

QUESTION TAKEN ON NOTICE

BUDGET ESTIMATES HEARING: 21-22 MAY 2012

IMMIGRATION AND CITIZENSHIP PORTFOLIO

(BE12/0172) Program: Internal Product

Senator Di Natale asked:

What is your Department doing to ensure it has a culturally competent workforce?

Answer:

In 2011 the department launched the *Workplace Diversity Strategy 2011 – 13*. The strategy continues the department's commitment to the broad range of people who make up our organisation. It is supported by an implementation plan that outlines how the aims will be achieved.

The department's *Reconciliation Action Plan 2010 – 12 (RAP)* and *Indigenous Employment Strategy* outline the department's commitment to boosting Indigenous employee representation to 2.7 per cent of the total workforce by 2015.

Aboriginal and Torres Strait Islander Cultural Awareness training has been developed and mandated for all employees. This training, delivered using the department's eLearning platform, is complemented by face-to-face training for managers and human resources professionals.

An Information Kit for Supervisors of Aboriginal and Torres Strait Islander Employees was developed with an accompanying tipsheet and a *Supporting Indigenous Employees* brochure. The Kit and tipsheet are provided to supervisors of new Aboriginal and Torres Strait Islander employees and the Supporting Indigenous Employees brochure forms part of the Indigenous Induction Pack.

The department has an active Reconciliation Ambassador Network and Indigenous Employee Network, with members helping to stage reconciliation activities throughout Australian offices during National Reconciliation Week and NAIDOC Week. These events included a Welcome to Country or Acknowledgement of Country using the guidelines developed by the department as part of our RAP.