

# Diversity, Equity and Inclusion Plan 2024 - 2026



## Our vision for DEI

A safe, respectful and inclusive organisation where people are empowered to do their best work, helping deliver affordable, reliable and sustainable energy for customers and communities

## Our goals to grow a future ready workforce



Growing a workforce whose demographic diversity reflects our customers and communities: giving us the best chance to maximise performance and results.

- Establish targets for bulk recruitment activities
- Establish divisional targets aligned to core local recruitment opportunities
- Review pipeline activities
- Evolve recruitment processes to improve diversity outcomes
- Establish talent management approaches for field-based women and First Nations peoples



Policies, procedures and systems that consider unique needs and circumstances of individuals and enable fair outcomes for everyone.

- Implement plan to prevent and respond to sexual harassment
- Scope and implement approaches to improve gender, disability, and cultural and linguistic equity
- Review and evolve approach to flexible work
- Monitor gender pay gaps in line with leading practice



Equipping everyone with the skills to contribute to an inclusive workplace, as leaders and team members.

- Design and implement a DEI leadership offering in EQL's leadership framework
- Design and implement a DEI education offering for non-leaders



An inclusive employee experience, where people can be their true selves, contribute freely, and feel part of the team.

- Explore the need for resources to support inclusive practice
- Celebrate DEI days of significance
- Maintain DEI Council and Working Parties to ensure employee contribution to core work
- Maintain employee networks
- Improve recognition of employee contributions



Utilising best practice frameworks to ensure EQL's approach to DEI is comprehensive, informed by research and sustainable.

- Implement EQL's Innovate RAP and work toward establishing a new RAP
- Establish EQL as a gold-level AWEI employer for LGBTQ+ inclusion
- Explore pathways to meet recognised standards inclusion of people with disability and cultural diversity
- Explore opportunities for industry leadership

## What its about

## Key initiatives

## Key focus groups

First Nations peoples

Women in Technical and Operational Roles

People in the LGBTQ+ community

People with disability

Culturally and linguistically diverse peoples

Key enablers  
Accountability processes | Data and evidence | Employee voice and contribution | Communication | Top-down leadership