

Diversity, Equity and Inclusion Action Plan 2025–2028

Metro South Health’s Diversity, Equity and Inclusion (DEI) Action Plan supports our commitment to creating inclusive, respectful, and equitable environments for staff and the communities we serve. Aligned with the Metro South Health Strategic Plan and Integrated Planning Framework, this plan translates our values into tangible actions that promote health equity and workforce diversity.

Guided by strategic objectives such as embracing diversity, addressing societal inequities, and learning from First Nations Peoples’ narratives, the DEI Action Plan outlines clear steps to embed equity into our operations, culture, and service delivery. It ensures accountability, collaboration, and measurable impact across all levels of the organisation.

Challenges

- Underrepresentation in leadership – despite overall gains, First Nations men and people with disability remain underrepresented in senior roles, indicating barriers to progression.
- Gender pay gap in medical stream – significant earnings disparities persist in the medical workforce, where men dominate higher-paying roles.
- Incomplete data sets – low response rates to EEO Surveys and limited LGBTIQ+ data hinder comprehensive analysis and planning.
- Disability inclusion – representation of employees with disability remains below target, particularly at higher classification levels, requiring more focused support and visibility.

Opportunities

- Inclusive workforce growth – MSH has exceeded targets for CALD staff and women in leadership reflecting strong momentum in inclusive hiring.
- Targeted programs – initiatives like Deadly Starts and the Disability Services Plan support career pathways for First Nations peoples and people with disability, promoting culturally safe and accessible employment.
- Data-driven improvement – continued promotion of EEO census completing and use of anonymous surveys enhances data accuracy and informs targeted DEI strategies.
- Gender pay equity progress – the gender pay gap is steadily decreasing across most diversity groups, especially when excluding the medical stream.



Our people are our success

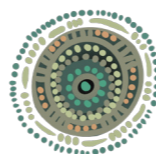
Queensland Health Equity, Diversity and Inclusion statement of commitment

As one of Queensland’s largest employers, Queensland Health has a unique opportunity to make a positive contribution to equity, diversity and inclusion in our workplaces and in the wider community. Equity, diversity and inclusion allows us to reflect the communities we serve, and to achieve the vision to be a dynamic and responsive health system where our workforce is valued and empowered to provide world-class healthcare to all Queenslanders.

Queensland Health and Metro South Health commits to equity, diversity and inclusion strategies and initiatives that create respect and fairness for everyone while increasing employment and improving the experience of employees in underrepresented groups. This commitment is underpinned by the [Queensland public sector inclusion and diversity strategy 2021-2025](#), which aims to embed inclusion and diversity across the public sector.

We will demonstrate the commitment to equity, diversity and inclusion through:

- **Reflecting the communities we serve:** creating workforces with representation from all diversity groups.
- **Working together:** understanding the role we all play in creating diverse and inclusive workplaces and making inclusion part of everything that we do.
- **Diversity at all levels:** driving greater diversity at all levels of the organisation – including leadership and executive roles – and ensuring equal access to opportunities.
- **Valuing our people:** creating workplaces where the diversity of employees and their perspectives enhance organisational performance and innovation.
- **Fair and inclusive practices:** implementing policies, procedures and practices that are inclusive for all employees and promote accessibility.
- **Greater inclusion:** embedding inclusive behaviours to create safe, respectful and inclusive workplaces.
- **Visible leaders:** growing inclusive leadership – at all levels – with leaders who lead by example, positively influence workplace culture, and address processes and behaviours that are not inclusive.
- **Accountability:** senior leaders actively involved in, and responsible for, the delivery and success of diversity and inclusion initiatives.
- **Capability development:** providing employees with information, training and development opportunities to create a culture of inclusion, respect and innovation.



Acknowledgement of Country

Metro South Health recognises and pays respect to the traditional custodians of the land and waters—the Yugambeh, Quandamooka, Jaggera, Ugarapul, Turrbal and Mununjali peoples—and to Elders, past and present.



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Area of focus	Strategic alignment	Strategic priority area	Actions	Accountability
First Nations employment	<ul style="list-style-type: none"> » First Nations Health Equity Strategy 2022–2025 » Strategic Plan 2024–2028 » People Strategy 	<ul style="list-style-type: none"> » Priority Area 6 – Workforce » Objective 2 – Health Equity is a partnership journey » Celebrate our diversity; support culturally safe career pathways 	<ul style="list-style-type: none"> » Expand Deadly Starts, cadetships, and mentoring » Strengthen cultural safety and career pathways » Focus on First Nations men’s representation » First Nations staff network 	<ul style="list-style-type: none"> » MSH Traineeships » Aboriginal and Torres Strait Islander Health Directorate
Disability inclusion	<ul style="list-style-type: none"> » Disability Services Plan 2023–2026: Ask, Connect, Listen, Respect » Strategic Plan 2024–2028 » People Strategy 	<ul style="list-style-type: none"> » Pillar 1 – Workforce » Objective 1 – Our people are our success » Keep staff safe and well; support inclusive employment practices 	<ul style="list-style-type: none"> » Improve disclosure comfort through anonymous surveys » Leadership pathways for people with disability » Inclusive recruitment and reasonable adjustments » Disability staff network 	<ul style="list-style-type: none"> » Senior Consultant Diversity Inclusion Employment
Gender equity and pay gap	<ul style="list-style-type: none"> » Strategic Plan 2024–2028 » People Strategy 	<ul style="list-style-type: none"> » Objective 1 – Our people are our success » Objective 2 – We improve health equity for our community » Support and develop all staff to perform at their best 	<ul style="list-style-type: none"> » Targeted leadership development for women in medical roles » Transparent pay audits and equity reviews » Flexible work arrangements at senior levels 	<ul style="list-style-type: none"> » AWHL Implementation
CALD	<ul style="list-style-type: none"> » Strategic Plan 2024–2028 » Consumer and Community Engagement Strategy » People Strategy 	<ul style="list-style-type: none"> » Objective 2 – We improve health equity for our community » Culturally responsive care » Celebrate our diversity; empower staff from all backgrounds 	<ul style="list-style-type: none"> » Language support and cultural competency training » Leadership development for CALD staff » Celebrate cultural diversity through events and storytelling » Multicultural Staff Network 	<ul style="list-style-type: none"> » Organisational Development » Senior Consultant Diversity Inclusion Employment
LGBTIQA+	<ul style="list-style-type: none"> » Strategic Plan 2024–2028 » People Strategy 	<ul style="list-style-type: none"> » Objective 1 – Our people are our success » Create an inclusive workplace culture 	<ul style="list-style-type: none"> » Expand LGBTIQA+ data collection and visibility » Allyship programs and inclusive policies » Safe spaces and peer support networks » LGBTIQA+ staff network 	<ul style="list-style-type: none"> » Senior Consultant Diversity Inclusion
EEO data	<ul style="list-style-type: none"> » Strategic Plan 2024–2028 » People Strategy 	<ul style="list-style-type: none"> » Objective 1 – Our people are our success » Ensure staff feel valued and heard; build trust through transparent data practices 	<ul style="list-style-type: none"> » Promote EEO census completion; improve data quality and participation; enable anonymous reporting 	<ul style="list-style-type: none"> » Senior Consultant Diversity Inclusion Employment » Principal Data Analyst HR Data