

# Aboriginal & Torres Strait Islander Employment Policy & Strategy

## OUR PURPOSE

is to promote the unique value & inclusion of our customers in the life of their community.

## OUR VISION

is that people with disabilities experience seamless inclusion.

## Background

Aboriginal & Torres Strait Islander Australians remain one of the most economically, socially and culturally disadvantaged groups within Australian society. ABS Census 2017 data tells us that:

- Aboriginal & Torres Strait Islander Australians are estimated to represent 3.3% of the total population, representing 649,171 people;
- The National unemployment rate for Aboriginal & Torres Strait Islander Australians is 20.9% compared to 5% for the wider community, with 48.4% of the Aboriginal & Torres Strait Islander labour force is employed across Australia;
- The average income for Aboriginal & Torres Strait Islander Australians is up to 35% lower than non-Aboriginal & Torres Strait Islander Australians.

By having a specific focus on recruiting, retaining, and providing opportunities for Aboriginal & Torres Strait Islander Australians, we can as an employer close the disadvantage gap by improving to the social capital and empowerment of our Aboriginal & Torres Strait Islander Australians.

breakthru's Strategic Plan 2018 – 2020 includes building a workforce for the future which aligns with this Aboriginal & Torres Strait Islander Employment Strategy.

## Policy statement

breakthru is already an equal opportunities employer, who does not discriminate against candidates or employees, regardless of race, colour, gender, gender identification, sexual orientation or disabilities.

Aboriginal & Torres Strait Islander employees are welcomed for all roles at all levels and locations across breakthru.

This is evidenced by 8.2% of breakthru employees identifying as Aboriginal or Torres Strait Islander from North Queensland to Victoria, well above the population average of 3.3%.

## Deliverables

In addition to our current policy, by 2020, breakthru aims to:

1. Integrate our Aboriginal & Torres Strait Islander Employment Strategy into our Single Workforce Strategy document.
2. Continue to promote awareness of breakthru's Aboriginal & Torres Strait Islander Employment Policy and Strategy.
3. Include Aboriginal & Torres Strait Islander Australian awareness training for all staff during induction.
4. Continue to have culturally appropriate recruitment practices and role advertising, induction and peer support networks which encourages Aboriginal & Torres Strait Islander Australians to apply for positions at breakthru.
5. Provide opportunities for work experience placements for Aboriginal & Torres Strait Islander Australians in different parts of our business.
6. Reporting to the breakthru CEO progress in fulfilling the Aboriginal & Torres Strait Islander Employment Policy and Strategy