

We developed pragmatic activities to strengthen our diversity and inclusion understanding for the next year.

Key focus area	Actions
<b>Supporting our people to thrive</b>	Establish and reinforce appropriate communication channels so there is a platform for people to express their voice/view. Set up virtual interest groups to meet regularly on specific topics (work related such as waste or not work related such as gourmet food).
	Encourage staff to share their cultural calendar celebration.
	Ensure offices and social events encompass and allow for different dietary requirements, a range of cuisines, not always alcohol focused etc, and timed not to disadvantage part-time staff.
	The diversity champions in each office connect informally with new starters to understand them as a person, their interests and background.
	Capture the lessons learnt from the connections with new starts to improve our recruitment and retention practices.
	Identify suitable cultural competency training for the Australian consultants.
<b>Activities to raise awareness</b>	Socialise our revised Diversity Programme at a staff meeting to ground truth it and gain feedback.
	Continue with regular team events at office level so people feel connected, get to know people and gain a sense of belonging.
	Undertake an event to share what people do to give back to their local community.
	Connect with our local communities with a social sustainability lens. Each office to determine their own initiative.
<b>Improving our practices</b>	Implement the lessons from the diversity training into the recruitment processes.
	Undertake a staff event to refresh on choice of language to be used internally and externally as this needs to mirror our values and guiding principles.
	Each office has an initiative collectively to give back to their community.
	Provide an update on the programme progress to the Manager's meeting.
	Start collecting cultural statistics of our workforce to widen our diversity lens.
	Review the board composition on an annual basis to ensure it is diverse and to identify any gaps that need to be planned for.
	Review the Diversity Policy about celebrating national days not being mandatory.
	Explore setting up office wellbeing champions similar to first aid officers.