



STADIUMS QUEENSLAND

DIVERSITY, EQUITY AND INCLUSION ACTION PLAN 2024 - 2026



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Stadiums Queensland (SQ) conducted its first Equity and Diversity Audit in early 2024. The results of the audit provided valuable data of workforce composition and how the organisation is tracking to meet its diversity targets.

Aligned with the Queensland Public Sector *Inclusion and Diversity Strategy 2021-2025*, SQ is focused on improving the diversity composition of its workforce in line with the following targets.

DIVERSITY TARGET GROUP	SQ TARGET	SQ 2024 AUDIT RESULTS
People with Disability	12%	9.47%
Culturally and linguistically diverse	12%	20%
Aboriginal and Torres Strait Islander peoples	4%	2.11%
Women in Leadership	50%	37.45% (Executive Leadership roles) 28.57% (Senior Leadership roles)




The Diversity, Equity and Inclusion (DEI) Action Plan will be reviewed annually and may be amended at any time, having regard to the most recent equity and diversity audit report and findings and the achievement of items on the plan.




The Diversity, Equity and Inclusion Action Plan reflects SQ's commitment to create a workforce that is representative of our community and workplaces that are safe, respectful and inclusive, fostering a culture of equity, diversity and inclusion.

SQ commits to implementing initiatives to foster inclusion and to improve our workplace experiences of the following groups.

- Aboriginal and Torres Strait Islander people
- Culturally and Linguistically Diverse
- Gender equity
- People with Disability
- LGBTQIA+ community

Our people are respectful, open-minded, supportive, inclusive and embrace diversity. This is reflected in our organisational Values and Behaviours statement. SQ actively works to improve the diversity of our workforce, through Recruitment and Selection, Talent Identification and Succession Planning, Workforce Planning, Leadership Development opportunities and supported by Learning and Development opportunities and programs.

AREA OF FOCUS	STRATEGY	ACTIONS	MEASURE
Safe, inclusive, equitable and diverse work environment. 	Continue to develop organisational capability and foster safety and respect in the workplace.	Source and provide capability uplift programs in the areas of: <ul style="list-style-type: none"> Inclusive Leadership Unconscious bias 	Capability development programs sourced, planned and delivered in a phased approach over the life of this plan.
		Review and analyse available wellness and inclusion data from Employee Engagement survey and develop specific actions to improve wellbeing.	Employee Engagement survey data analysed yearly.
	Establish a DEI consultation mechanism.	Establish and engage a Diversity, Equity and Inclusion Consultation Group to provide input and drive DEI initiatives across SQ.	Group established and functioning.
	Build diverse and inclusive high performing teams, demonstrating an understanding of the features of diversity groups.	Research, consult, develop and deliver an expanded, inclusive calendar of 'days of significance' to acknowledge and celebrate the diversity in our workforce.	Inclusive calendar developed, approved and implemented.
	Foster safe, accessible and supportive workplaces that prioritises the physical and mental health and wellbeing of our employees.	Complete audit of SQ office areas to identify opportunities to support inclusion and accessibility.	Audit completed and actions identified.
Representation of Aboriginal and Torres Strait Islander people in our workforce. 	Build diverse and inclusive high performing teams, demonstrating cultural competence.	Deliver cultural capability programs including cultural awareness, and cultural safety for all employees.	95% completion of upskilling phased and delivered over the life of the plan.
	Indigenous Participation Plan (IPP).	Develop, undertake consultation and implement SQ IPP.	Implemented IPP.
	Recognition of Aboriginal and Torres Strait Islander (First Nations) Peoples Workplace Guidelines.	Build on existing policy framework to develop and implement guidelines for Recognition of First Nations People in our day-to-day business.	Guidelines implemented.
Workforce diversity data improvement 	Improve validity of workforce composition data, through increased completion of the Equal Employment Opportunity' (EEO) census data.	Develop a campaign to build trust with staff to improve completion rate of EEO census data.	Increase employee participation annually to 65% completion and incremental increase thereafter.
	Increase data and insights to measure LGBTQIA+ community diversity in our workforce composition.	Establish a process to collect LGBTQIA+ baseline workforce representation data.	Baseline established and data collected.

AREA OF FOCUS	STRATEGY	ACTIONS	MEASURE
Education and awareness 	Increase understanding and awareness of the experiences of diversity groups.	Awareness training relating to diversity groups delivered to all staff.	95% completion by June 2025.
Recruitment and Selection Practices 	Increase awareness and understanding of principles in line with the <i>Public Sector Act 2022</i> and Recruitment and Selection directive O7/23.	Review and update recruitment and selection practices in SQ to fully implement the requirements of the Act and directive. Deliver capability development programs to Hiring Managers, Panel Chair and Panel members: <ul style="list-style-type: none"> • Recruitment principles and contemporary practices • Conscious inclusion and bias awareness training 	Full implementation. Capability upskilling completed by 30 June 2025.
Women in Leadership 	Career development opportunities.	Identify suitable, dedicated capability development initiatives to build success for women. Develop specific programs to support the women in Venue & Facilities Management. Including: <ul style="list-style-type: none"> • Coaching and mentoring • Internal development opportunities • Training and Education 	Suitable opportunities identified, funded and planned for delivery. Explore internal and external opportunities to develop a suite of development options. Support an initial intake with professional bodies.
	Talent Management.	Integrate and apply the lens of diversity in the Talent Identification and Succession Planning processes, actively progressing employment for diversity target groups.	Procedure updated and integrated into process.