender, intersex, queer, asexual plus people.

We want everyone who works at, or comes into contact with, the Agency to feel valued.

We’re proud to be an inclusive workplace, where everyone feels connected, included and able to bring their authentic selves to work.

- Download the Inclusion and Diversity Framework PDF file - 2.90 MB

Inclusion plans

Diversity group	Inclusion plan	Status
People with disability	• NDIA Disability Inclusion Plan 2022-25 (PDF 2.6MB) • NDIA Disability Inclusion Plan 2022-25 - Easy Read (PDF 4.8MB)	In action In action

Diversity group	Inclusion plan	Status
First Nations Peoples	• Innovate Reconciliation Plan 2024-2026 (PDF 6.1MB) • Innovate Reconciliation Plan 2024-2026 - Easy Read (PDF 6.1MB)	In action In action
LGBTIQA+	• NDIA LGBTIQA+ Rainbow Commitment Statement (PDF 157KB) • LGBTIQA+ Action Plan	In action Developing in 2026
Gender Equity	• NDIA Gender Equity Action Plan (PDF 1.4MB) • NDIA Gender Equity Action Plan - Easy Read (PDF 7.2MB) • NDIA WGEA Employer Statement 2024 (PDF 156KB)	In action In action
People from Culturally and Linguistically Diverse backgrounds (CALD)	• NDIA CALD Inclusion Plan 2024-2027 (PDF 4.4MB) • Easy Read NDIA CALD Inclusion Plan 2024-2027 (PDF 4.62MB)	In action
Mature Age and Intergenerational Workforce	• NDIA Mature Age and Intergenerational Workforce Inclusion Plan	Developing in 2026
Neurodivergent People	• NDIA Neuroinclusion Plan	Developing in 2026

Senior Executive Service (SES) inclusion and diversity champions

The Agency has created SES Champion roles to boost inclusion for all diversity groups.

Champions sponsor, support and promote activities to improve visibility and acceptance for different diversity groups.

Champions help show strong leadership around inclusion and diversity.

The Agency has a disability champion, neuroinclusion champion, First Nations champion, First Nations allyship champion, LGBTIQA+ champion and a CALD champion. We will add more champions as we create new inclusion plans.

Employee Networks

NDIA employee networks exist to create an open and inclusive workplace culture where diversity is acknowledged, respected and celebrated.

The Agency currently has five employee networks:

- Employee Disability Network
- First Nations Employee Network
- LGBTIQA+ Staff and Allies Network
- Culturally and Linguistically Diverse (CALD) Staff Network
- Gender Equity Staff Network.
- Neuroinclusion Network

NDIS employee networks video

To learn more about the importance of these networks, and to understand why they are integral to the Agency, check out the video below:

Transcript for 'NDIA employee networks'

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