

Diversity Management/Working Towards Cultural Competence Plan

**Agency Name:**

**Period:** From: / / to / /

<b>Cultural competence outcomes to be achieved</b>	<b>Existing strategy</b> (place tick in column)	<b>Proposed Strategy</b> (place tick in column)	<b>Strategies</b>
<b>Workplace culture and accountability</b> The organisation values and has clear management accountability for cultural competence and diversity. There is an inclusive work environment that is free from discrimination.			
<b>Workplace practices support cultural diversity</b> Workplace policies and practices support cultural competency and are free from bias or discrimination against employees or potential employees. These workplace policies and practices include- recruitment and selection, job descriptions and career pathways, orientation and induction, learning and development opportunities, performance management, organisational structure, and working conditions.			

<p><b>A diverse workforce profile</b>  The organisation has a diverse and representative workforce profile which reflects its consumer population and organisational goals/values. The organisation employs strategies to achieve workforce diversity, e.g. equal employment opportunity (EEO) policies</p>			
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**Diversity Management/Cultural Competence Plan From: / / to / /**

**Agency Name:**

**Outcome 1- Workplace culture and accountability**

The organisation values and has clear management accountability for cultural competence and diversity. There is an inclusive work environment that is free from discrimination.

**Measures of success in achieving this outcome**

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**Strategies**

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**Responsibility and timeframes for implementing the strategies**

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**Outcome 2- Work practice support cultural diversity**

Workplace policies and practices support cultural competency and are free from bias or discrimination against employees or potential employees. These workplace policies and practices include- recruitment and selection, job descriptions and career pathways, orientation and induction, learning and development opportunities, performance management, organisational structure, and working conditions.

**Measures of success in achieving this outcome**

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**Strategies**

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**Responsibility and timeframes for implementing the strategies**

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### **Outcome 3- A diverse workforce profile**

The organisation has a diverse and representative workforce profile which reflects its consumer population and organisational goals/values. The organisation employs strategies to achieve workforce diversity, e.g. equal employment opportunity (EEO) policies

#### **Measures of success in achieving this outcome**

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#### **Strategies**

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#### **Responsibility and timeframes for implementing the strategies**

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