

DIVERSITY, INCLUSION AND BELONGING PLAN

2023-2027





ACKNOWLEDGEMENT OF COUNTRY

TAFE NSW acknowledges Aboriginal Peoples as the Traditional Custodians of the lands on which our campuses are located and where we conduct our business. We pay our respects to past, present and emerging Elders, and we are committed to honouring Australian Aboriginal and Torres Strait Islander Peoples’ unique cultural and spiritual relationships to the land, waters and seas, as well as their rich contribution to society.

We recognise that Aboriginal cultures and communities form the foundation of cultural diversity within New South Wales. Hundreds of cultures, languages and kinship structures have long been embedded in the lands of Aboriginal Countries throughout the state. We acknowledge and celebrate these diverse traditions, customs and cultures that have existed since the beginning of time.

TAFE NSW will continue to value Aboriginal and Torres Strait Islander cultures and promote their rights and interests. In doing so, we acknowledge the wrongs of the past, respect the cultural diversity of Aboriginal and Torres Strait Islander Peoples, and commit to embedding equality and equity throughout all areas of TAFE NSW by integrating inclusive and innovative opportunities that will result in stronger relationships built on respect and trust.

CONTENTS

Message from the Managing Director	6
Message from the Chief People Officer	7
Diversity, Inclusion and Belonging Plan	8
Our Achievements	10
Our Commitment	12
Strategic Activities	14
Stories	22
Appendix	24
Recognition of Contribution	24



MESSAGE FROM THE
MANAGING DIRECTOR

I am excited to share our Diversity and Inclusion Belonging Plan 2023-2027. This plan embodies our commitment to creating an organisation where our learners, employees and communities feel a sense of belonging, irrespective of their background, experiences, or identity.

At TAFE NSW we believe that diversity is one of our greatest assets. Our people come from a myriad of backgrounds, cultures and experiences, and it's this rich tapestry that makes us stronger, more innovative, and better equipped to serve our diverse learners.

In recent years, the conversations around diversity and inclusion have evolved. It's not enough to merely hire a diverse workforce. We must actively foster a culture where everyone's voice is heard, respected, and valued. This isn't just a moral imperative, it's also a strategic driver of outcomes. Diverse and inclusive teams outperform their counterparts in creativity, problem-solving, and in supporting social impacts that ultimately contribute to organisational success.

Our Diversity, Inclusion and Belonging Plan is a roadmap with concrete actions and initiatives to create a more inclusive environment. It spans every aspect of our organisation, from recruitment and talent development to leadership, teaching, learning and community engagement.

This plan is not about compliance - it's about creating an environment where everyone thrives.

I want to emphasise that this is a collective journey. Each one of us plays a vital role in making our workplace more inclusive and diverse. I encourage every team member to actively engage with this plan, provide feedback, and participate in the initiatives.

Through continuous learning, open dialogue, and unwavering commitment, we will make TAFE NSW a place where every individual feels proud to belong, and where our collective strength can elevate our services to individuals and communities across the State.

Together, we will create a brighter, more inclusive future.



Stephen Brady
Managing Director, TAFE NSW



MESSAGE FROM THE CHIEF
PEOPLE OFFICER

TAFE NSW is an organisation that thrives because of our people and their passion for learners and communities all around the state. It is this passion and commitment that makes 'life-changing impact', empowering individuals to unlock their full potential. We have a unique opportunity to foster a genuine sense of connection, where all perspectives, experiences and backgrounds are welcomed and encouraged.

Our Diversity, Inclusion and Belonging Plan sets a clear direction and principles that will be brought to life by action plans, weaving diversity, cultivating inclusion and fostering a sense of belonging into our workplace culture.

We will be successful when all our people can bring their true, authentic selves to work, every single day. As the Chief People Officer, I am committed to driving the success of our first Diversity, Inclusion and Belonging Plan and I look forward to sharing this journey with you.



Julie Tickle
Chief People Officer, TAFE NSW

DIVERSITY, INCLUSION AND BELONGING PLAN

At TAFE NSW our learners, employees, and communities, their lived experiences, and the diverse communities they represent are integral to our identity and inclusive culture.

A diverse and inclusive workplace and culture at TAFE NSW not only strengthens our connection with the broader community but also nurtures a sense of belonging among our learners, employees, and communities.

We acknowledge and value the diverse backgrounds and experiences of all learners, employees, and communities. By fostering a culture of self-determination, embracing all peoples' lived experiences, cultural backgrounds, abilities, and intersecting identities, we empower individuals and communities to actively participate in decision-making processes.

This plan, co-designed with our employees and communities, sets out what a safe, diverse and inclusive environment is for our learners, employees, and communities. It is important that we ensure their voices are at the heart of everything we do.

We strive to create an environment where individuals feel supported, appreciated, and connected, fostering a deep sense of belonging. In doing so we actively cultivate an environment that fosters a sense of belonging for our learners, employees and communities.

We collaborated with our employees across TAFE NSW to co-design our understanding of diversity, inclusion and belonging.

- Diversity is the lived experience of individuals: all the things that make individuals different.
- Inclusion occurs when people are valued and respected, regardless of personal characteristics including race, gender, disability, medical or other needs.
- Belonging means that everyone is accepted for who they are and can contribute at their best.
- Accessibility means everyone at TAFE NSW has the right to access the same resources.
- Equity is the experience of fair and just practices and policies that ensure everyone can thrive.
- Equality is the right for everyone to have the same social position and opportunity to fully participate.
- Intersectionality is the framework that recognises individuals are multifaceted and that a single characteristic cannot define one's identity.
- Safety means physical, psychological and cultural protection.

The Diversity, Inclusion and Belonging Plan aligns with TAFE NSW's broader strategies, including TAFE NSW Strategic Plan 2022-2025, TAFE NSW People Strategy, Disability Inclusion Action Plan (DIAP), Multicultural Plan (MP), Reconciliation Action Plan (RAP), Aboriginal Employment Strategy (AES), Closing the Gap initiatives and staff network action plans.

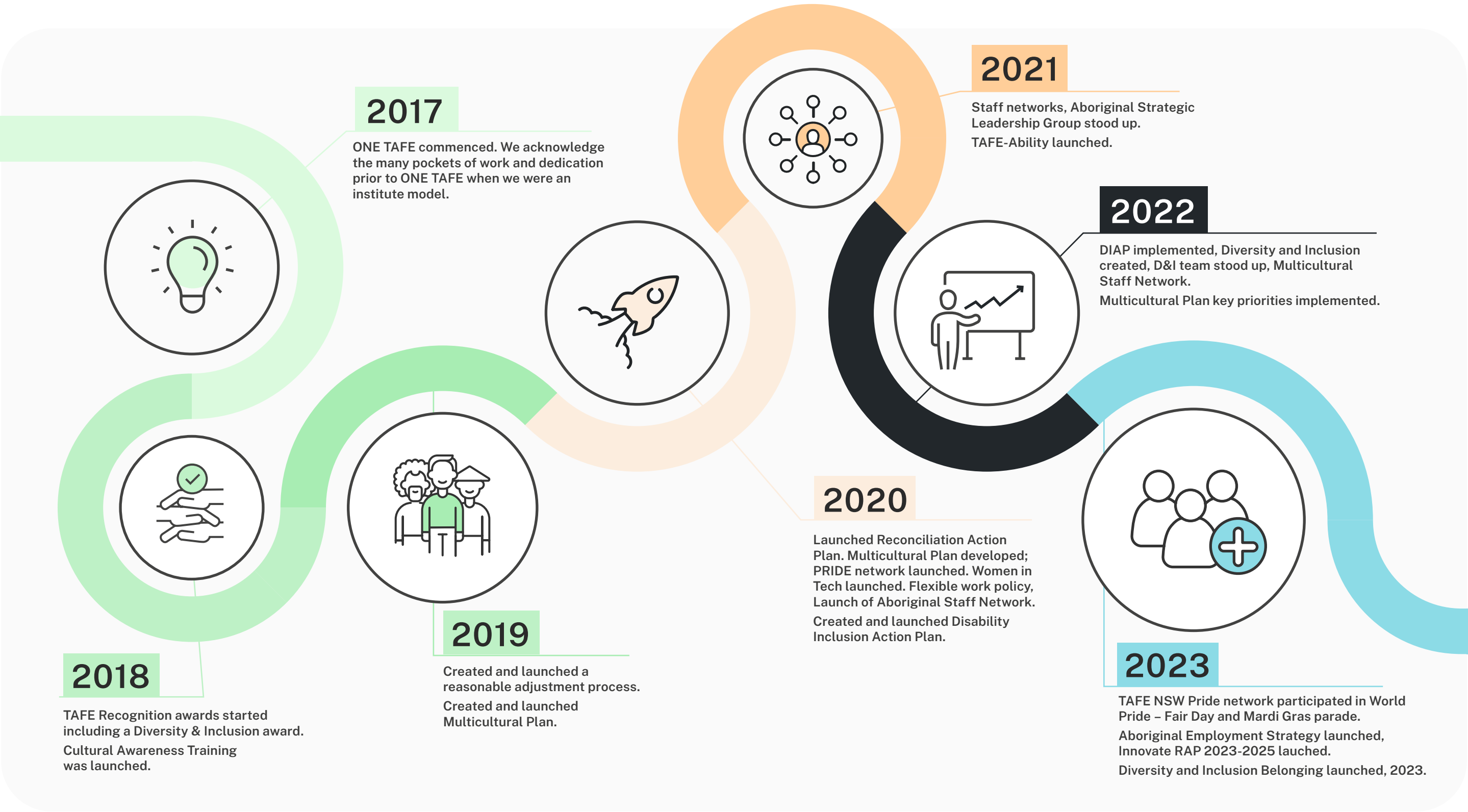


OUR ACHIEVEMENTS

We are proud of our journey, and it doesn't end here.

TAFE NSW has embarked on a journey of growth. We acknowledge and appreciate the dedication of our current and former employees and their ongoing commitment to diversity, inclusion and belonging each and every day.

Through continuous efforts and initiatives, TAFE NSW evolves as the needs of our people evolve. Together we are working to create an environment where everyone feels a sense of belonging.



OUR COMMITMENT

We support self-determination for our learners, employees and communities by building capabilities in acceptance and understanding. We ensure a physically, psychologically and culturally safe environment, allowing our learners, employees, and communities to bring their whole selves to learn, work and participate.

TAFE NSW is deeply committed to fostering diversity, inclusion, and belonging by delivering a range of educational diversity and inclusion initiatives that embrace the rich and diverse perspectives and experiences of our people. We recognise that true inclusion goes beyond representation and requires an holistic approach that acknowledges the interconnectedness of various factors impacting individuals' lives.

This commitment to diversity, inclusion, and belonging means we seek to create an environment that welcomes and values learners, employees, and communities of all backgrounds. This commitment guarantees equitable access to a range of services offered by TAFE NSW.

We will actively seek to identify and address challenges faced by people from diverse communities and pursue sustainable solutions to enhance overall wellbeing.

The TAFE NSW Diversity, Inclusion and Belonging Plan is key to delivering our strategic goals. It will embed actions that are aligned with the principles of equity and social justice. The plan guides our focused effort to foster a culture of openness, empathy and understanding where every individual feels respected, heard, and empowered to contribute.

Through continuous learning, engagement, and collaboration, we strive to create an inclusive community that recognises each person's inherent worth and dignity. This commitment to diversity, inclusion and belonging extends beyond TAFE NSW as we endeavour to positively impact and influence our broader community and society.

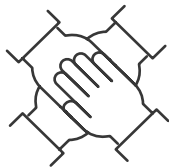
TAFE NSW reaffirms our dedication to promoting diversity, inclusion and belonging.

For you:



"I can be me, feel included, able to contribute at my best, and belong. I can be part of the TAFE community, while still being connected to my own community."

For our teams:



"We have access to ideas from a broad range of team members, represent the communities we serve, and are part of an innovative and successful team doing great work that we can be proud of."

For TAFE NSW and our community:



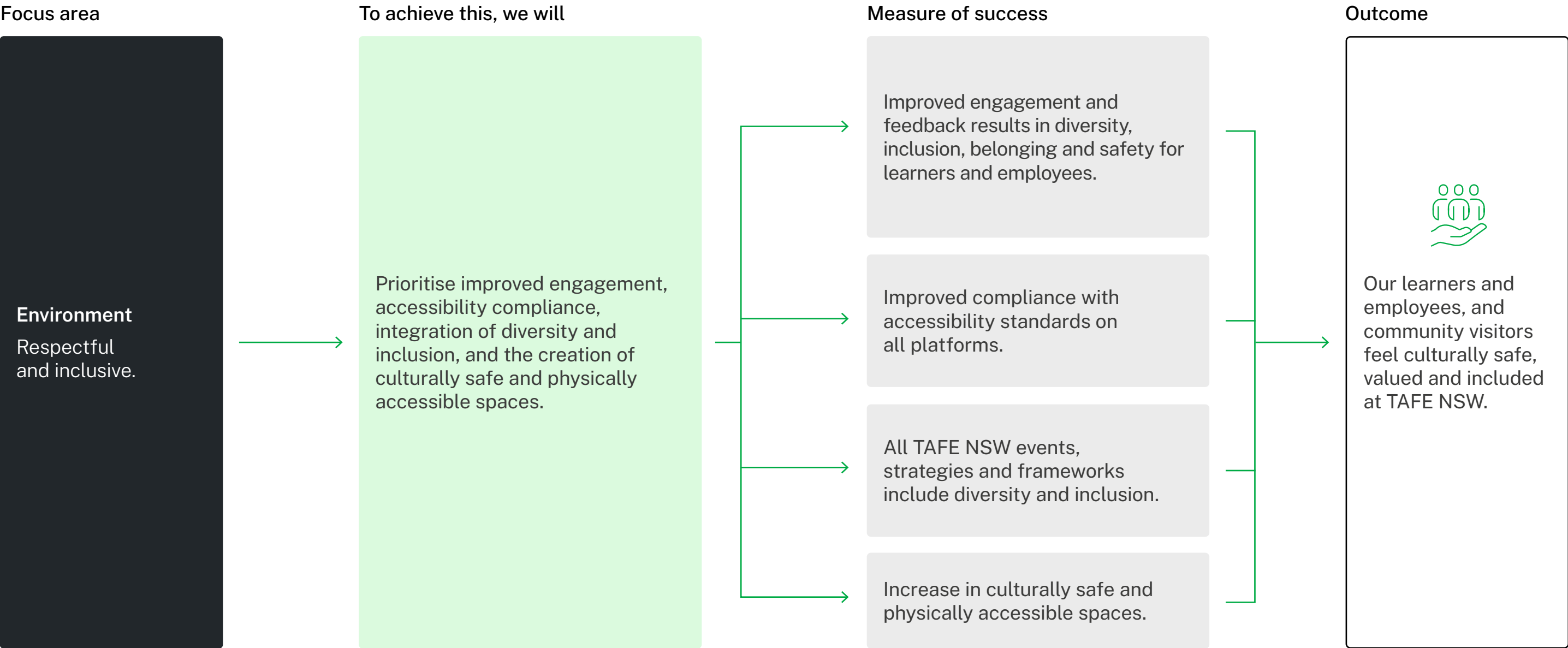
"We contribute to the success of the state of NSW by providing employment and training opportunities to a diverse range of people. We positively impact the state's social and economic outcomes and foster a wide range of representation from diverse members of our communities."



STRATEGIC ACTIVITIES



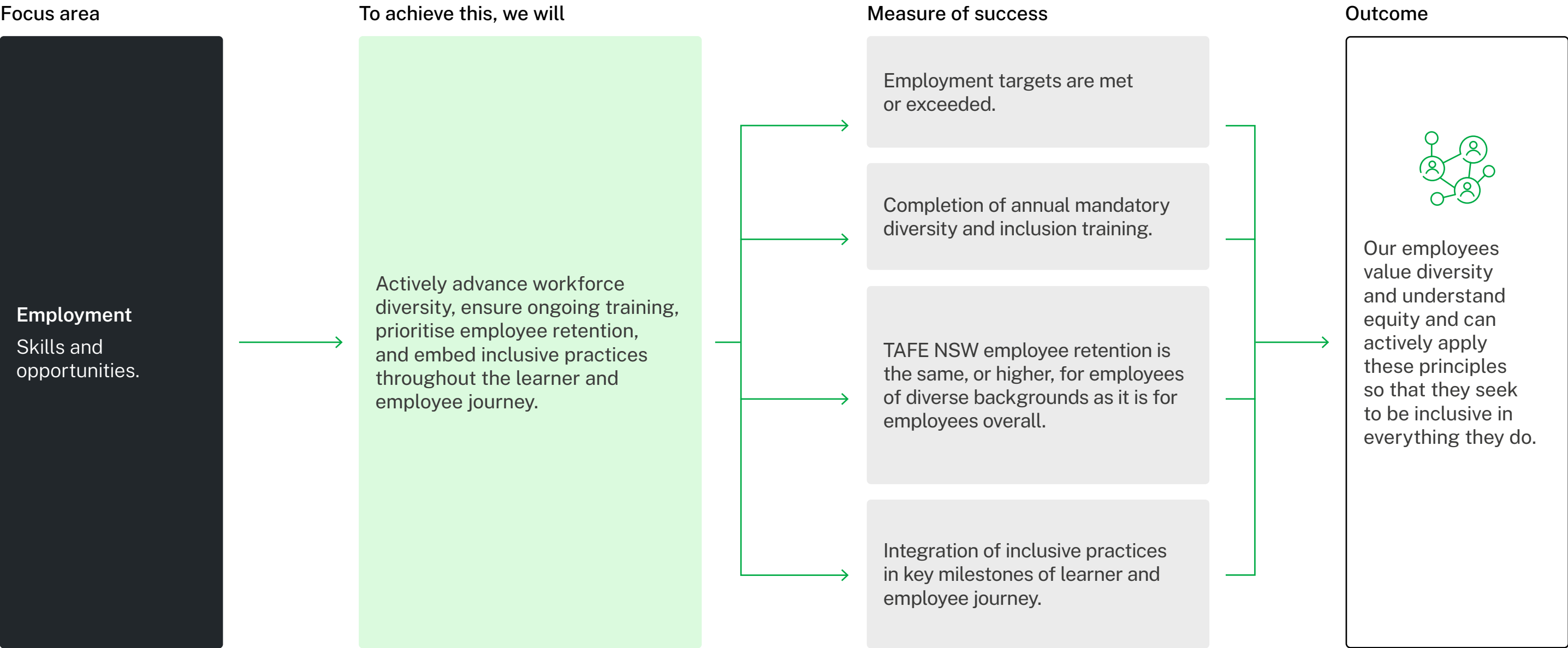
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STORIES



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There is a cultural perception, “is it safe to declare a disability or am I going be seen differently or treated differently?” At TAFE NSW the fact we actually have a check box on our staff portal [to declare disability], we are actually giving people the voice, and whether it’s the Disability Inclusion Access Committee or the Physical Access Advisory Group or the TAFEAbility chat that happens, [we are] generating a much more open conversation and more comfortable approach for people to declare that they have that disability.

Chad Ramage
He/him
SCRUM Master – Systems
TAFE Ability Staff Network
Awabakal Land

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My self-confidence has just skyrocketed because I have been able to accomplish goals at TAFE that I never believed were possible for me. My aspirations have shifted, and what was once merely a dream may now be realised. I have always wanted to have a platform where I could potentially influence positive change, and TAFE has provided me with that platform. I have never experienced such a supportive work environment as I have at TAFE.

Madison Hewitt
They/them
Support Officer Jobs Connect
and Alumni
PRIDE Staff Network
Bundjalung Land

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As a child, I grew up down the road from TAFE, I would walk past it every day from Kindy to Year 11. My mum worked for TAFE at the same campus as I do now, so did a few of my aunties.

After I went away to go to Uni I felt an urge or a calling to come home – the country was calling me home. This is when my professional journey at TAFE began.

I feel a connection to TAFE – I can read the ground, I know who’s who, and we are all connected. We share stories, journeys, and aspirations.

Our TAFE NSW Brewarrina team consists of four strong First Nations women, we have become what my mum and aunties were then. The kids walk past us in the mornings now – they see 4 strong First Nations women striving for excellence. Maybe they will be us 15 years from now?

We share a special connection, and with the formation of the Aboriginal Staff Networks we have transformed that connection into something larger. As a collective, we can come together and share our dreams, hopes, and aspirations for our communities, ourselves and our organization.

Tiff Winters
She/her
TAFE Services Manager –
West Brewarrina Campus
Aboriginal Staff Network
Ngemba Land

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To work at TAFE NSW makes me feel like I’m not just at a job, but spending my day with friends. I’m comfortable in my surroundings and it’s a very safe place to be.

John Skylas
He/him
Customer Service Representative
Multicultural Staff Network
Darug Nation

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APPENDIX

Recognition of contribution

TAFE NSW utilised a contemporary human-centred design approach for the Diversity, Inclusion and Belonging Plan.

In creating this plan, we consulted and collaborated with colleagues across the organisation to capture the diversity of thoughts, voices and experiences that make up our tapestry of communities. We sincerely thank all contributors, including TAFE NSW employees, Making Work Absolutely Human (MWAH), The Being Group, Social Outcomes, the Diversity and Inclusion team, the project team and other relevant internal and external stakeholders.

This human-centred approach saw us conduct 11 focus groups and receive input from over 150 people. A focus group survey was extended to all TAFE NSW staff. We acknowledge the value of their individual and collective contributions to help formulate the actions and activities in this plan.

