

FSANZ WORKPLACE DIVERSITY PROGRAM



FOOD STANDARDS
Australia New Zealand
Te Mana Kounga Kai - Ahitereiria me Aotearoa

ACKNOWLEDGEMENTS

Food Standards Australia New Zealand acknowledges Aboriginal and Torres Strait Islander peoples as the Traditional Custodians of the lands collectively known as Australia, and we acknowledge and pay respect to their Elders, past, present and emerging.

Food Standards Australia New Zealand further acknowledges Māori as tangata whenua Aotearoa New Zealand.

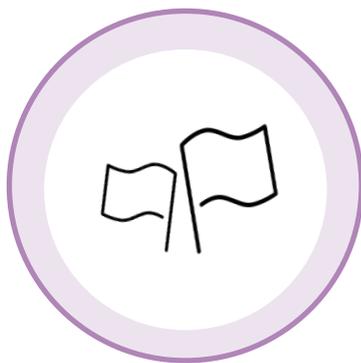
INTRODUCTION

Food Standards Australia New Zealand (FSANZ) is committed to providing an accessible and inclusive work environment that values diversity of all forms.

Valuing diversity means including, respecting and reflecting on the views of individuals who represent diverse groups and backgrounds. It means recognising the benefits of diversity to our agency, the public sector and Australia and New Zealand. It means integrating principles of equity, fairness and inclusion across all our practices, policies and systems.

Our Workplace Diversity Program (the Program) both recognises and builds upon our commitment to maintaining an equitable and inclusive workplace that values diversity. In particular, the Program will outline FSANZ's strategies for supporting staff from diverse backgrounds and improving the cultural competency of our agency.

For our Program we have chosen two themes:



BUILDING OUR DIVERSITY



CREATING OUR CULTURE

OUR JOURNEY

FSANZ VALUES

In 2018, we embarked on a cultural journey aimed at developing an inclusive and empowered workforce. Through our culture work we developed a set of values and behaviours:

Develop	support people to grow together
Achieve	work together to achieve a common goal
Accountable	be responsible for commitments, behaviours and actions
Respect	build open and supportive relationships
Transparent	build trust by being genuine, clear and consistent

These values and behaviours are now ingrained in our culture, and are promoted regularly through events and awards. Our commitment to diversity is both reflected in and supported by these values.

RECRUITMENT

Our recruitment processes have been updated to ensure we continue to attract diverse individuals. Developments included:

- using the RecruitAbility scheme, which aims to attract and develop applicants with disability
- embedding discrimination and bias education into our recruitment guidelines.

WORKFORCE PLANNING

In 2021, we undertook workforce planning. This meant analysing our current workforce state, setting our future targets and developing strategies for meeting those targets. The analysis identified that diversity and inclusion was a valuable workforce asset and a strategic priority area. In particular, the Workforce Strategy identified a need to:

- increase our diversity through the use of fair, merit based and barrier free recruitment processes; and
- promote and support diversity and inclusion in the workforce.

Our Program builds on these strategies.

LEGISLATIVE FRAMEWORK

Under section 18 of the [Public Service Act 1999](#) (the Act), FSANZ must establish a workplace diversity program to support giving effect to the Australian Public Service Employment Principles. The APS Employment Principles are found in section 10A(1) of the Act. The principles most relevant to diversity state that the APS:

- makes fair employment decisions with a fair system of review ((1)(a))
- makes decisions relating to engagement and promotion that are based on merit ((1)(c))
- provides workplaces that are free from discrimination, patronage and favouritism ((1)(f))
- recognises the diversity of the Australian community and fosters diversity in the workplace ((1)(g)).

In particular, in upholding and promoting APS Employment Principle 10A(1)(g), an Agency Head must implement measures to ensure that:

- the diversity of APS employees is recognised, fostered and made best use of within the workplace, taking into account the organisational and business goals of the Agency and the skills required to perform the relevant duties; and
- APS employees are helped to balance their work, family and other caring responsibilities effectively.

Additionally, other legislation makes it unlawful to discriminate on the grounds of race and ethnicity, sexual orientation and/or gender identity, marital status, pregnancy, age and disability, among other characteristics. This extends to employment decisions. Relevant legislation includes, but is not limited to, the:

- [Work Health and Safety Act 2011](#) (Cth)
- [Racial Discrimination Act 1975](#) (Cth)
- [Sex Discrimination Act 1984](#) (Cth)
- [Australian Human Rights Commission Act 1986](#) (Cth)
- [Disability Discrimination Act 1992](#) (Cth)
- [Age Discrimination Act 2004](#) (Cth)
- [Fair Work Act 2009](#) (Cth)
- [Human Rights Act 1993](#) (NZ)
- [Employment Relations Act 2000](#) (NZ)
- [Health and Safety at Work Act 2015](#) (NZ)
- [Harassment Act 1977](#) (NZ)
- [New Zealand Bill of Rights Act 1990](#) (NZ)
- [Protected Disclosures Act 2000](#) (NZ).

THE BENEFITS OF DIVERSITY

Diversity is a valuable workforce asset. Not only does diversity strengthen our culture and support our values, it actively improves our work capability. The value and long-term benefits of investing in diversity and inclusion include:



Increased work and organisational capability

Research indicates that a diverse and inclusive workplace leads to greater staff engagement and better decision making.



Better recruitment and retention

By attracting a diverse array of applicants we ensure that we recruit and retain the highest quality individuals.



Improved ability to support stakeholders

Our stakeholders represent all diversity groups, so reflecting this diversity within our agency allows us to better meet their needs.



Improved creativity and problem-solving

When we value diverse perspectives in the workforce, we can tackle problems with creativity and innovation.



Better health outcomes among staff

Staff who feel respected by their colleagues and valued by their agency have improved health outcomes and better productivity.

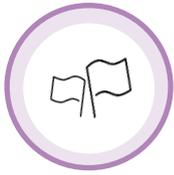
OUR DIVERSITY

We celebrate the diversity of our current workforce, but we also recognise that there is room for improvement. In particular, we endeavour to reflect diversity at all levels and across all workgroups.

Our information comes from our records, as well as reporting from the [2020 Australian Public Service Employee Census](#) and our [Annual Report 2019-20](#). We note that some employees chose not to provide information in relation to diversity characteristics. Data is based on the responses available.



1. The survey did not collect data on whether employees identified as Māori



BUILDING OUR DIVERSITY

To build a diverse workforce, we need to ensure that our recruitment processes are fair and merit-based, and that we are committed to attracting quality individuals from diverse backgrounds. To maximise the benefits of a diverse workplace, we need to attract diverse individuals *and* we need to support them to achieve their best and develop their careers.

Building diversity through attraction and recruitment

Become an employer of choice for individuals from diverse backgrounds

- use our communication platforms to celebrate and attract diverse individuals
- collect data on how and why we attract applicants through our recruitment processes

Ensure our recruitment processes reflect our diversity commitments

- use consistently inclusive language across our publications
- publicise our diversity commitments through relevant documents, plans and articles

Ensure diverse individuals have access to equal employment opportunities within FSANZ

- ensure our recruitment processes (including advertising, applications and assessment) are accessible and barrier free where possible
- provide employees involved in recruitment with diversity and anti-discrimination training

Supporting diverse employees to develop and advance

Support the development of diverse employees

- ensure promotion processes are merit-based and barrier free
- advertise opportunities that support staff in identified groups to develop their careers

Provide options for reasonable adjustment

- ensure flexible work practices, reasonable adjustments and discretionary leave meet the reasonable needs of diverse staff
- conduct a review of facilities and resources for user accessibility

Provide avenues for reporting discrimination

- provide clear and accessible information regarding avenues for reporting discrimination
- promote the Respectful Workplace Behaviour Policy
- ensure training for Contact Officers is clear and comprehensive

Optimise our diversity support systems within FSANZ

- investigate avenues for support, including a platform for consultation on matters related to diversity
- provide appropriate resourcing to diversity support systems



CREATING OUR CULTURE

We want to facilitate a workplace that respects and values individuals from diverse backgrounds. This not only means celebrating diverse employees, but engaging the entire workforce in a culture of collaboration, celebration and respect.

Creating a culture of inclusivity

Build a culture of inclusivity and engagement

- embed inclusivity into our FSANZ culture work
- support all employees to participate in work-related social events
- ensure our international offices feel connected
- investigate best practice in cultural capability and inclusivity in the workplace

Increase the use of inclusive and respectful language

- ensure policies, guidelines and reports use gender-neutral language (they/them/their)
- publish a guide for culturally respectful and gender-inclusive language
- encourage employees to give an Acknowledgement of Country at the start of Australia-based meetings and events

Educating employees about respect and inclusion

Educate employees on respectful workplace behaviour

- educate managers on how to encourage inclusive language and behaviour within their workgroups
- publish practical resources for staff about respecting diversity

Educate employees about diversity and inclusion

- educate relevant employees about inclusive language and accessibility
- introduce a cultural competency training program and make it accessible to key staff

Promoting diversity through our sphere of influence

Promote our commitment to diversity

- communicate our commitment to diversity to all staff
- develop appropriate diversity statements for our public pages

Celebrate days of significance

- consider ways to promote and recognise key days of diversity celebration