

DIVERSITY INCLUSION BELONGING

As the largest public health system in Australia, building a workforce that represents the community it serves is vital in delivering inclusive and responsive services.

To help achieve this, the Diversity Inclusion Belonging guide provides the direction for public health organisations to ensure local diversity initiatives align with, and deliver, diversity and inclusion goals set out in the Premier's Priorities. The guide acknowledges the elements of diversity and inclusion, the positives that come from individual differences and recognises the crucial role a sense of belonging plays in delivering an effective, functioning, diverse and inclusive workplace.



Secretary's Message

Dear Colleague

Each and every one of us working in NSW Health contributes to our world class health system and achieving the best health and wellbeing for patients and community. We are the largest public health system in Australia, with over 146,000 staff across the state who come from a diverse range of backgrounds. We reflect the community that we serve, which means that we can treat all our patients and clients with respect, understanding and compassion. Our diversity makes us the best we can be at serving our communities.

Diversity brings great things to our workplace culture, including our ability to work together, and to have a happy and productive workplace. Our workplace is one of respect, inclusion and belonging. This means treating everyone with courtesy and valuing everyone's contribution, regardless of their position, role, gender, ethnicity or physical ability. A lack of respect can be shown through behaviours such as gossiping, refusing to listen, excluding individuals from opportunities and social events, and being dishonest. In particular, racism has no place in NSW Health, and is directly contrary to our CORE values.

People are our most important resource. It is important that everyone feels valued and able to contribute to the best of their abilities.

I am committed to achieving a workplace culture that values and celebrates staff diversity. And NSW Health is committed to continuing to create an environment that is, physically and psychologically safe for Aboriginal people, and all our staff. Our aim is that from the first encounter with us, staff and patients know that workplace diversity is a positive and important part of how we work.

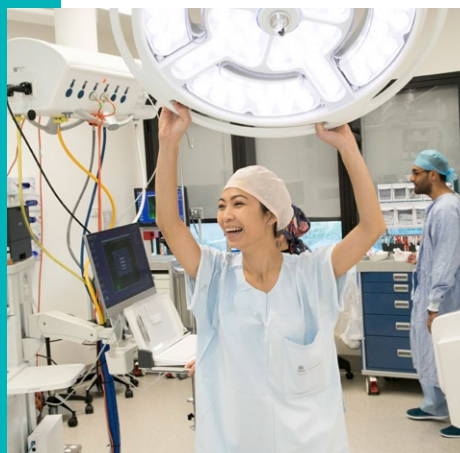
I encourage you to explore the Diversity Inclusion Belonging guide. Together we can make NSW Health the best place to work and the best health service possible for the people of NSW.

Elizabeth Koff
SECRETARY NSW HEALTH



Statement of Commitment:

NSW Health welcomes people from diverse backgrounds. We are committed to having a workforce that reflects the communities we serve.



Benefits of Diversity

Attract talent	Deliver the best health outcomes	Respectful culture	Understanding our community	Increase staff retention
Create advocates of staff to attract future talent	An engaged workforce delivers the best health outcomes for our community	Encourage a culture that reflects our CORE values and respects the differences each person can bring to our organisation	A workforce that understands our community's needs	Support our staff to continue their professional development while maintaining a balanced life

The NSW Health CORE values are reinforced in this Framework:



Collaboration

We work collaboratively with each other to achieve the best possible outcomes for our patients. Everyone working in NSW Health has a valuable role to play and contributes to achieving the best possible patient outcomes.



Openness

Openness in our communications builds confidence and cooperation. We encourage our patients, their carers and our staff to give us feedback to help us provide better services.



Respect

We respect the abilities, knowledge, skills and achievements of everyone working in NSW Health. We are all committed to providing health care that acknowledges and respects our patients and their carers.



Empowerment

All staff are empowered to do their best so that patients receive the best possible care and are able to make well informed and confident decisions about their treatment.

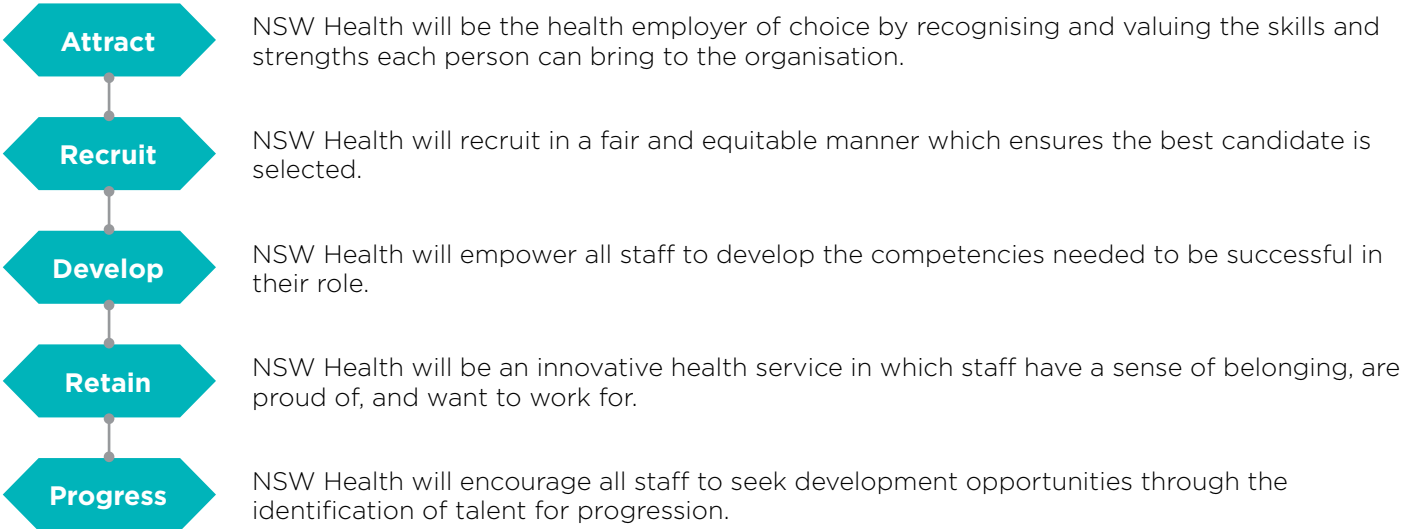
Premier's priorities

Double the number of Aboriginal and Torres Strait Islander people in senior leadership roles, increase the proportion of women in senior leadership roles to **50%** in the government sector, and double the representation of people with disability from **2.7%** to **5.6%** by **2025**.

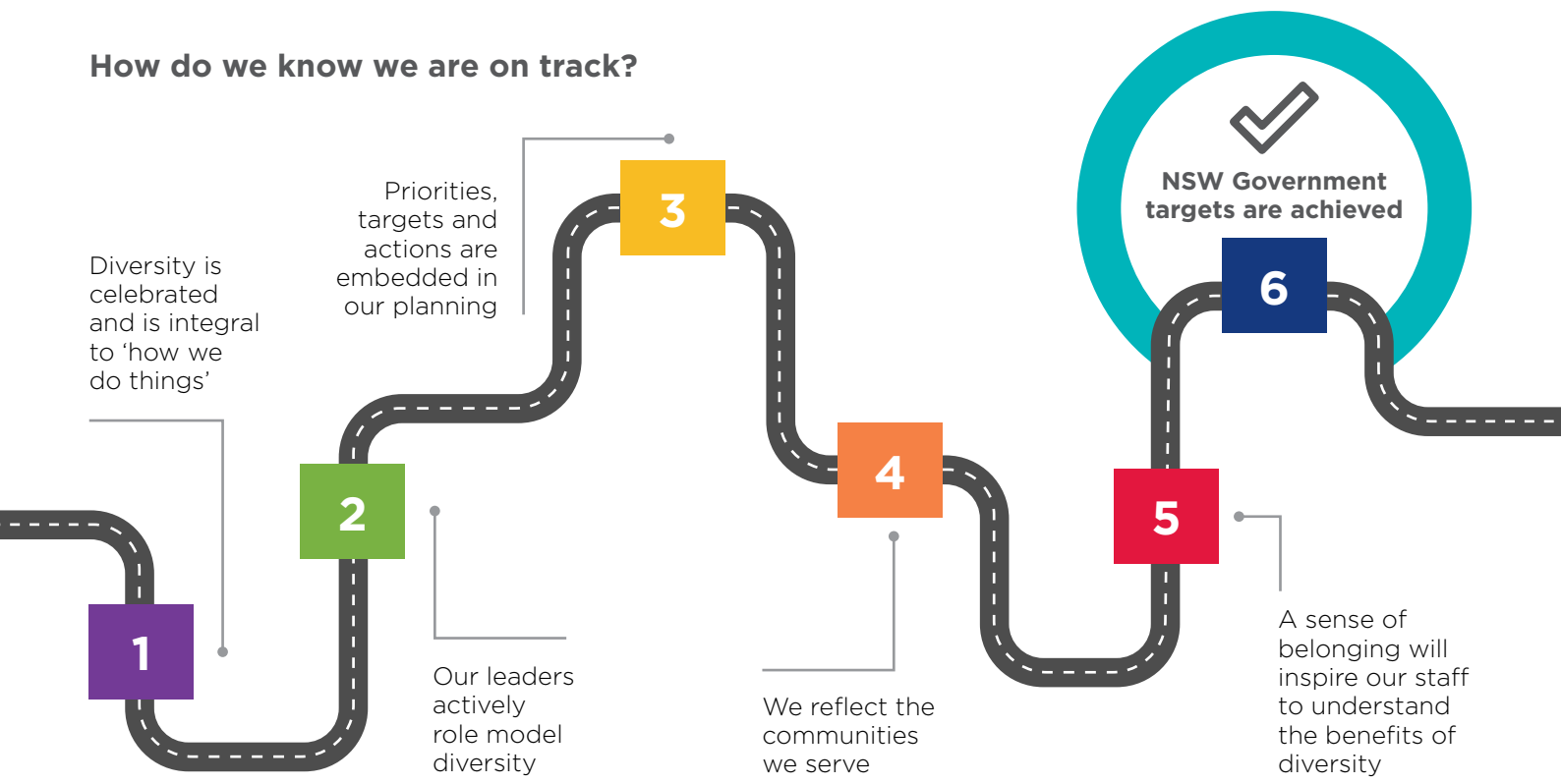


Mapping our path to a diverse workforce

5 Elements of a Diverse Workforce



How do we know we are on track?





Aboriginal Oral Health Scholarships Program

Rural and remote Aboriginal people experience higher rates of oral disease associated with limited access to dental and oral health practitioners. The NSW Ministry of Health funds an *Aboriginal Oral Health Scholarships Program* which aims to increase the number of Aboriginal people trained in oral healthcare to help improve dental health in Aboriginal communities. A number of graduates have been employed by NSW Health since the start of the program.

The Program offers financial assistance for Aboriginal people to study Certificate III and IV in Dental Assisting, and Certificate IV in Dental Radiography. Each scholarship also provides the following over the course of two years: one-to-one mentoring, online and face-to-face course fees, a laptop computer, prepaid internet access, weekly telephone and/or video support, and career and education planning.

Since commencement of the Program in 2014, over 100 students have graduated, with a further 31 students enrolled in 2019. Many students return after having completed a Certificate III to undertake the Certificate IV and a qualification in Radiography. The program has a course completion rate of around 93%. Past students have gone on to complete additional qualifications such as a Diploma in Dental Technology and a Bachelor of Oral Health.

For further information contact the Poche Centre for Indigenous Health **(02) 9114 1149** or poche.admin@sydney.edu.au



Employ-my-ability

is a multi-award winning transition-to-work training program for school leavers with significant intellectual disability. It has been in place in Sydney Local Health District (SLHD) since 2008 when Royal Prince Alfred (RPA) Hospital partnered with a local disability training and employment agency, Jobsupport. It was the first workplace in Australia to implement an immersion program for people with significant intellectual disability. In total, there have been 44 people graduate from the program, with 89% of trainees getting a job.

There are now 15 departments currently participating in the program in SLHD, including child care, administration, supply services, food services, medical records, environmental services, and waste management.

SLHD has found that not only is the program successful in supporting people with disability to do meaningful and necessary work, there has also been significant benefits for the teams who are involved in the program.

Staff say that cohesion and communication has improved within teams that have taken part in the program. So much so, they have asked for more trainees.

For more information on establishing a program, contact Job Access on **1800 464 800** or visit www.jobaccess.gov.au



Do you have a great diversity initiative you would like to share? Are you part of a diversity network or other diversity group and would like to link up with other similar groups? Please contact us at MOH-DiversityInclusionBelonging@health.nsw.gov.au