

Equity and Diversity Policy Statement



SUPPORTING A MODERN CAPABLE DEFENCE FORCE

This policy outlines my commitment to making the principles of equity and diversity an integral part of the way CSIG conducts its business in accordance with the Defence Workplace Equity and Diversity Plan (WEDP) 2003-2005.

I am committed to providing a work environment where fairness and differences are valued as good leadership practice and I expect CSIG staff to demonstrate their awareness of these values through their behaviour.

To comply with Government and Defence policy, the Secretary and CDF endorsed the WEDP, which focuses on four major themes:

- Leadership and Accountability
- Policy
- Support
- Training

The WEDP provides an implementation plan under which all civilian and military CSIG staff should work, which in turn is enhanced by CSIG's mission: *to support Defence people where they work, train and live.*

In accordance with the WEDP, I am responsible for equity and diversity in CSIG and expect executives, managers and supervisors to bear responsibility for its application in our workplace.

To ensure that the four major themes of the WEDP are met, the following measures are to be employed:

- include equity and diversity in business planning and Plans on a Page, where appropriate;
- provide appropriate equity and diversity information for all personnel, including material that supports and promotes the Equity Adviser Network;
- ensure that all staff attend annual training sessions and encourage them to demonstrate, through their behaviour, an awareness of their commitment to the principles of equity and diversity; and
- comply with incident reporting requirements and respond promptly and sensitively to incidents of unacceptable behaviour.

The Defence Equity Organisation (DEO) is responsible for the development and management of the WEDP. Policy documents such as DPI 1/2001 'Equity and Diversity in the Department of Defence' and DI(G) PERS 50-1 'Equity and Diversity in the Australian Defence Force' offer information and support to ensure the application of equitable processes and practices as an integral part of doing business in Defence. DEO portfolio information is available on the Defence Equity Organisation's web site at <http://defweb.cbr.defence.gov.au/dpeequity/>.

The CSIG Equity Coordinator, supported by Defence Equity Coordinators in each Region, is available to assist with the Group's responsibility in meeting the requirements outlined in the WEDP and will provide advice on equity and diversity policy and related issues, as required.

Alan Henderson
DEPSEC CS

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