



Australian Government



Australian
Charities and
Not-for-profits
Commission

Diversity, Equity, and Inclusion Statement

As Australia's charity regulator, the ACNC's goal is to be representative of the Australian community and a place where all individuals can make a positive impact. We know that diversity and intersectionality in all their forms contribute to the richness and strength of the sector, and to the ACNC.

We are committed to continuing to foster a safe, inclusive, and respectful workplace, and are committed to addressing and working to eliminate systemic barriers. We will ensure everyone can fully participate in our shared purpose and work together as One ACNC.

We will continue to:

- lead by example to advance diversity, equity, and inclusion (DEI) in the ACNC to a level where it reflects the Australian population
- uphold a culture of belonging where everyone can contribute their unique perspectives and experiences
- listen, learn, and take action to support DEI through policy, practice, and initiatives.

To demonstrate our commitment and support our Culture Vision where all people belong, we will:

- establish an ACNC People and Culture Network to discuss and propose solutions to issues of diversity, access and equity
- ensure unconscious bias in recruitment and succession planning is raised and discussed by decision makers
- integrate DEI questions into cultural surveys to gain an understanding of any prescient issues.

As a measure of our commitment to diversity, equity, and inclusion, we expect:

- the results for the APS Employee Census question '*My agency supports and actively promotes an inclusive workplace culture*' remain above 90%, with pulse surveys showing a positive perception of DEI at the ACNC
- we're recruiting diverse people with our diversity metrics remaining stable or growing each year and published regularly.

As ATO employees we are also committed to the five diversity goals outlined in the ATO's 2024 Diversity and Inclusion Strategy. They are that:

1. Our Senior Executives proactively foster diversity and inclusion.
2. Our staff understand the importance of diversity and practice inclusive behaviours.
3. Our workforce diversity increases at all levels.
4. Our staff can contribute fully and bring their unique and best selves to work.
5. We are recognised as a diverse and inclusive organisation.

To continue to demonstrate our commitment to DEI, we will develop and implement ACNC-specific actions that are consistent with the ATO's Diversity and Inclusion Strategy and the ATO's Reconciliation Action Plan. I look forward to continuing to remove obstacles so we can realise and share in the benefits of a diverse and inclusive workforce.



Sue Woodward
ACNC Commissioner AM
08 August 2023

