



Policy document

Diversity

This Policy establishes guiding principles to ensure diversity in the Commission's workforce, foster a work environment that acknowledges, respects and values the diversity of all participants and take into account the diversity of NSW when providing information about the Commission's activities and the opportunities for stakeholders to participate in those activities.

1. PURPOSE OF THE DIVERSITY POLICY

The purpose of this policy is to widen the Commission's decision making and service delivery skills, capabilities and insights, in accordance with the NSW Government's commitment to workforce diversity in the NSW public sector.

Diversity includes (but is not limited to) diversity in respect of gender, cultural and linguistic background, Aboriginal people and people with a disability.

2. PRINCIPLES

The Commission's guiding diversity principles are to:

- support diversity in its workforce, namely Commissioners and employees of the OIPC
- foster a work environment that acknowledges, respects and values the diversity of all participants in the planning process
- take into account the diversity of NSW communities when providing information about the Commission's activities and the opportunities for stakeholders to participate in those activities as provided by planning laws
- provide opportunities for Commissioners and employees to develop their knowledge and skills in ways that will support the above principles.

3. IMPLEMENTATION

The Office of the Independent Planning Commission is a small agency (<20 staff) and as such the implementation of specific workforce diversity targets is not practical.

Office of the Independent Planning Commission

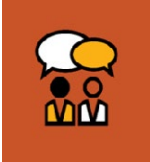
The Commission is guided by the above principles and the NSW Government Disability Inclusion Action Plan 2021-2025 (where applicable to a small agency). The Commission has developed a Multicultural Plan that will guide its engagement activities with diverse communities.

4. RESPONSIBILITIES

ROLE	RESPONSIBILITIES
Chair of the Commission	Oversee the implementation of the guiding principles Establish diversity priorities Oversee implementation of the Policy, including assessing any progress reports received from the Executive Director, OIPC
Executive Director, OIPC	Ensure appropriate analysis and consultation occurs to inform diversity priorities Review and report on progress against the Diversity Policy (annually) and Multicultural Plan (triennially) Ensure that systems are in place to collect information on workforce diversity, to facilitate both planning and reporting Ensure the Commission uses diversity-sensitive language

DOCUMENT GOVERNANCE

Document ID	Data Breach Policy
Owner(s)	Executive Director, OIPC
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