



Metro North Health

Diversity, Equity and Inclusion Action Plan

2026–2030

Metro North Health's vision

Creating healthier futures together—where innovation and research meets compassionate care and community voices shape our services.

Metro North
Health



Queensland
Government

Acknowledgement of Country

Metro North Health respectfully acknowledges the Traditional Owners and Custodians of the land where our health services are located. We pay our respects to the Aboriginal and Torres Strait Islander Elders and valued persons, past, present, and future and recognise the strength that Aboriginal and Torres Strait Islander people and their ancestors have displayed in laying strong foundations for the generations that follow. For it is through building a joint understanding of land, water, and community that we work together to reduce health inequities. We recognise the contributions made throughout this plan by the Aboriginal and Torres Strait Islander workforce and especially those who live with intersectionality.

Published by the State of Queensland (Metro North Hospital and Health Service), February 2026



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An electronic version of this document is available at <https://metronorth.health.qld.gov.au/about-us/publications/health-service-strategy-planning>

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Contents

Acknowledgement of Country	2
Message from the Chief Executive	4
Health Equity	6
LGBTQIA+	7
Multicultural Communities and Persons with Disability	8
People and Culture	9
Metro North Health Equity Implementation and Evaluation Plan 2026–2030	10

Message from the Chief Executive

Nick Steele



Metro North Health aspires to have a workforce that represents the community we care for. We know that when 'norms' are challenged and varied perspectives and lived experience are respected and represented, our healthcare services provide a better employee and consumer experience, and importantly, improved patient care and decision making about this care.

Following two Equity and Diversity Audits at Metro North Health, and in collaboration with our diversity groups, consumers and the Department of Health, I am proud to present our first Metro North Health Diversity, Equity and Inclusion Action Plan.

One of the five key commitments in the Metro North Strategic Plan 2024–2028 is a workplace to be your best. This is a workplace where everyone feels valued and empowered to reach their full potential and is supported to build fulfilling careers. The important word here is everyone.

As the largest employer in the Metro North area, Metro North Health has significant opportunities to address diversity inequity, and we have already commenced numerous actions to support, grow and recognise our colleagues of all identities, abilities and cultures, ensuring everyone has a voice and equal opportunity. This includes:

- Workforce-related actions to deliver Health Equity for the Aboriginal and Torres Strait Islander communities in Metro North and across Queensland
- Commitment to reducing the gender pay gap

- Increasing representation of all diversity groups in our workforce
- Ensuring we offer a safe, culturally sound and healthy workplace.

We commit to addressing systemic barriers that prevent our diverse colleagues from fulfilling career aspirations and have no tolerance for all forms of discrimination and harassment within our workplace.

Within this plan, Metro North Health has three immediate key focus areas:

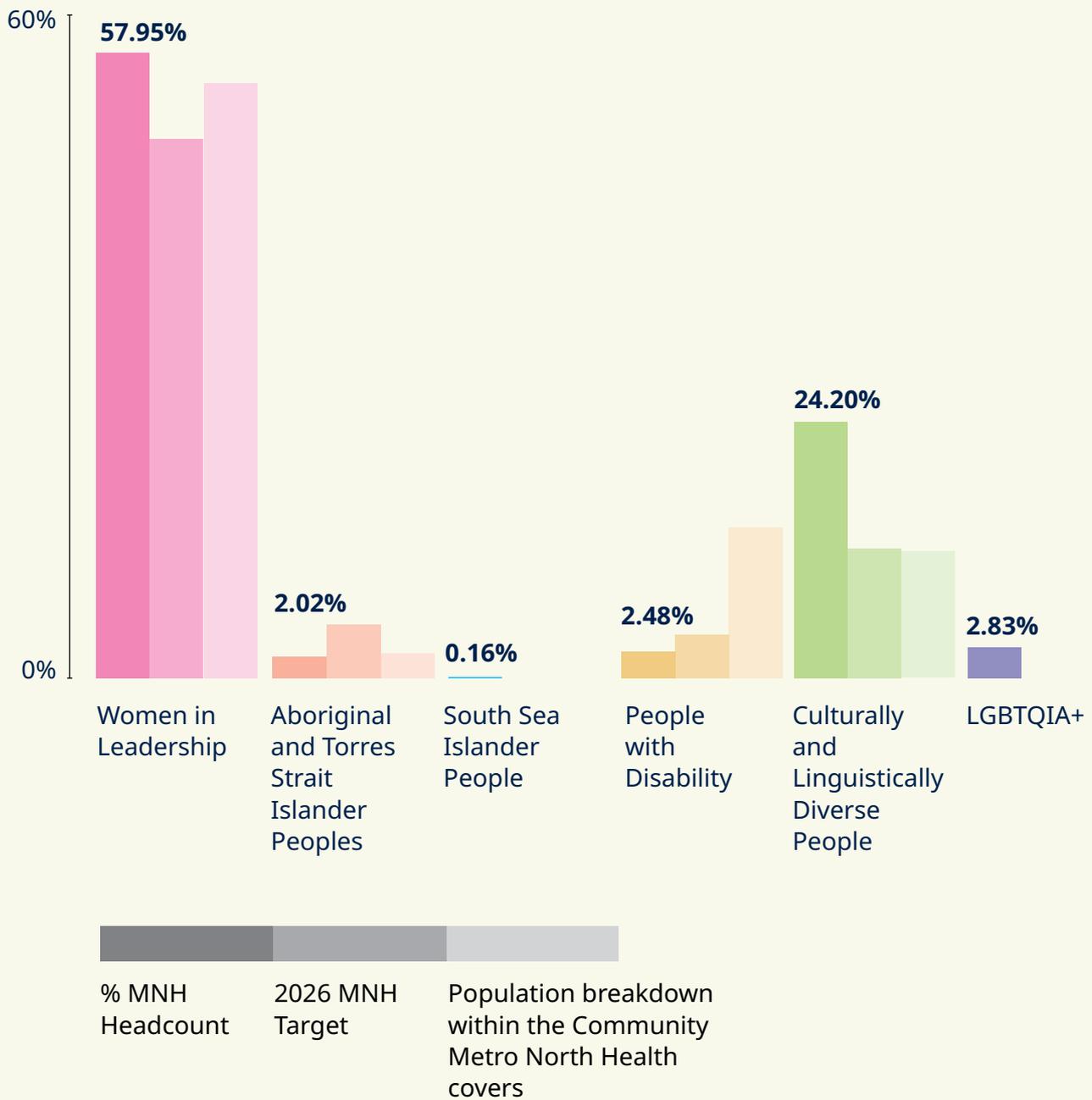
- Supporting, growing and retaining the Metro North Health Aboriginal and Torres Strait Islander workforce
- Supporting, growing, retaining and celebrating the Metro North Health disability workforce
- Addressing the systemic barriers impacting on the gender pay gap within Metro North Health that are within our span of control.

While the three key areas above will be our primary focus, this plan also identifies opportunities to address inequities for the following workforce cohorts:

- Multicultural communities
- LGBTQIA+ community.

It is the responsibility of all employees at Metro North Health to embed the principles of this plan into your day-to-day work practices. I have called on the Metro North Senior Leadership Team to support and prioritise the actions and I ask you to do the same. Together, we create a workplace that values equity, inclusion and the richness of all communities.

The state of diversity within the Metro North Health workforce



Workforce breakdown

Women	73.60%
Men	26.23%
Non-binary	0.17%
Gender Pay Gap (Earnings)	11.26%

Health Equity

Adj.Prof. Sherry Holzapfel



Metro North Health is committed to providing equity of access to high quality health care services and building relationships based on inclusion.

We believe if we get it right for Aboriginal and Torres Strait Islander people, we create a healthcare model that works for everyone. Cultural determinants are fundamental to caring for our communities, and this approach ensures access to care that is culturally responsive, empowers self-care and choice, and improves health and wellbeing for all.

The Diversity Equity and Inclusion Action Plan aligns to the Metro North Health Equity Strategy by actively eliminating racial discrimination within the service, improving access to healthcare services, influencing the social, cultural, and economic determinants of health, and partnering with consumers to co- design health services.

We are dedicated to advancing health equity for Aboriginal and Torres Strait Islander peoples by embedding culturally safe practices, listening to community voices, and supporting workforce representation. Our goal is 5% Aboriginal and Torres Strait Islander employees by 2026, ensuring safe and empowering pathways through initiatives such as the Murrumba Committee and Better Together Staff Gatherings.

I am delighted to support the Diversity Equity and Inclusion Action Plan as the Executive Sponsor and to provide a culturally supportive lens for Aboriginal and Torres Strait Islander health and the health equity agenda.



OUR COMMITMENT

5% ABORIGINAL and/or TORRES STRAIT ISLANDER EMPLOYEES BY 2026/
COMMUNITY POPULATION IS 2.3%



LGBTQIA+

Adj. Assoc. Professor, Grant Carey-Ide



As the Executive Sponsor for Pride in Metro North, I commend this new plan to you as a vital step in ensuring that our workplace reflects the diversity of the communities we serve. Our health service is committed to fostering an inclusive environment where every individual, regardless of sexual orientation, gender identity, or background, can thrive and feel valued.

Diversity is a cornerstone of innovation and excellence, and when we embrace different perspectives, we are better positioned to deliver high-quality, compassionate care to all. This plan outlines our commitment to breaking down barriers, creating supportive policies, and encouraging a culture of respect and understanding. It also highlights the importance of allyship and collaboration across all levels of our organisation.

For our LGBTQIA+ colleagues, this plan represents a continued dedication to ensuring that everyone feels safe, respected, and empowered to bring their authentic selves to work. We aim to build a future where diversity is not just accepted but celebrated. Together, we can create a safer and healthier workplace for everyone.

Thank you for your support as we work toward a more inclusive Metro North Health.



85% OF ALL MNH STAFF
HAVE UNDERTAKEN
LGBTQIA+
AWARENESS TRAINING



Multicultural Communities and Persons with Disability

Perry Judd



Metro North Health cares for an incredibly diverse community.

It has been my privilege to be the Executive Sponsor for Multicultural and Disability agendas in Metro North Health and learn from the diverse experiences from the community. We continue to strive for health equity for people of Multicultural communities, and people with a disability, their families, carers, and supporters.

We know that we better serve our community, when we have representatives of those diverse communities employed in our workforce. We recognise that the diversity of Metro North Health's workforce often does not currently reflect the levels of representation present in our community. It is important that we all work together to make our organisation an attractive employer, because better representation means better health outcomes for our community. By removing barriers and

promoting inclusivity we will create a more equitable and compassionate healthcare system for all.

The Diversity Equity and Inclusion Action Plan is an important start in understanding what we are doing well, and where we can improve. We are striving for a workplace culture where the values of equity, respect, inclusion, and cultural safety are embraced and demonstrated every day.

We are proud to publish this plan and strengthen our commitment to diversity, equity and inclusion in Metro North.

OUR COMMITMENT **3-5%** OF
PEOPLE WITH DISABILITY
IN OUR WORKFORCE BY 2026 /
CURRENTLY SITTING AT
2.44%



People and Culture

Lorna Morton



I proudly support the Metro North Health Diversity Equity and Inclusion Action Plan. This plan is a critical enabler of our broader People Strategy and directly supports the Metro North Strategic Plan: Prioritise the physical and psychological health, safety, and wellbeing of our workforce.

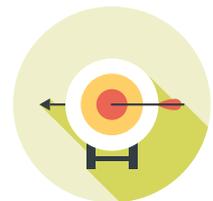
As the largest Hospital and Health Service in Queensland, this plan is instrumental in driving key performance actions that bring our Metro North Health values to life. It supports a respectful, and inclusive culture across all teams and facilities—essential to delivering person-centered, safe care.

The Diversity Equity and Inclusion Action Plan provides a roadmap towards a safer, healthier and more inclusive workplace, where all staff feel valued, empowered to reach their full potential, and supported to bring their authentic selves to work. This plan complements and aligns with several

key Metro North strategies and frameworks, including the Health Equity Strategy, the Strategic Workforce Plan, and the Disability Services Action Plan. It also builds on insights from the Equity & Diversity Audit Report 2025, ensuring actions are evidence-informed and designed in partnership with our workforce and community.

As Acting Chief People and Culture officer for Metro North Health I commend this plan and thank you for your support and commitment to building a workforce that truly reflects the diversity of the communities we serve. Together, we all hold the responsibility—and the opportunity—to embed equity, inclusion and belonging into the heart of Metro North Health.

EXCEEDING TARGET OF 12%
MULTICULTURAL EMPLOYEE HEADCOUNT IS 23.74%!



Metro North Health Diversity Equity Inclusion Action Plan 2026–2030

Action	Accountable Officer	Responsible Officer	Timeframe	Outcome	Original Strategy (if applicable)
Aboriginal and Torres Strait Islander					
The Metro North Health Diversity Equity Inclusion Action Plan aligns to and supports the Metro North Health Equity Strategy, focusing on actively eliminating racism, cessation of workplace discrimination, improving healthcare services, influencing the social, cultural, and economic determinants of health, and partnering with consumers to co-design health services, for the Aboriginal and Torres Strait Islander peoples within our workforce.	Executive Director Aboriginal and Torres Strait Islander Health	Aboriginal and Torres Strait Islander Leadership Team	Ongoing		Metro North Health Equity Strategy 2025-2028
Recruitment					
Deadly Start School Based Traineeships Improve the Aboriginal and Torres Strait Islander Deadly Start School-Based Traineeship Program and guarantee employment opportunities within Metro North Health at completion.	Chief People & Culture Officer	People & Culture, Programs Aboriginal and Torres Strait Islander Leadership Team Executive Directors Allied Health All Facilities	Ongoing	Integrated and seamless partnerships between the Metro North Health Deadly Start Program and partners, including the VET sector. Increase program participation and completion rates by 7-10% every year. Deadly Start graduates continue to have positive employment outcomes.	Metro North Health Strategic Workforce Plan 2020–2025 Metro North Health Equity Strategy 2025-2028
Create a clear pathway from Deadly Start School Based Traineeships to the Metro North Health Cadetship Program for those students who wish to pursue	Chief Allied Health Practitioner		June 2026	Clear pathway from the Deadly Start school-based traineeship into a Cadetship, creating a highly skilled workforce of work ready Aboriginal and Torres Strait Islander people.	New
Pathways Awareness and Marketing Program Collaborate with high schools, Vocational Education Training (VET) providers, universities and Federal Government Employment Service Providers (Workforce Australia and IES) to promote health careers and attract people with disability, Aboriginal and Torres Strait Islander peoples, people from multicultural backgrounds, and LGBTQIA+ communities.	Chief People & Culture Officer	People & Culture, Services Executive Directors All Facilities Allied Health	Ongoing	Pathways clearly promoted and easily accessed by potential candidates. At least a 50% increase in number of applications via Smart Jobs from key diversity groups including Aboriginal and/or Torres Strait Islander, South Sea Islander and people with disability groups.	Metro North Health Strategic Workforce Plan 2020–2025 Metro North Health Disability Services Action Plan 2024–2029
Education2Employment Pathway Programs Deliver Education2Employment programs that provide training and recruitment opportunities for people with disability, Aboriginal and Torres Strait Islander peoples, multicultural backgrounds, and LGBTQIA+ communities into entry-level health careers. Establish an Education2Employment university pathway to employment, with a focus on supporting people with disability.	Chief People & Culture Officer	People & Culture, Services Executive Directors, All Facilities Allied Health	June 2027	Improve integration of the education sectors to align supply to future jobs and strengthen health careers and consumer care.	Metro North Health Strategic Workforce Plan 2020–2025 Metro North Health Disability Services Action Plan 2024–2029 Metro North Health Equity Strategy 2025-2028
Disability Recruitment Audit Implement the recommendations, where appropriate, from the completion of the National Disability Recruitment Coordinator (NDRC) recruitment audit, to strengthen disability inclusive recruitment practices.	Chief People & Culture Officer	People & Culture, Services Metro North Health Comms Executive Directors, All Facilities Metro North Disability Advisory Team	June 2029	Delivery of a MNH wide educational campaign for hiring managers that ensures recruitment processes are disability friendly. Achieve 85% staff retention rate of people with disabilities 12 months from commencement after implementation of audit recommendations.	Metro North Health Disability Services Action Plan 2024–2029

Action	Accountable Officer	Responsible Officer	Timeframe	Outcome	Original Strategy (if applicable)
<p>Improve employment pathways for overseas-trained health practitioners through observership programs, traineeship initiatives, and tailored support resources.</p> <p>Improve employment pathways for young people from multicultural backgrounds through traineeship initiatives and tailored support resources.</p>	Chief People Culture Officer	People & Culture, Services Executive Directors Nursing and Midwifery Medical Allied Health	Ongoing	Re-accreditation pathway for overseas trained health staff.	New
<p>Increase the use of Section 25 identified positions across clinical and non-clinical areas to improve Aboriginal and Torres Strait Islander workforce representation.</p> <p>Advertise Aboriginal and Torres Strait Islander identified roles for at least six weeks and promote via 'Better Together – Our Health, Our Way' social media.</p>	Chief Executive Officer Aboriginal and Torres Strait Islander Leadership Team	People & Culture Aboriginal and Torres Strait Islander Leadership Team All Facilities	June 2027 June 2026	Increase in the proportion of Aboriginal and Torres Strait Islander (EEO) workforce. Increase in the proportion of Aboriginal and Torres Strait Islander (EEO) workforce.	New New
Recognition and Belonging					
<p>Attract and grow the Metro North Health Disability workforce</p> <p>Establish recruitment processes and principles that break down barriers. Achieve 85% staff retention rate of people with disabilities 12 months from Commencement, across Metro North</p> <p>Grow MN ENABLE (Employees Navigating Access Barriers Leadership and Equity) working group to continue developing, co-designing and implementing Adjustments Package and Guideline supporting staff, teams and managers to create diverse & inclusive workplaces.</p> <p>Build process to ensure pre-employment functional capacity is assessed by a qualified Health Practitioner to ensure a safe, sustainable work placement and any reasonable adjustments have been identified and implemented.</p> <p>Flexible Working Arrangements (FWA) supported for not only employees with disabilities for workplace support, but also for parents who have childcare impacts or children with disabilities and those who are impacted by caring for adults with disabilities including the elderly, assisting to support and provide flexibility to staff as required.</p>	Chief People & Culture Officer	People & Culture Services Chief Allied Health Practitioner Executive Directors All Facilities	June 2029	Position and promote Metro North Health as an employer of choice for people with a disability. MN to meet employment targets of 3.5% by 2026 and aspire to meet employment target of 6-8% by 2029. (Smart Jobs voluntary EEO measure). Accessible Spaces and Workplaces / Environmental Access Issues.	Metro North Health Disability Services Action Plan 2024-2029
<p>Inclusive Orientations</p> <p>Update Metro North Health orientation to include stories and lived experiences from employees, consumers, and supporters to highlight and promote workplace inclusion for Aboriginal and Torres Strait Islander peoples, staff with disabilities, LGBTQIA+ communities, and multicultural staff.</p>	Chief People & Culture Officer Chief People and Culture Officer	People & Culture, Programs Executive Directors All Facilities	June 2026	Review and refresh orientation content annually to ensure it remains relevant and inclusive for all staff. Orientation feedback shows improved perception of an inclusive and culturally safe workplace.	Metro North Health Strategic Workforce Plan 2020-2025 Metro North Health Disability Services Action Plan 2024-2029 Metro North Health Equity Strategy 2025-2028

Action	Accountable Officer	Responsible Officer	Timeframe	Outcome	Original Strategy (if applicable)
<p>Build active allyship program/s</p> <p>Develop and deliver active allyship programs to support staff in advocating for and engaging with colleagues from underrepresented groups, with a focus on LGBTQIA+ community and people with disabilities.</p> <p>Provide coaching, mentoring, and development opportunities for staff, ensuring volunteers have protected time to participate, with a focus on employees from the Aboriginal and Torres Strait Islander, LGBTQIA+ and multicultural communities, and employees with disability</p>	Chief Executive Officer	People & Culture, Programs Aboriginal and Torres Strait Islander Leadership Team Allied Health Disability Pride in Metro North Executive Directors All Facilities	June 2027 December 2028	Promote active allyship amongst MNH workforce to connect with all diversity groups to support and engage. Promote belonging and improved wellbeing for staff, reducing psychosocial hazards associated with exclusion due to diversity factors. Protect time for volunteers to attend these initiatives, and to reduce burden for their above and beyond their normal work.	New New
<p>Peer Responder, Mentoring and Leadership Program</p> <p>Develop and evaluate a Peer Responder, Mentoring and Leadership program for Aboriginal and Torres Strait Islander peoples, Multicultural, LGBTQIA+ community and people with disabilities.</p> <p>Provide education to all existing Peer Responders assisting them with diverse and safe conversations.</p> <p>Support Health Pride Champions (Peer Responder for LGBTQIA+ community) as visible advocates for the LGBTQIA+ community within the Metro North Health workforce.</p> <p>Visible identification of allyship and qualifications in the area of peer support further supporting safety and connectivity.</p>	Chief People & Culture Officer	People & Culture Programs Aboriginal and Torres Strait Islander Leadership Team Chief Allied Health Practitioner Executive Directors All Facilities	Ongoing December 2027	Support transfer of learnings from training to work roles, staff in educational based programs and initiatives.	Metro North Health Equity Strategy 2025-2028 Metro North Health Equity Strategy 2025 New
<p>Develop and deliver Disability Awareness, LGBTQIA+ Awareness and reasonable workplace adjustments training packages using internal and external resources to build understanding, empathy, and inclusive behaviors across the workforce.</p> <p>Create and publish staff profiles and articles highlighting LGBTQIA+ employees and relevant issues on the Pride in Metro North Health intranet page to promote visibility, representation, and understanding</p>	Chief People & Culture Officer	People & Culture, Programs All Facilities Executive Directors Pride in Metro North	June 2026	85% of all Metro North Health staff undertake Disability Awareness Training. 85% of all Metro North Health staff undertake LGBTQIA+ Awareness Training. The “train the trainer” trained educators being able to deliver all 3 levels of the training. Reasonable workplace adjustments to retain staff with disabilities in Metro North Health workforce.	Metro North Health Disability Services Action Plan 2024–2029 New
<p>Implement lived experience roles into all Metro North Directorates</p> <p>Metro North Health celebrates people with disabilities through promoting key events across the organisation; Neurodiversity Action Week, Global Accessibility Awareness Week, World Mental Health Day and International Day of Persons with a Disability.</p> <p>Staff and Consumer Disability Awareness Profiles are displayed throughout Metro North Health to raise awareness and support for people with disabilities with our health settings.</p>	Chief Allied Health Practitioner	Performance Reporting People & Culture Chief Allied Health Practitioner Executive Directors	December 2026	People with Disabilities need to feel safe and supported in the workplace with increased employment opportunities that support their progression and career development. Managers meet with their teams after completion of training to share and implement the key learnings towards informing inclusive and equitable assistance to Metro North consumers.	Metro North Health Disability Services Action Plan 2024–2029
<p>Deliver education to all front-line staff on how to meaningfully ask consumers if they identify as having a disability and require adjustments to their health care journey.</p>	Chief Allied Health Practitioner	Performance Reporting People & Culture Chief Allied Health Practitioner Executive Directors	December 2026	Utilise a system wide policy and procedure alongside the patient identification program. Reasonable Adjustments Guideline.	Metro North Health Disability Services Action Plan 2024–2029

Action	Accountable Officer	Responsible Officer	Timeframe	Outcome	Original Strategy (if applicable)
<p>Women in leadership and gender pay gap</p> <ul style="list-style-type: none"> Conduct a gender equity audit with ongoing reporting. Support women with leadership mentoring programs developed across professions. Continue to support the level up program of work in the Medical Stream. Explore employing more people in non-traditional roles such as administration for men and women in trades. Increased use by the male workforce accessing long spousal leave. Encourage better understanding that “primary care giver” for the purposes of paid parental leave does not automatically mean the person who gave birth. 	Chief Executive Officer	People & Culture Executive Directors All Facilities Medical	Ongoing	Track gender pay gap progress at regular intervals. Identify underlying systemic barriers and enablers within MNH span of control. Reduce the gender pay gap by 3-5% by 2027. Address gender pay gap analysis within the Metro North Health Equity & Diversity Audit 2025. Increase the awareness and utilisation of Parental Leave for the male workforce and amongst LGBTQIA+ staff.	Metro North Health Strategic Workforce Plan 2020–2025 Metro North Health Equity & Diversity Audit Report 2025
<p>Celebrating the diverse communities within MNH workforce</p> <ul style="list-style-type: none"> Support the LGBTQIA+ community within the Metro North Health workforce with visibility actions including workforce education and workforce focus and support group. Improved survey responses from Have Your Say survey, obtain responses from the LGBTQIA+ community on the direction and effectiveness of the Metro North Health LGBTQIA+ network. Pride in Metro North assist the LGBTQIA+ community by supporting those employees who identify as part of the LGBTQIA+ community, ensuring it remains safe to share information. Metro North Health LGBTQIA+ community to participate in external LGBTQIA+ Pride events and training. Support the Multicultural community within the Metro North Health workforce with visibility actions including workforce education and workforce focus and celebrating the experience and contributions of our Multicultural workforce. Develop/procure & make available DEI awareness training to promote health equity & a more inclusive workforce. Set up an agreement for Professional development offered in service during and outside of work, and presentation of awards for successful completion. Hold “Better Together” staff gatherings four times a year, with managers encouraging and supporting Aboriginal and Torres Strait Islander staff to attend. 	Chief Executive Officer Chief People & Culture Officer Metro North Comms	People & Culture, Programs Executive Directors Pride in Metro North Metro North Health Disabilities Services Metro North Multicultural Health and Language Services Chief Allied Health Practitioner Executive Directors All Facilities	Ongoing December 2027 December 2028 December 2026	Promoting key events across our organisation. Additional education and awareness training developed/procured and delivered, with a focus on face to face education to encourage storytelling and empathy, avoiding the ticking of boxes with just online education. Actively promote the growth of Pride in Metro North to improve survey responses within the Metro North Health Have Your Say survey for the LGBTQIA+ community. Answers will demonstrate workplace culture and assist with developing education and/or cultural safety initiatives. Implementation of a Metro North Health LGBTQIA+ internet page for the LGBTQIA+ workforce and community. Measures in employee opinion surveys for key diversity target groups in the Metro North Health workforce report higher rates of psychological safety and psychosocial safety relating to their diversity profile. Raise awareness and promote belonging for Aboriginal and Torres Strait Islander employees within Metro North Health.	Metro North Health Strategic Workforce Plan 2020–2025 Metro North Health Disability Services Action Plan 2024–2029 New New New New
	Aboriginal and Torres Strait Islander Leadership Team	People & Culture, Programs Executive Directors Pride in Metro North Metro North Health Disabilities Services Metro North Multicultural Health and Language Services Chief Allied Health Practitioner Executive Directors All Facilities			

Action	Accountable Officer	Responsible Officer	Timeframe	Outcome	Original Strategy (if applicable)
<p>Retention and safety for people to identify: Include people with disability as a priority group in the Metro North Health workforce to feel safe and supported. Ensure Employee Assistance Program (EAP) provider and Sexual Harassment Contact Officer network provides support that is LGBTQIA+ inclusive, and culturally appropriate and safe for Aboriginal and Torres Strait Islander staff. Develop a more inclusive PDP program for underrepresented groups within the Metro North workforce.</p>	Aboriginal and Torres Strait Islander Leadership Team	People & Culture, Programs Chief Allied Health Practitioner Executive Directors All Facilities Metro North Health Disability Services Pride in Metro North	June 2027	Utilise EAF (Employment Assistance Fund) and Work Assist programs, funded and managed by Department Social Services, to support adjustment to facilitate staff employment and retention. Inclusive PDP program to incorporate: <ul style="list-style-type: none"> • strengths-based goal setting • require clarity, predictability, and adjustment considerations • outline expectations for managers • protect against subjective judgements • managers to provide focused support in situations that don't require a reasonable adjustment but may benefit from some extra support and guidance. 	Metro North Health Strategic Workforce Plan 2020-2025 Metro North Health Disability Services Action Plan 2024-2029 Metro North Health Equity Strategy 2025-2028
<p>Develop and implement a staff engagement campaign to encourage employees to review and update their Equal Employment Opportunity (EEO) self-identification information.</p>	Chief People & Culture Officer	Aboriginal and Torres Strait Islander Leadership Team Chief Allied Health Practitioner Executive Directors All Facilities Metro North Health Disability Services Pride in Metro North	June 2027	Increase in the proportion of Aboriginal and Torres Strait Islander peoples, multicultural communities, LGBTQIA+ communities and person with disability within the workforce via EEO data.	
<p>Broaden anti-racism campaign and efforts to include staff from all diverse communities (including multicultural communities), while keeping a strong focus on Aboriginal and Torres Strait Islander people, to help eliminate racism within Metro North Health</p>	Chief People & Culture Officer	Aboriginal and Torres Strait Islander Leadership Team Chief Allied Health Practitioner Executive Directors All Facilities Metro North Health Disability Services Pride in Metro North	June 2029	Increase visibility of the diversity of the MNH workforce to promote belonging and inclusion for <ul style="list-style-type: none"> • the Metro North Health workforce and consumers. 	Metro North Health Equity Strategy 2025-2028
<p>Deliver cross-cultural mental health training for clinicians and language specialists to strengthen communication, cultural understanding, and collaborative practice.</p>	Chief People & Culture Officer	Chief Allied Health Practitioner Chief Medical Officer Chief Nursing and Midwifery Officer Executive Directors All Facilities People & Culture	2027 - 2028	Cross cultural mental health training with mental health clinicians and language specialists improve communication and collaboration. Improved communication and collaboration between clinicians and language specialists, resulting in culturally safe and responsive care for all patients.	New
Learning and Training					
<p>Develop a Podcast and VLOG system to share learnings and resources on cultural safety, Aboriginal and Torres Strait Islander perspectives, support for staff with disability, LGBTQIA+ experiences, gender equity, and culturally and linguistically diverse communities. Content will include leadership insights, key cultural practices, active allyship, and accessible resources for staff.</p>	Chief People & Culture Officer	People & Culture Metro North Health Comms Metro North Health Disability Pride in Metro North Metro North Health Multicultural Health and Language Services All Facilities Executive Directors	December 2027	Inclusion of DEI training material in Metro North Health orientation for appropriate onboarding for an inclusive workforce. Raise awareness and promote belonging of all diversity groups in Metro North Health. Increase visibility of the diversity of the MNH workforce to promote belonging and inclusion for the Metro North Health workforce and consumers. Ensure new starters are aware of support and resources available and able to join Pride in Metro North.	Metro North Health Equity & Diversity Audit Report 2025 New New



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