HR Inclusion Forum
Advancement
Wrap up – March 2019
HR Inclusion Forum – March Wrap up

76 Participants from 33 agencies and 13 speakers came together to drive inclusive advancement in the workplace

Themes:
- Empowering individuals to drive inclusion and advancement in their career
- Identifying unique barriers and enablers of career progression
- Myth Busters: confronting common myths and perceived barriers
- Inclusive advancement practices
- Autism in the workplace

'Very well done'

'It was an absolutely brilliant day - best training day I've done in years!'
Guest Speakers

Shannon Schuster  
Assistant Commissioner of Learning and Development,  
Australian Taxation Office

Kerren Crosthwaite  
Group Manager, Integrity, Performance and Employment Policy, Australian Public Service Commission

Julie Lahn  
Centre for Aboriginal Economic Policy Research,  
Australian National University

Lisa Annese  
Chief Executive Officer, Diversity Council Australia

Scott Crimley  
National Museum of Australia

Lisa Conway  
Department of Human Services

Sharna Bartley  
Department of Human Services

Mina William-Aziz  
Professional Advisor, JobAccess at WorkFocus Australia

Robyn Beutel  
Australian Public Service Commission

Miara Watson  
Australian Public Service Commission

Kate Jacey  
Australian Public Service Commission

Narelle Powers  
Australian Public Service Commission

Mitzi Polacsek  
Marymead Autism Centre

Facilitated by Peter Hutchings - Australian Public Service Commission
Special thanks to our venue hosts and their on site support

Shannon Schuster  
*Assistant Commissioner of Learning and Development*

Karen Ahern  
*Logistical and on the day support*

The Australian Taxation Office (ATO) strive to have a workforce that reflects the diversity of the Australian community, check out some of the [programs for Aboriginal and Torres Strait Islander Peoples here](#).
Identifying unique barriers and enablers of career progression for Aboriginal and Torres Strait Islander people in the Australian Public Service (APS).

Presented by: Julie Lahn, Fellow
Centre for Aboriginal Economic Policy Research, Australian National University
Co-author: Samantha Faulkner, Visiting Fellow, CAEPR
Aboriginal and Torres Strait Islander Advisor, National Health and Medical Research Council

Their research, commissioned by the Australian Public Service Commission (APSC), examined enablers and barriers which act to support or impede career progression of Aboriginal and Torres Strait Islander employees to senior levels in the APS.

Samantha could not make it on this occasion. Dr Julie Lahn said “There is an opportunity to improve the APS through Indigenous representation”, explaining that although the whole APS has exceeded its target, sitting at 3.3%, Aboriginal and Torres Strait Islander employment within the APS is concentrated at the lower levels (APS 4-6).

Read more about the research here.

The slides from this session are in the event slide on the web: https://www.apsc.gov.au/indigenous-capability-agency-portal
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Myth Busters  Confronting common myths and perceived barriers that impact on inclusive advancement

Facilitated by Kerren Crosthwaite - Australian Public Service Commission

‘Thought-provoking and insightful’
‘I enjoyed the fact that the on-screen facts were only tangentially related to the discussed questions. It helped expand thinking’
‘Excellent choice of speakers with direct experience’
‘Very powerful - and wonderful to see so many women in such executive roles!’

Empower Hour & Panel Discussion
#Inclusion_Influencer: Empowering individuals to drive inclusion and advance their careers.

Lisa Annese, Diversity Council Australia
Scott Grimley, National Museum Australia
Lisa Conway, Department of Human Services

‘I enjoyed the various viewpoints’
‘Lisa Conway was very giving of her personal situation and the changes she made - I was very inspired to listen.’
‘Great to hear people's experiences and how they overcome barriers’
Marketplace - Learnings discovered during the evaluation of the *Commonwealth Aboriginal and Torres Strait Islander Strategy 2015-2018* (the Strategy)

**Robyn Beutel, Director Inclusion and Diversity Policy, Australian Public Service Commission**

Robyn’s presentation focussed on the learnings from the evaluation of the *Strategy* and the key characteristics proposed for the new strategy.

One of the key learnings that drew interest from participants was the need to focus on building Aboriginal and Torres Strait Islander career pathways. There was strong agreement amongst participants for the need for leadership pathways and initiatives to nurture and support employees from the moment they enter the public service through progression into senior leadership positions.

Robyn also outlined the proposal for a five year Commonwealth Aboriginal and Torres Strait Islander Workforce Participation Strategy, with the objective of creating more inclusive Commonwealth Public Sector workplaces for a stronger Aboriginal and Torres Strait Islander workforce. Robyn emphasised the need for the new strategy to closely align with other Commonwealth strategies and focus areas to achieve greatest impact.

Three core focus areas identified for the next strategy include: cultural integrity; career pathways and career development and advancement. Participants agreed that cultural integrity is key to improving and embedding the understanding of Aboriginal and Torres Strait Islander culture in the workplace. Participants suggested that face to face cultural training would be more effective than online training.
Marketplace – Learn about the role of JobAccess, common barriers faced by employees with disability and identify methods to make advancement opportunities accessible.

Mina Aziz, National Disability Professional Advisor, JobAccess

JobAccess - Employer Toolkit – The toolkit includes short video guides and downloadable resources with practical advice on disability and employment - from inclusive policies and recruitment, to workplace changes and managing staff.

JobAccess role is to help anyone who’s interested in disability in the workplace. JobAccess was created by the Australian Government to bring together the information and resources that can ‘drive disability employment’.

‘It was a wonderful event and I have personally benefited from the information shared especially listening to Lisa and Scott talk about their personal experiences during the panel session’ – Mina
Marketplace – Development of strategy and delivery programs that create inclusive advancement opportunities for Indigenous employees in the APS.

Sharna Bartley, Assistant Director, Indigenous Employment Strategies, Australian Government Department of Human Services

Sharna started in the apprenticeship program and now she is running it, she took participants on the journey of her personal insights to her professional role in driving inclusion and advancement opportunities and driving workplace culture.

A lot of emphasis was placed towards training staff and being part of employee networks, both of which allow staff to grow their strengths.

“It was great getting insight from someone who had been through an Indigenous program to now running said program”

Marketplace – Greater diversity of perspective come to the fore through inclusive talent management, understanding barriers and what may be done to shift them.

Kate Jacey, Assistant Director, Australian Public Service Commission

Think about who you are talking to and how that message will be received, structure career conversations with this in mind.

‘Be a mentor’  ‘Support people to identify their talents’  ‘Be an agency warrior’
Marketplace – Inaugural Convenor of the LGBTIQ+ Network leading and supporting education and advocacy within the workplace.

Narelle Powers, *Australian Public Service Commission*

Narelle shared some of her personal experiences with setting up the LGBTIQ+ Network which was established for APSC and MPC staff who identify as Lesbian, Gay, Bisexual, Transgender and Intersex (LGBTI+) or those who are supporters, family or friends of this community.

Please contact: [LGBTI.Network@apsc.gov.au](mailto:LGBTI.Network@apsc.gov.au) if you would like a copy of APSC terms of reference.

**Marketplace – ExcELerate**

**Miara Watson & Janelle Leggett** *Assistant Directors, Indigenous Capability, Australian Public Service Commission*

Creating an Indigenous executive talent pipeline with excELerate – an innovative career development program that supports the progression of high-performing Indigenous employees at the APS 5-6 levels into senior roles. The pilot program launched in June, with a cohort in Canberra and Brisbane.

‘We intend starting our LGBTIQA+ network soon and it was a push to do it as soon as we can.’

‘The LGBTIQ+ session was terrific. Something I’d never felt it would be ok or appropriate to ask about, so thank you!’
Marketplace of ideas

‘Enjoyed both my sessions, great for networking. I would have loved to do more.’

‘Great ideas to utilise in my workplace and a great networking opportunity.’

‘Loved this. The hosts, Mina and Kate, and the subject material was on point and useful. I think having the marketplace around a table was great.’

‘An opportunity to attend a third session would have been invaluable’

‘I like these sessions - I facilitated one last time - as they are more personal and practical and a great way to share ideas / make contacts from others who are experiencing the same challenges’
Keep an eye out for the October Forum - Retention