



Economic Development Queensland

Creating and investing in sustainable places for Queensland to prosper

Minister for Economic Development Queensland (MEDQ)
and the EDQ Employing Office

Inclusion and Diversity Policy

Version: 1.0 | Version effective: 6 February 2025



Queensland
Government

Inclusion And Diversity Policy

1. Policy Statement

Minister for Economic Development Queensland (MEDQ) and the EDQ Employing Office is committed to providing an inclusive and diverse workforce where all employees are valued and recognised for their unique qualities, ideas and perspectives. This policy guides MEDQ and the EDQ Employing Office's inclusive workplace culture, acknowledging and promoting the skills and perspectives that employees may bring to the workplace through their individual differences.

Inclusion refers to the way our culture, values and behaviours make each person feel valued, included and welcome. It relates to a work environment where all people are treated fairly and respectfully, with equal access to opportunities and resources.

2. Rationale

MEDQ and the EDQ Employing Office are committed to providing a work environment that values diversity and inclusion which supports all employees to reach their full potential. MEDQ and the EDQ Employing Office seek to create a workplace that:

- respects individual differences, upholds human rights and reflects the community we serve.
- values and draws on diverse ideas, skills and knowledge.
- ensures people feel they belong and can bring their whole self to work without judgement.
- does not tolerate workplace bullying, discrimination or sexual harassment.

3. Applicability

This policy applies to all employees, and temporary and contracted workers of MEDQ and the EDQ Employing Office.

4. Principles

This is achieved by:

- making inclusion and diversity everyone's responsibility.
- striving towards workforce representation targets for diversity groups.
- being fair and transparent in recruitment and selection and other organisational processes, providing opportunities for people to contribute and make use of their abilities.
- making reasonable adjustments and empowering people to access flexible working arrangements, such as part time work and flexible hours.
- providing training and awareness programs that support managers, employees and team members to operate inclusively.
- celebrating diversity days and events to promote awareness and inclusion.
- listening and maintaining appropriate processes for managing complaints.

5. Definitions

The key terms referred to are as follows:

Term	Definition
Board	The Economic Development Board as defined in the <i>Economic Development Act 2012</i> (Schedule 1 - Dictionary).
Discrimination	Discrimination, in the context of this policy, refers to types of discrimination and associated meanings outlined in Part 3 of the <i>Anti-Discrimination Act 1991</i> .
ED Act	<i>Economic Development Act 2012</i> .
EDQ Employing Office	The Economic Development Queensland employing office is a statutory body as defined in the <i>Economic Development Act 2012</i> (Part 9, Division 1).
Employee	Includes the CEO (Section 32Q (1)), EO (Section 32ZK), and EDQ employees (Schedule 1 - Dictionary) as defined in the <i>Economic Development Act 2012</i> . This excludes Board members.
Equal Employment Opportunity (EEO)	EEO, in the context of this policy, takes the meaning and associated target groups outlined in Chapter 2 of the <i>Public Service Act 2008</i> .
Inclusion	Inclusion refers to people being included within a group or structure. In the context of this policy, it encompasses organisational practices, processes and behaviours make a person feel valued, included and welcome.
MEDQ	A corporation sole constituted by the Minister established under the name Minister for Economic Development Queensland as defined in the <i>Economic Development Act 2012</i> (Section 8 (1)).
Sexual harassment	In the context of this policy, sexual harassment takes the meaning outlined in Chapter 3, Part 2 (s119) of the <i>Anti-Discrimination Act 1991</i> .
Temporary and contracted workers	Temporary and contracted workers are engaged for a pre-defined time period through a third-party supplier. The line management and direction of the worker is provided by of MEDQ and the EDQ Employing Office.
Workplace bullying	Refers to repeated and unreasonable behaviour directed towards a worker or a group of workers that creates a risk to health and safety (including psycho-social risks).

6. References

Legislation / Subordinate Legislation

- *Anti-Discrimination Act 1991*
- *Disability Services Act 2006*
- *Human Rights Act 2019*
- *Industrial Relations Act 2016*
- *Multicultural Recognition Act 2016*

Inclusion And Diversity Policy

- *Public Sector Ethics Act 1994*
- *Public Sector Act 2022*
- *Work Health and Safety Act 2011*

Other Documents or Processes

- Code of Conduct for the Queensland Public Service
- Queensland Government's commitment to inclusion and diversity

7. Policy Approval

Under section 131(1)(a) of the *Economic Development Act 2012* (ED Act), the Board has the function to decide the objectives and strategies, and to approve the policies to be followed by MEDQ and the EDQ Employing Office. Under section 131(1)(d) of the ED Act, the Board has the function to ensure MEDQ adopts best practice corporate governance, financial management and accountability arrangements. Management has determined the key policies with consideration to relevant legislation, standards and whole of government guidelines. Where appropriate, any or all of the Board Committees may be consulted prior to Board consideration.

8. Document Control

Version	Issue Date	Reason	Author	Approver	Approval Date
1.0	Feb 2025	New Policy	Director, People and Culture	Board	6 Feb 2025