

# Equal Employment Opportunities Management Plan

## Objectives for 2003/04

Continue refocusing the organisation on diversity and its integration with the principles of GV-BV and the HR Strategy

### Learning and Development

- Conduct Diversity training programme for all new staff to the organisation
- Develop diversity awareness tools for use in teams

Improve system for collecting EEO Statistics

Encourage a more diverse workforce within the Council

Parenting Pack and Parenting Room

Continue to support Referral Advisors

## Performance Indicators

- Incorporate Diversity as an element of the Healthy Workplace Strategy
- Profile and celebrate Diversity throughout the organisation on a regular basis
- Conduct 6 workshops by June 2004
- 4 diversity tools are available on the Intranet. 6 teams to pilot use of diversity tools
- Develop web based database. Review conducted after 6 months of operation
- 2 Units pilot different ways of recruiting to encourage diverse groups within the community to apply for Council jobs
- Target the advertising of jobs to a wider community base
- Set up, trial and evaluate use of parental leave pack
- Monitor and evaluate use of the parenting room
- Ensure that 4 meetings per year for information sharing, networking and skills development