



Access and Inclusion Committee Communiqué

September | 2021



The Department of Transport (DoT) is committed to providing accessible and inclusive services and facilities to the diverse Western Australian community.

As part of this commitment, DoT's internal Access and Inclusion Committee assists with the development, implementation and review of the Department's Reconciliation Action Plan, Disability Access and Inclusion Plan, Multicultural Plan, Reconciliation Action Plan, and Workforce Inclusion and Diversity Plan.

We'll be updating you on the latest DoT access and inclusion news and information following each Committee meeting, which are held three times a year.

Ardvaloon students getting some tips for staying safe out of the water.

August 2021 meeting highlights:

- All DoT business units participated in a number of values workshops, creating cultural action plans for their teams to improve team culture and foster a sense of inclusion. The workshops are part of the Department's aim to establish a values-driven organisation.
- In March, regional staff joined forces with the Road Safety Commission to deliver transport services and safety messages to four remote communities on the Dampier Peninsula. Supported by Driver and Vehicle Services and Maritime, DoT staff performed vehicle safety checks, life jacket clinics and Junior Crew events for school-based safety education. Road Safety Commission provided road safety education and encouraged the use of child car restraints, donating a number of child car seats to the communities.
- Regional staff attended community events including Wagin Woolorama and FeNaCING festival to educate members of the public and also attended schools including Broome Clontarf Academy to complete road rules theory tests with students.
- Recruitment panel members completed online training to ensure recruitment and selection decisions are free from discrimination and bias. Training will continue to be updated and provided to future panel members, while providers have been identified to deliver future face-to-face recruitment training.

The Department of Transport acknowledges the Traditional Custodians of the land and their connection to land, waters and community. We pay our respects to all members of Aboriginal communities and their cultures; and to Elders past, present and emerging.

- A Disability Awareness Training session was facilitated by Job Access on 27 May, providing staff with a general overview of disability and tips to support good practices in our workplace.
- DoT became a 12-month member of the Diversity Council Australia, a peak not-for-profit body leading workforce inclusion and diversity. As part of the membership, DoT employees now have exclusive access to:
 - premium cutting-edge Australian research with practical tools to drive business improvement;
 - free (or discounted) inclusion and diversity events exploring the latest trends across all diversity dimensions and provide access to a community of industry practitioners;
 - extensive library of diversity and inclusion resources, including best practice business case studies from the leading Inclusion Australian employers; and
 - instructor-led workshops or self-paced video eLearning series on various diversity and inclusion topics to help engage and educate our leaders and teams.
- A new news section titled 'In the spirit of Inclusion' was created for People and Culture's staff newsletter, PODcast. In May, this focused on raising awareness and understanding about Ramadan.
- DoT employees participated in events for National Reconciliation Week and Harmony Week. Promoted via intranet news, staff were encouraged to experience, explore and celebrate Western Australia's wealth of cultural, religious, linguistic and ethnic diversity.
- Raised employees' cultural awareness on the benefits of diversity, as well as how to prevent and respond to racism and discrimination through:
 - key messages on diversity and inclusion communicated via the Workforce Inclusion and Diversity Plan, including presentations to business units;
 - quarterly dashboards prepared for each business unit depicting employee numbers across diversity groups. People and Culture Business Partner discusses quarterly with leadership teams to identify next steps, gaps and support needs; and
 - anti-discrimination and equal opportunity training and cultural competency training assigned to all employees to complete, with a current completion rate of above 99%.



Welcome to Country performed by Noongar Elder Marie Taylor at National Reconciliation Week event at Gordon Stephenson House