

HealthShare Victoria Diversity and Inclusion Plan 2023–2026



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Acknowledgement of Traditional Owners

HealthShare Victoria acknowledges the First Nations people as the Traditional Owners of the lands throughout Victoria and pays respects to Elders past and present.

HSV acknowledges the Wurundjeri and Bunurong people, the owners of the lands where HSV workplaces are located.

Acronyms and abbreviations

ELT	Executive Leadership Team
HSV	HealthShare Victoria
IPAA	Institute of Public Administration Australia
LGBTIQ+	Lesbian, Gay, Bisexual, Trans and Gender Diverse, Intersex and Queer
VPS	Victorian Public Sector
VPSC	Victorian Public Sector Commission

Relevant legislation

- *The Equal Opportunity Act 2010* (Vic)
- *The Charter of Human Rights and Responsibilities Act 2006* (Vic)
- *Disability Discrimination Act 1992* (Cth)
- *Racial Discrimination Act 1975* (Cth)
- *Sex Discrimination Act 1984* (Cth)
- *Age Discrimination Act 2004* (Cth)
- *Disability Act 2006* (Vic)
- *Gender Equality Act 2020* (Vic)

References

- [HSV Gender Equality Action Plan](#)
- [HSV BeSafe Strategy](#)
- [Pride in our future: Victoria's LGBTIQ+ strategy 2022-2032](#)
- [Inclusive Victoria: State disability plan 2022-2026](#)
- [Safe and strong: Victoria's Gender Equality Strategy](#)
- [Aboriginal and Torres Strait Islander Cultural Safety Framework](#)

Chief Executive's foreword

HealthShare Victoria (**HSV**) values and recognises the benefits of diversity and aims to foster a safe, diverse, fair and inclusive workforce. Diverse workplaces that reflect the wider Victorian community support more meaningful workplace discussions and help us relate to the unique needs of our stakeholders including our key public health sector customers.

Our many different cultures, languages and beliefs contribute to our organisational strength. Our diversity brings together different talents, and our broad set of experiences helps us in working towards a common goal. We also improve by learning from each other's experiences, embracing different perspectives and world views, increasing creativity and the ability to have a more diverse set of solutions to any problem.

HSV is committed to Victoria's public sector values, which align to our values of being customer-centric, accountable, respectful, solutions-focused and open. We expect, support and encourage our people to model inclusive behaviour in the workplace and embody the value of respect so that individuals are not disadvantaged by difference.

HSV's BeSafe strategy supports our diversity and inclusion focus. The strategy's pillars are based on trust, leadership, communication, ownership, capability, wellbeing and risk management, all of which foster a physically and psychologically safe workplace.

Our people are guided by an understanding that everyone has a role in building a high-performing, positive and inclusive culture. Every interaction we have with colleagues, stakeholders and the health sector community reflects our culture:

- everyone can understand how what they say and do impacts on others
- everyone can ask if they are contributing to a positive, safe and inclusive place to work
- every action we take is an opportunity for inclusion.

Our plan to foster and develop diversity and inclusive practice in our workplace is fundamental to our organisation. People are the foundation of everything we do at HSV. Working with people – and recognising how we are different and similar – is essential to building an organisation that can effectively support and service our diverse stakeholders.

Whether it's in the way we recruit people, how we interact with each other in a meeting, or celebrating our different backgrounds, diversity and inclusion are essential.

As part of our Diversity and Inclusion Plan, we have a comprehensive Gender Equality Action Plan in place. We promote access to equal opportunities – regardless of gender – and treat **everyone** with dignity, respect and fairness.

Neil Rodaway

Chief Executive

Introduction

HealthShare Victoria was established on 1 January 2021 as an independent public sector and commercially oriented provider of supply chain services to partner with Victoria's public health services and suppliers in delivering best-value health-related goods and services.

Our work reflects the diversity of Victoria's public health services, ranging from small bush nursing hospitals in tiny rural towns to sizeable health service campuses serving large metropolitan populations.

Similarly, HSV's workforce comprises diverse cultural groups, with more than a dozen different nationalities and backgrounds represented. Building on our proud history of inclusion, we continue to strive to be an organisation that is respectful, inclusive and promotes diversity.

In serving Victoria's public health sector, we recognise that reflecting the diversity of the community we represent will help us to better understand their priorities and requirements.

This plan outlines our strategy to foster and develop diversity and inclusion for the next four years. It highlights a focus on raising awareness, promoting the tangible benefits of inclusion and supporting our workforce in valuing diversity and workplace respect.

Through this plan we will build and embed a culture that provides equal opportunities for all and supports individuals to embrace difference and create a safe, effective and healthy workplace environment.

This Diversity and Inclusion Plan is widely communicated across HSV and accommodates employee feedback. Actions have been designed to engage our internal and external stakeholders in activities to promote awareness, understanding and capability.

We have six key focus areas in which we believe we can drive positive cultural change and build greater awareness and inclusive practice:

- accessibility
- cultural diversity
- First Nations People inclusion
- gender equality
- Lesbian, Gay, Bisexual, Trans and Gender diverse, Intersex and Queer (LGBTIQ+) inclusion
- mental health.

Understanding diversity and inclusion

Diversity

Individuals bring unique characteristics, backgrounds and perspectives and, in doing so, contribute to an organisation's community and culture. At HSV, we embrace and celebrate our employees' differences including:

- age
- carer and parental status
- disability (including physical, sensory and intellectual disability, work-related injury, medical conditions, and mental, psychological and learning disabilities)
- employment activity
- gender identity
- lawful sexual activity and sexual orientation
- intersex status
- industrial activity
- marital status
- physical features
- political belief or activity
- pregnancy and breastfeeding
- profession, trade or occupation
- race (including colour, nationality, ethnicity and ethnic origin)
- religious belief or activity
- sex
- sex characteristics
- expunged homosexual conviction
- spent convictions
- personal association with someone who has, or is assumed to have, one of these personal characteristics.

Diversity also encompasses a person's individual characteristics, such as their professional skill, working style and life experience.

Inclusion

Inclusion allows an organisation to enjoy and leverage the diversity of its people to achieve better results. On a day-to-day level, inclusion means having respect for the differences that diversity brings and ensures that equal opportunity is provided to all. Inclusive workplaces empower people to contribute their experiences, ideas and skills for the benefit of the organisation.

An inclusive workplace is one where all employees feel valued and respected, and are recognised for their abilities, unique qualities and perspectives. It involves removing barriers to ensure everyone can take part and access opportunities to contribute to achieving organisational outcomes.

Benefits of diversity and inclusion

There are many benefits for HSV in embracing a diverse and inclusive workforce that reflects the broader community. These include:

- providing a safe and healthy workplace where employees can feel comfortable being themselves, without risk to their physical and psychological health
- the ability to draw on a diverse set of perspectives to improve decision-making, drive innovation and a high-performing culture, which all support better organisational results
- increased empathy and ability to understand and meet the needs of customers
- being able to promote HSV as an employer of choice to attract and retain talent by demonstrating our commitment to diverse and inclusive work practices
- high levels of employee engagement and improved employee wellbeing.

Diversity and inclusion supports HSV's business strategy

Figure 1: HSV business strategy



Speak Up: Creating a safer, more inclusive culture

HSV's ethical leadership and cultural change program 'Speak Up' is an experiential learning program. It empowers employees to speak up about behaviours that aren't in line with our values, and with their ideas and improvements and to give respectful feedback to colleagues.

The program focuses on honing ethical problem-solving skills. It is based on behavioural research that says practising how you will respond to a situation and what you will say means you are more likely to 'speak up' when a situation arises.

Speak Up involves an induction program for new starters followed by regular cross-functional group discussions across the organisation. Speak Up discussions focus on diversity, inclusion and cultural change. Speak Up topics with a diversity and inclusion focus to date have included:

- everyday sexism
- age discrimination
- change and resilience
- micro-behaviours and affirmations.

The Speak Up program is supported by the Ethical Leadership Committee, a cross-functional group of employees who support HSV's inclusion initiatives. The Ethical Leadership Committee aims to:

- support the Chief Executive and Executive Leadership Team (ELT) in leading initiatives and activities that embed ethical leadership practice and facilitate change
- coordinate cross-functional activities that support cultural change, including continuous improvement initiatives which help drive implementation of upward feedback actions across HSV
- champion and model ethical leadership practice and a 'speak up' culture across HSV.

Our commitment to diversity

HSV has developed actions for each diversity focus area (accessibility, cultural diversity, First Nations people inclusion, gender equality, LGBTIQ+ inclusion and mental health), outlining initiatives that contribute to building an inclusive organisational culture at HSV. These actions, outlined in Figure 2, apply across the Diversity and Inclusion Plan's three areas of commitment.

Figure 2: HSV's commitment to diversity and inclusion

Commitment	Initiative
Supporting understanding	Develop resources, provide information, raise awareness and celebrate diversity and inclusion at HSV.
Building capability	Provide opportunities to increase employee capability and ensure HSV's physical environment, systems and processes are free from unintended bias and promote inclusion for all.
	Provide and maintain a working environment that is safe and without risks to employee health.
Striving for excellence	Engage with specialist organisations and networks to leverage best practice.

Evaluating success

HSV's People, Culture and Safety team will oversee delivery of this plan and report progress to the ELT. In addition, we will regularly monitor and evaluate our success using the following mechanisms and data:

- evaluating feedback and information received from the annual People Matter Survey and periodic temperature check surveys
- conducting organisational assessments to provide information on current state and guidance on future actions
- monitoring changes in our diversity-focused people metrics
- monitoring and evaluating attendance and survey responses at HSV events and training
- assessing compliance measures through HSV's online eLearning platform.

Successful implementation of the action plan and participation in Ethical Leadership Committee initiatives across HSV will indicate that we are achieving our planned objectives. Increasing HSV's engagement in diversity and inclusion principles and activities will demonstrate our commitment to our ongoing development as an inclusive workplace.

Diversity and inclusion organisational actions

Figure 3 outlines HSV's objectives and actions that apply across all six of our diversity focus areas. These actions and initiatives aim to promote awareness amongst our team members and develop employee capability.

Figure 3: Supporting understanding and building capability in diversity and inclusion

Supporting diversity and inclusion understanding	
Objective	Action
Continue to champion inclusion and embed a 'speak up' culture	<p>Continue to empower everyone at every level at HSV to speak up with their ideas and improvements, about behaviours that aren't in line with our values and to give respectful feedback to colleagues.</p>
Implement an annual calendar of events to celebrate and raise awareness	<p>Implement a calendar of events via the Health and Wellbeing Committee (HAWC) for days of significance to promote awareness and/or celebrate. This may include engaging external speakers to present to employees, learning lunches and promoting Victorian Public Sector (VPS) and community events.</p> <p>Events can include:</p> <ul style="list-style-type: none"> • 8 March: International Women's Day, a global day celebrating women's social, economic, cultural and political achievements • 21 March: Harmony Day, celebrating Australian multiculturalism, and the successful integration of migrants into our community • 1 May: international Day Against Homophobia, Biphobia, Interphobia and Transphobia, championing inclusion and building a better world for the LGBTI community • 27 May-3 June: National Reconciliation Week, a time for all Australians to learn about our shared histories, cultures and achievements and to explore how each of us can contribute to achieving reconciliation in Australia • Second or third week in June: Men's Health Week, promoting awareness of preventable health problems and encouraging early detection and treatment of disease among men and boys • Commencing first Sunday in July: National Aborigines and Islanders Day Observance Committee (NAIDOC) Week, celebrating the history, culture and achievements of Aboriginal and Torres Strait Islander Peoples

	<ul style="list-style-type: none"> • 12 September: R U OK? Day, promoting meaningful connections and support of others in suicide prevention • 10 October: World Mental Health Day, raising awareness of mental health issues around the world • Third week of October: International Pronouns Day, seeking to make respecting, sharing and educating about personal pronouns part of our everyday activity • November: Movember, supporting men's mental health, suicide prevention and testicular and prostate cancer awareness • 13-19 November: Transgender Awareness Week, helping to raise the visibility of transgender people and address issues faced by members of the community • 3 December: International Day of People with Disability, increasing public awareness, understanding and acceptance of people with disability and celebrating their achievements and contributions.
Promote HSV's Employee Assistance Program	Promote the ongoing support and availability of HSV's Employee Assistance Program (EAP) for all employees experiencing times of difficulty related to personal or work-based concerns.
Develop and promote support resources	Display and promote key external support agencies for a range of personal circumstances, e.g. Lifeline.
Encourage self-disclosure, to assist in collecting diversity-focused people metrics	<p>Encourage participation in the People Matter Survey, to enable monitoring of changes in HSV's demographic.</p> <p>Celebrate HSV's diverse workforce by promoting and celebrating diversity data through events such as Harmony Day.</p>
Building diversity and inclusion capability	
Objective	Action
Learning and development focused on diversity and inclusion	<p>New starters complete Diversity and Workplace Respect training, including education on bullying, discrimination and sexual harassment.</p> <p>Regular learning and development communication and Speak Up topics.</p>

	<p>HSV's recruitment eLearning module educates hiring leaders and interview panel members about inclusive recruitment practice, recruiting for diversity and awareness of unconscious bias.</p> <p>Continue to explore options to support inclusion through learning opportunities, e.g. unconscious bias training.</p>
Support flexibility	<p>Continue to build people leader capability to support flexibility for employees and respond to flexible work requests.</p>
Recruitment and induction procedures ensure HSV practice is free from unintended bias and inclusive for all	<p>Continue to review recruitment marketing and communication practices to advertise, attract and engage with a broad cross-section of the community. Promote diversity and inclusion in job advertisements, position descriptions and employee induction.</p> <p>Identify reasonable adjustments to ensure employees are able to undertake their duties without adversely affecting pre-existing medical conditions. Information gathered through HSV's Medical Declaration and Reasonable Adjustment Request Form helps to ensure HSV provides an accessible and inclusive work environment for all employees.</p>
Ensuring psychological safety at work	<p>Ensure psychological hazards and risks are incorporated into risk management and develop appropriate controls to support a psychologically safe workplace.</p> <p>Increase awareness and education on psychological safety by rolling out:</p> <ul style="list-style-type: none"> • a team building and fostering psychological safety workshop for all employees commencing in FY2023-24. • safety leadership training to all people leaders, People, Culture and Safety business partners and health and safety representatives commencing in FY2023-24.
Clear and easy to understand communication	<p>Use simple, plain English for internal and external communication.</p>

1. Accessibility

HSV aims to focus on the abilities of all people and achieve a workplace that is inclusive and welcoming of individuals with accessibility requirements and non-visible disabilities, such as mental illness. We will actively work towards bringing about qualitative change to support employees, consumers, community members and any person with disability engaging or interacting with HSV.

To assist in removing unintentional, indirect or direct disability discrimination, HSV regularly seeks employee feedback to better understand barriers to working and improving the accessibility of our physical workplace, ways of working and published information.

Figure 4: Supporting understanding, building capability and striving for excellence in accessibility

Supporting accessibility understanding	
Objective	Action
Engage employees in implementing actions and improving awareness of barriers to inclusion for employees with disability	<p>Deliver and communicate progress of HSV accessibility initiatives.</p> <p>Continue to improve accessibility awareness at HSV by consulting with employees and providing information and communication including:</p> <ul style="list-style-type: none"> recognising International Day of People with Disability, increasing public awareness, understanding and acceptance of people with disability and celebrating their achievements and contributions (3 December).
Building accessibility capability	
Objective	Action
Continue to review our work environment to implement changes that promote inclusion for all	<p>Increase accessibility to the HSV physical office environment and engage employees with disability in workplace design.</p> <p>Continue annual accessibility audits.</p> <p>Complete ergonomic assessments for all new employees and offer regular reviews to existing employees.</p> <p>Employees with accessibility requirements have Personal Emergency Evacuation Plans (PEEP) in place to support their safe evacuation in the event of an emergency.</p> <p>Provide reasonable adjustments to reduce barriers experienced by people with disability, including ICT assistance technologies.</p>

Improve accessibility of the intranet, HSV website and written documentation in line with government guidelines.

Accessibility will be considered when designing HAWC events.

Striving for accessibility excellence

Objective

Action

Engage with specialist organisations and networks to leverage best practice

Keep up to date with networks and resources to assess best practice initiatives and the benefits of implementation at HSV.

Maintain contact and engagement with Victoria's Office for Disability and the Enablers Network.

2. Cultural diversity

Effective cross-cultural engagement and communication is important for a productive, inclusive and high functioning workplace.

HSV strives to be an organisation that understands, supports, respects and celebrates diverse cultural characteristics. We believe that our multicultural community is vital to our success as an organisation.

With many different cultures, languages and beliefs, cultural diversity brings different talents together, working towards a common goal with a diverse set of skills. We can also improve by learning from each other's experiences, embracing different perspectives and world views, increasing creativity and the ability to have a more diverse set of solutions to any issue.

By encouraging and embracing diversity, we create a safe environment that drives innovation and inspires all employees to perform at their best.

Figure 5: Supporting understanding, building capability and striving for excellence in cultural diversity

Supporting cultural diversity understanding	
Objective	Action
Promote support resources to improve the level of cultural awareness amongst HSV employees	Continue to improve cultural awareness at HSV by providing information and communication including: <ul style="list-style-type: none"> Recognising Harmony Day, celebrating Australian multiculturalism and the successful integration of migrants into our community (21 March).
Analyse HSV's cultural demographic to reflect and share the benefits that diversity brings to organisational performance	Collect data on employee cultural backgrounds. Celebrate cultural diversity at HSV's annual Harmony Day event.

Building cultural diversity capability

Objective	Action
Explore cultural competence programs to embed diversity learnings in the workplace	Assess cultural competence programs and their application at HSV.
Undertake evaluation and review of HSV's diversity and inclusion effort through employee feedback surveys	Review and analyse employee feedback and People Matter Survey responses on cultural inclusion and develop action plans as appropriate.

Striving for cultural diversity excellence

Objective	Action
Engage with specialist organisations and networks to leverage best practice	Keep up to date with networks and resources to assess best practice initiatives and the benefits of implementation at HSV.

3. First Nations people inclusion

We acknowledge First Nations peoples as the world's oldest living culture, and the Traditional Owners of the lands and waters on which we live and work. We recognise the contribution of First Nations people and communities to Victorian life and how this continues to enrich our society.

In this plan, 'First Nations' refers to both Aboriginal and Torres Strait Islander people. HSV's role is to support Victoria's public health sector, and First Nations employees bring unique knowledge, skills and expertise to our workforce. They help us understand the needs and aspirations of the First Nations community in interacting with health services.

The actions we undertake aim to:

- increase our understanding of First Nations cultures in Australia
- acknowledge the historical events that have affected health, social and emotional wellbeing
- adopt practical strategies to working with First Nations peoples.

We believe that every person and every mainstream organisation can take responsibility for and work together to create culturally safe services and workplaces.

Through these initiatives, we hope to improve our attraction and retention of First Nations employees and broaden our cultural appreciation and understanding across the organisation.

We aim to develop a culturally safe environment for existing or future employees who choose to identify as First Nations. We also commit to continuing our engagement with external networks to support us in achieving these initiatives and improving our cultural competence.

The Department of Health's *Aboriginal and Torres Strait Islander cultural safety framework* describes culturally safe workplaces and services.

Key elements of culturally safe workplaces and services are:

- **Knowledge and respect for self:** Awareness of how one's own cultural values, knowledge, skills and attitudes are formed and affect others, including a responsibility to address their unconscious bias, racism and discrimination.
- **Knowledge of and respect for Aboriginal people:** Knowledge of the diversity of Aboriginal peoples, communities and cultures, and the skills and attitudes to work effectively with them.
- **A commitment to redesigning organisations and systems to reduce racism and discrimination:** Strategic and institutional reform to remove barriers to optimal health, wellbeing and safety outcomes for Aboriginal people.

- **Cultural safety is an ongoing learning journey:** An ongoing and responsive learning framework that includes the need to unlearn unconscious bias and racism and relearn Aboriginal cultural values.

Figure 6: Supporting understanding, building capability and striving for excellence in First Nations people inclusion

Supporting First Nations people understanding	
Objective	Action
Improve understanding of First Nations culture and promote support resources to improve awareness amongst HSV employees	<p>Encourage HSV events (e.g. team meetings) to commence with an Acknowledgement of Country.</p> <p>Continue to improve cultural awareness at HSV by providing information and communication including:</p> <ul style="list-style-type: none"> • subscribe to the <i>Koori Mail</i> newsletter to display in HSV's common areas • recognise NAIDOC Week, celebrating the history, culture and achievements of Aboriginal and Torres Strait Islander peoples (commencing the first Sunday in July) • recognise National Reconciliation Week, a time for all Australians to learn about our shared histories, cultures and achievements and to explore how each of us can contribute to achieving reconciliation in Australia (27 May-3 June) • continue to provide employees with the option to have a First Nations-designed lanyard for their building security pass.
Building First Nations people capability	
Objective	Action
Promote acknowledgement of cultural heritage	Display a plaque at HSV reception and in meeting rooms to demonstrate respect and awareness that HSV's tenancy resides on First Nations lands.
Promote HSV's position on inclusion for First Nations people	<p>Email signature templates include flag symbols that promote HSV's inclusion of First Nations people.</p> <p>Include an Acknowledgement of Country on the HSV website.</p>

Undertake evaluation and review of HSV's diversity and inclusion effort through employee feedback surveys

Review and analyse employee feedback and People Matter Survey responses on inclusion for First Nations people and develop action plans as appropriate.

Striving for First Nations people excellence

Objective

Action

Engage with specialist organisations and networks to leverage best practice

Keep up to date with networks and resources to assess best practice initiatives and the benefits of implementation at HSV.

4. Gender equality

HSV is committed to a workplace that values all contributions equally and achieves equal outcomes for our employees regardless of gender, sexual identity, gender identity or carer status.

Workplace gender equality ensures people have access to the same work opportunities, resources and rewards. Gender equality is a human right. It supports community connection and helps drive the economy while reducing violence and anti-social behaviour in our society.

HSV supports the gender equality principles outlined in the *Gender Equality Act 2020* (Vic) and commits to continuing our support for women, men and self-described genders in the workplace. Workplace gender equality at HSV helps ensure our people have equal access to work opportunities, resources and rewards based on capability and they can equally contribute to HSV being a great place to work.

HSV has a comprehensive Gender Equality Action Plan that aims to promote gender equality at HSV by focusing on our employees. With the development of tools to plan, measure and track progress towards gender equality it addresses requirements under the Act to improve workplace gender equality across the Victorian public sector.

In implementing this plan, we will continue to challenge unconscious bias in recruitment practice to achieve broadly equal outcomes for all genders, and to support women aspiring to leadership roles. We support the implementation and management of flexible work practices for all our employees and commit to removing discrimination based on gender and/or employees' caring responsibilities.

Figure 7: Supporting understanding, building capability and striving for excellence in gender equality

Supporting gender equality understanding	
Objective	Action
Engage employees in implementing the Gender Equality Action Plan and improving awareness of barriers to gender equality	<p>Deliver and communicate progress of HSV Gender Equality Action Plan initiatives.</p> <p>Continue to improve gender equality and awareness of barriers to gender equality by providing information and communication including by:</p> <ul style="list-style-type: none"> recognising International Women's Day, a global day celebrating women's social, economic, cultural and political achievements (8 March)

	<ul style="list-style-type: none"> recognising Men's Health Week, promoting awareness of preventable health problems and encouraging early detection and treatment of disease among men and boys (second or third week in June) recognising International Pronouns Day, which seeks to make respecting, sharing and educating people about personal pronouns part of our everyday (third week in October) recognising Movember, supporting men's mental health, suicide prevention and testicular and prostate cancer awareness (November).
Build awareness of family violence to enable employees to support colleagues, friends and family who may be experiencing family violence	Continue to provide family violence training to people leaders and employees.
Monitor HSV's gender pay equity	Continue to report gender pay equity to the HSV Executive Leadership Team.
Building gender equality capability	
Objective	Action
Improve employee understanding of workplace sexual harassment	Continue sexual harassment training as part of Diversity and Workplace Respect training for all new starters at HSV.
Undertake evaluation and review of HSV's diversity and inclusion effort through employee feedback surveys	Review and analyse employee feedback and People Matter Survey responses and develop action plans as appropriate.

Striving for gender equality excellence

Objective	Action
Engage with specialist organisations and networks to leverage best practice	Keep up to date with networks and resources to assess best practice initiatives and the benefits of implementation at HSV.

5. LGBTIQ+ inclusion

HSV is committed to raising awareness of the challenges faced by all people, including the specific challenges and experiences our LGBTIQ+ (lesbian, gay, bisexual, trans and gender diverse, intersex, queer, questioning and asexual) employees have at work, and to promote inclusion and workplace safety.

Sexuality and gender identity are a major part of who we are as individuals. Raising awareness and showing support for LGBTIQ+ employees helps support and encourage a diverse and inclusive workplace.

Addressing unconscious bias and discrimination is critical to creating a workplace that is inclusive and enables people to meet their potential and contribute to HSV's success.

In implementing this plan, we aim to raise awareness and promote resources that support employees at HSV.

Figure 8: Supporting understanding, building capability and striving for excellence in LGBTIQ+ inclusion

Supporting understanding in LGBTIQ+ inclusion	
Objective	Action
Promote supporting resources	<p>Continue to improve LGBTIQ+ awareness at HSV by providing information and communication including:</p> <ul style="list-style-type: none"> recognising International Day Against Homophobia, Biphobia, Interphobia and Transphobia, championing inclusion and building a better world for the LGBTIQ+ community (1 May) recognising Transgender Awareness Week, which helps to raise the visibility of transgender people and address issues community members face (13-19 November) providing employees with the option to have a rainbow lanyard for their building security pass.
Building capability in LGBTIQ+ inclusion	
Objective	Action
Promote HSV's position on inclusion for LGBTIQ+ people	Email signature templates include flag symbols that promote inclusion of LGBTIQ+ employees.

Undertake evaluation and review of HSV's diversity and inclusion effort through employee feedback surveys

Review and analyse employee feedback and People Matter Survey responses for employees who identify as LGBTIQ+ and develop action plans as appropriate.

Striving for excellence in LGBTIQ+ inclusion

Objective

Action

Engage with specialist organisations and networks to leverage best practice

Ensure HSV's practices are aligned to the Pride in our future: Victoria's LGBTIQ+ strategy 2022-23.

Keep up to date with networks and resources to assess best practice initiatives and the benefits of implementation at HSV – e.g. the VPS Pride Network, the public sector network for LGBTIQ+ employees and their allies.

6. Mental health

Mental health is a positive concept related to the social and emotional wellbeing of people and communities. It relates to how we enjoy life, our ability to cope with stress and sadness, the fulfilment of our goals and potential, and our sense of connection to others.

An estimated two in five Australians (42.9%) aged 16-85 have experienced a mental disorder at some time in their life, and one in five (21.5%) within the last 12 months (*National Study of Mental Health and Wellbeing 2020-2022*, Australian Bureau of Statistics).

In line with this statistic, we want to ensure that HSV employees experiencing mental health issues are free from stigma and discrimination, which can delay access to support and treatment.

The introduction of new psychological health regulations for Victorian employers in 2023-24 strengthens the occupational health and safety framework by recognising that hazards posing a risk to psychological health are no less harmful to employees' safety and wellbeing than physical hazards. These changes represent a significant strengthening of the legislation governing HSV's responsibilities for employee psychological wellbeing.

A psychologically healthy workplace protects and promotes good mental health and empowers people to seek help. In a psychologically safe environment, trust, openness and a sense of belonging can prosper. Mentally healthy workplaces are likely to be more productive, have lower employee absenteeism and be more attractive to prospective employees.

Figure 9: Supporting mental health understanding, building capability and striving for excellence

Supporting mental health understanding	
Objective	Action
Develop and promote supporting resources to increase mental health awareness amongst HSV employees	<p>Promote the work of mental health support organisations.</p> <p>Promote safety leadership and foster psychological safety through learning and development initiatives.</p> <p>Continue to improve mental health awareness at HSV by providing information and communication including by:</p> <ul style="list-style-type: none"> • recognising R U OK? Day, promoting meaningful connections and support of others in suicide prevention (12 September) • recognising World Mental Health Day, raising awareness of mental health issues around the world (10 October)

- recognising Movember, supporting men's mental health, suicide prevention and testicular and prostate cancer awareness (November)

Building mental health capability

Objective	Action
Develop internal capacity to effectively assist and support employees experiencing mental health problems during a crisis	Provide Mental Health First Aid training for a representative cross-functional group across HSV and mental health awareness training for HSV people leaders.
Undertake evaluation and review of HSV's diversity and inclusion effort through employee feedback surveys and risk assessments	<p>Review and analyse employee feedback and People Matter Survey responses and develop action plans as appropriate.</p> <p>Support employee psychological health and safety in the workplace by undertaking risk assessments and implementing relevant controls.</p> <p>Report negative behaviours, reportable psychosocial complaints and psychological health hazards/injuries in HSV's monthly safety performance dashboard.</p>

Striving for mental health excellence

Objective	Action
Engage with specialist organisations and networks to leverage best practice	Keep up to date with networks and resources to assess best practice initiatives and the benefits of implementation at HSV.