

Belonging@QEC Action plan



This action plan aims to promote awareness, conscious decision making and a sense of shared value at QEC through identified key focus areas and ensure that our Diversity, Equity and Inclusion strategy is in alignment with the broader organisational strategy.

Focus Area	Strategy	Actions	Responsibility / Timeframe
Awareness & Education	Identify gaps in knowledge about Belonging, Inclusivity and Diversity among the QEC Community and provide education to strengthen knowledge.	1. Roll out Belonging@QEC All Staff Survey to gauge current knowledge of diversity topics including; <ul style="list-style-type: none"> • LGBTQI + training • CALD training • Disability awareness training • Understanding all cultures training/ respect • Understanding neurodiversity 	1. People, Culture & Safety Manager + Belonging@QEC Committee (Dec 2024)
		2. Based on identified areas, include a minimum of two D&I training topics in the 2024 Learning Week	2. Project Officer & Educator- Learning@QEC + Manager of Clinical Support & Development (Nov 2024)
		3. All five training areas to be delivered by the end of 2025.	3. People, Culture & Safety Manager + Manager of Clinical Support & Development (Nov 2025)
		4. Undertake Rainbow Tick Accreditation gap analysis in 2024/2025.	4. Director Nursing & Clinical Services + Manager People, Culture & Safety (Jun 2025)
	Translate training to practice ensuring unbiased & inclusive policies, procedures and practices are applied across the organisation	5. Incorporate inclusive language and appropriate data fields into the review of all key systems, projects, policy, and	5. QEC Leadership Team (Sept 2024)

		procedures (e.g. CIMS, HRIS, LMS, Onboarding, Induction, A&I)	
		6. Add checking of inclusive language to the quality policy & procedure checklist (Health Literacy Procedure)	6. Manager Quality & Risk (Dec 2024)
		7. Promote QEC's commitment to inclusion by including the GEAP, the Belonging@QEC Action Plan and updates on all our communication channels (website, social media, newsletters and updates)	7. Manager Family Experience & Communications + Manager People, Culture & Safety (Dec 2024)
Value & Celebrate	Promote a workplace culture that value and celebrates diversity	1. Consider belonging, diversity and inclusion when celebrating staff achievements.	1. Manager People, Culture & Safety + Manager Family Experience & Communications (Dec 2024)
		2. Incorporate conversation around Belonging@QEC to annual performance discussions.	2. Director, Corporate Services (Oct 2024)
		3. Develop a values-based video on "What Belonging Means to Me".	3. Manager Family Experience & Communications + Manager People, Culture & Safety (Jun 2025)
		4. Recognise significant dates/events for the diverse communities at both an organisational level and local level through the annual events calendar	4. Manager Family Experience & Communications (Jul 2024)
	Collaborate with our community to continue to identify and respond to its diverse needs	5. Strengthen connections and partnerships with local providers in our community by working with partner organisations and attending events (e.g. Midsumma festival)	5. QEC Leadership team + Belonging@QEC Committee (Jul 2024)

		6. Explore opportunities for consumer families to participate on Belonging@QEC Committee	6. Manager Quality & Risk (Sept 2024)
Build & Maintain	Build and maintain a culture that recognises, values and celebrates diversity and inclusion	1. Gather staff and family feedback on sense of belonging at QEC (People Matter, onboarding, exit and family experience surveys)	1. People, Culture & Safety Manager + Manager Family Experience & Communications (Mar 2025)
		2. Explore improved access to translated information to families and community members with English as a second language, in line with the QEC Health Literacy Procedure.	2. Manager Quality & Risk + Clinical Leadership team + Belonging@QEC Committee (Jun 2025)
		3. Continuously review QEC's first point of contact approach for customer engagement to promote our inclusive and welcoming environment.	3. Manager Family Experience & Communications (June 2025)
		4. Ensure the imagery used for QEC communications represents to diverse population of our consumer families and employees.	4. Manager Family Experience & Communications (Jul 2024)
	Increase recruitment and retention of employees from identified groups	5. Update the Belonging@QEC statement in recruitment advertisements and position descriptions.	5. Manager People, Culture & Safety (Dec 2024)
		6. Gather workforce and family's demographics reporting to better understand the communities we serve. Establish data reporting measures to report on 2025 and include these in the	6. Manager Family Experience & Communications (Dec 2024)

		D&I reporting functions within the new HRIS.	
		7. Explore suitable work opportunities for employees with different abilities and requirements.	7. Manager People, Culture & Safety (Jul 2024)
	Provide facilities and services at QEC that are family centring, accommodating families with diverse needs.	8. Provide residential facilities that accommodate families with different abilities (allocate new disability access rooms to families with different abilities, disability car parking	8. Director Nursing & Clinical Services + Manager Assets and Facilities (Jun 2024)
		9. Provide a range of meal options to accommodate cultural and diverse requirements.	9. Manager Assets and Facilities (Jul 2024)
		10. Provide educational resources for children and families where they are represented (books, toys, activities etc)	10. Director Nursing & Clinical Services (Jul 2024)

