



INCLUSION & DIVERSITY 2023-2025

icare acknowledges the Traditional Custodians of the land on which we operate, live and gather as employees, and recognises their continuing connection to land, water and community.

We pay respect to Elders past, present and emerging.

Our offices are located on the lands of the Eora (Sydney), Darkinjung (Gosford), Awabakal (Newcastle), Dharug (Parramatta) and Tharawal (Wollongong) nations.

A stylized map of New South Wales is shown in dark blue against a light blue background. Five yellow location pins are placed on the map, each corresponding to a text label in a colored bar. The labels are: 'AWABAKAL NATION NEWCASTLE' (green bar), 'DARKINJUNG NATION GOSFORD' (purple bar), 'DHARUG NATION PARRAMATTA' (pink bar), 'EORA NATION SYDNEY CBD' (dark blue bar), and 'THARAWAL NATION WOLLONGONG' (green bar).

AWABAKAL NATION NEWCASTLE

DARKINJUNG NATION GOSFORD

DHARUG NATION PARRAMATTA

EORA NATION SYDNEY CBD

THARAWAL NATION WOLLONGONG

INTRODUCTION

The icare Inclusion and Diversity (I&D) Plan sets our shared direction across the next three years for the organisation to respect and value the diversity of those we serve and build a more inclusive workplace. It will help us achieve our organisation and people goals, to care for the people of NSW, building confidence and trust so our communities can thrive.

This diversity includes people with disability, Aboriginal and Torres Strait Islander Australians, people from culturally and linguistically diverse backgrounds (CALD) and people of different genders, ages, sexual orientations, social backgrounds.

In preparing the 2023-2025 plan, analysis was conducted on work in progress across icare, connecting how our commitment to inclusion and diversity supports the delivery of our purpose, vision, strategy and values.

The Inclusion & Diversity Plan identifies priorities we will take focused action on. They are:

- Inclusive culture
- Accessibility
- First Nations
- Multiculturalism.

These focus areas will strengthen our existing foundations to drive inclusion, accountability, and connection across icare.

This Plan includes icare's Disability Inclusion Action Plan (DIAP), Multicultural Inclusion Action Plan (MIAP) and Reconciliation Action Plan (RAP) and provides the strategic roadmap to continue delivering on our ongoing I&D commitment.

INCLUSION & DIVERSITY AT ICARE

Inclusion ...

is how we acknowledge the individual characteristics and experiences our people bring to the workplace.

We create a supportive and equitable environment so our people feel safe to be themselves, inspired to contribute to our purpose and thrive in their careers.

Diversity ...

is what we acknowledge. Our varied lived, personal, and professional experiences, e.g. gender, age, language, cultural background, physical and mental ability, sexual orientation, capabilities and skills.

I&D PLAN 2023-2025

<i>Purpose</i>	We care for the people of NSW, building confidence and trust so our communities can thrive			
<i>Vision</i>	We make the complex simple to deliver better outcomes for those we serve			
<i>Strategic Priority</i>	Strengthen our culture of collaboration, growth and achievement			
<i>Values</i>	Together Ownership Driven Curious Passionate			
<i>I&D Vision</i>	A workplace that harnesses the differences of the people of NSW			
<i>Focus</i>	Inclusive culture	Accessibility	First Nations	Multiculturalism
	Foster inclusion, diversity and belonging within our culture	Information, workplace and services are accessible for our people, partners and those we serve	Engagement with First Nations people, communities and organisations	Culturally and Linguistically Diverse (CALD) services for our communities