
From: Anna Cody
Sent: Wednesday, 2 October 2024 5:27 PM
To: All Commission
Subject: Summary of Organisational Development and culture Sub Committee meeting discussions 30 Sept [SEC=OFFICIAL]

Security Classification:
OFFICIAL

Dear All ,

On behalf of the Commission’s Organisational development and culture Sub-Committee (ODCSC), we are writing to give you a summary of what we discussed at the last Sub Committee meeting on 30 September 2024. We will aim to provide a summary to the whole of Commission after each meeting to better inform staff of key recommendations and actions of the Sub-Committee.

Disability Inclusion at Commission: The ODCSC is focussing on building organisational capability to ensure that our colleagues with a disability are able to fully participate and thrive in our workplace. The Chief Executive together with the Disability Rights Team is developing a consultation draft on reasonable adjustments. Responding to their request, the ODCSC will soon meet with members of the ‘Neuro spicy network’ to ensure the consultation draft is informed by the experiences of employees with neurodivergence. The Disability Rights Team and Workplace and Community Education are also preparing training on disability issues for the Commission.

Cultural Safety Taskforce: We will send an Expression of Interest to all staff, calling for nominations to participate in a Taskforce that will progress the development of a First Nations cultural safety framework for the Commission. This is building on work undertaken over the last 24 months with the Race and Social Justice Teams to highlight the need for further work to embed First Nations cultural safety within the Commission.

LBGTIA+ training: ODCSC discussed providing training across the Commission on key issues for LBGTIA+ people and communities. This will build on previous training provided and will have a particular focus on current Trans and gender diverse issues which the Commission is engaging in. The procurement process will begin once the learning objectives of the training are finally agreed.

Addressing Issues of Racism: The ODCSC discussed the APS Census results noting that Commission employees have reported experiencing racial discrimination in the workplace. The ODCSC together with Race Discrimination Commissioner Sivaraman will progress the development of a Commission Anti-Racism strategy as a means to address racism. It is likely we will form a Working Group to progress this important work. Further details are under discussion, and updates will be provided after the ODCSC’s next meeting.

Staff Diversity Networks: The ODCSC is engaging with informal staff network to consider how the Commission can support these networks and promote them to interested staff.

ODCSC activity and membership: We recognise the strong interest in the ODCSC’s activities throughout the Commission. To promote transparency, we will continue sharing summaries of our

discussions following each meeting. ODCSC reports can also be found in Commission Meeting Reports on our [intranet](#).

To broaden membership, we are currently exploring the possibility of opening ODCSC membership to APS level staff within the Commission.

The next ODCSC meeting will be held on **22 October 2024**. If you have any issues you'd like to raise, either personally or through a Sub-Committee member, please don't hesitate to reach out to [s 47F](#) or any other member of the ODCSC.

Thanks,
Regards

Commissioners Katie Kiss and Anna Cody (co-chairs of the ODCSC)

Anna Cody (*she/her*)

Sex Discrimination Commissioner

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We acknowledge the traditional custodians of this land, the Gadigal peoples of the Eora Nation, and pay our respects to their Elders, past and present.

