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## Inclusion and Diversity Framework

The [Inclusion and Diversity Framework \(PDF 3MB\)](#) sets out the Agency's commitment for all our staff, including the following diversity groups:

- People with disability
- Gender equality and families
- 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.

## Inclusion plans

Diversity group	Inclusion plan	Status
People with disability	<ul style="list-style-type: none"> <li>• <a href="#">Disability Strategy and Action Plan 2018-20 (PDF 4.57MB)</a></li> <li>• <a href="#">Easy Read Disability Strategy and Action Plan 2018-20 (PDF 763KB)</a></li> <li>• <a href="#">NDIA Disability Inclusion Plan 2022-25 (PDF 2.6MB)</a></li> <li>• <a href="#">NDIA Disability Inclusion Plan 2022-25 - Easy Read (PDF 4.8MB)</a></li> </ul>	<p>Complete</p> <p>Complete</p> <p>In action</p> <p>In action</p>

Diversity group	Inclusion plan	Status
First Nations Peoples	<ul style="list-style-type: none"> <li>• <a href="#">Innovate Reconciliation Action Plan 2019 - 2021 (PDF 2.99MB)</a></li> <li>• <a href="#">Innovate Reconciliation Action Plan 2019 - 2021 in Easy Read (PDF 3.57MB)</a></li> <li>• <a href="#">Innovate Reconciliation Plan 2024-2026</a></li> <li>• <a href="#">Aboriginal and Torres Strait Islander Employment Strategy (PDF 7MB)</a></li> <li>• <a href="#">NDIA First Nations Employment and Inclusion Plan 2022-25 (PDF 8MB)</a></li> <li>• <a href="#">NDIA First Nations Employment and Inclusion Plan 2022-25 - Easy Read (PDF 4MB)</a></li> </ul>	<p>Complete</p> <p>Complete</p> <p>Developing</p> <p>Complete</p> <p>In action</p> <p>In action</p>
LGBTIQA+	<ul style="list-style-type: none"> <li>• <a href="#">NDIA LGBTIQA+ Inclusion Plan 2021-23 (PDF 2.6MB)</a></li> <li>• <a href="#">NDIA LGBTIQA+ Inclusion Plan 2021-23 - Easy English (PDF 3.3MB)</a></li> <li>• <a href="#">NDIA LGBTIQA+ Rainbow Commitment Statement (PDF 157KB)</a></li> </ul>	<p>Complete</p> <p>Complete</p> <p>Complete</p>
Gender Equality and Families	<ul style="list-style-type: none"> <li>• <a href="#">NDIA Gender Equality and Families Inclusion Plan</a></li> </ul>	<p>Developing</p>
People from Culturally and Linguistically Diverse backgrounds (CALD)	<ul style="list-style-type: none"> <li>• <a href="#">NDIA CALD Inclusion Plan 2024-2027 (PDF 4.4MB)</a></li> <li>• <a href="#">Easy Read NDIA CALD Inclusion Plan 2024-2027 (PDF 4.62MB)</a></li> </ul>	<p>In action</p>

Diversity group	Inclusion plan	Status
Mature Age and Intergenerational Workforce	<ul style="list-style-type: none"> <li>• NDIA Mature Age and Intergenerational Workforce Inclusion Plan</li> </ul>	Developing in 2025

## 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, Indigenous Champion LGBTIQ+ 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 four employee networks:

- Employee Disability Network
- First Nations Employee Network
- LGBTIQ+ Staff and Allies Network
- Culturally and Linguistically Diverse (CALD) Staff Network

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