



New South Wales Government  
Independent Planning Commission

# DIVERSITY POLICY

## OUR ROLE AS THE COMMISSION

The Independent Planning Commission of NSW was established by the NSW Government on 1 March 2018 as an independent statutory body exercising its functions independently of management or control except in relation to procedure. The Independent Planning Commission (IPC) is supported by the Office of the Independent Planning Commission (OIPC), which on 1 July 2020 became a separate government agency to the Department of Planning, Industry and Environment. Except where indicated otherwise, a reference to the Commission in this Policy includes a reference to the OIPC.

The Commission plays an important role in strengthening and maintaining transparency and independence in the decision-making processes for major development and land use planning in NSW. The key functions of the Commission include to:

- determine State significant development applications
- conduct public hearings for development applications and other matters
- provide independent advice on any other planning and development matter, when requested by the Minister for Planning or Planning Secretary.

The Commission is an independent consent authority for State significant development applications and provides an additional level of scrutiny where there are:

- more than 50 public objections
- reportable political donations
- objections by the relevant local council(s).

## PURPOSE OF THE DIVERSITY POLICY

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.

## PRINCIPLES

The Commission's guiding diversity principles are to:

- ensure 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.

## IMPLEMENTATION

The Commission will develop and implement a Diversity Plan (which may be part of another plan) with specific diversity priorities, clear strategies and measurable targets and objectives to enable implementation of these principles.

Diversity priorities will be determined by analysing Commissioner and employee data, consultation with Commissioners and employees, and external consultation.

## RESPONSIBILITIES

<b>Chair of the Commission</b>	<ul style="list-style-type: none"><li>• Oversee the implementation of the guiding principles</li><li>• Establish diversity priorities for inclusion in the Diversity Plan</li><li>• Approve the annual Diversity Plan</li><li>• Oversee implementation of the Diversity Plan, including assessing the reports received from the Executive Director, OPIC, on progress against the approved Diversity Plan</li><li>• Ensure the Commission's Annual Report includes a report on diversity and the achievement of targets.</li></ul>
<b>Executive Director, OIPC</b>	<ul style="list-style-type: none"><li>• Develop, and annually update, a Diversity Plan over a rolling three-year period</li><li>• Ensure appropriate data analysis and consultation occurs to inform the establishment of diversity priorities</li><li>• Ensure the strategies in the approved Diversity Plan are implemented</li><li>• Review and report, at least annually, on progress against the approved Diversity Plan</li><li>• Ensure that systems are in place to collect information on workforce diversity, to facilitate both planning and reporting</li><li>• Ensure the Commission uses diversity-sensitive language</li><li>• Monitor the implementation of this policy, and review its currency at least every three years.</li></ul>

## FOR MORE INFORMATION

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