MANAGEMENT PLAN FOR MANAGING EQUITY AND DIVERSITY 2010-2013											
Principle Activity Area	Four Year Objective	Year 1 Equity and Diversity Themes and Actions	Notes	Year 2 Equity and Diversity Themes and Actions	Notes	Year 3 Equity and Diversity Themes and Actions	Notes	Year 4 Equity and Diversity Themes and Actions	Notes		
	In order to fulfill all EEO obligations, there will be no covert or overt discrimination, bullying or harrassment at any time, at any place or at any Council level	Theme: the year for female employees		Theme: the year of Inclusiveness		Theme: the year for employees from diverse cultures		Theme: the year for employees with a disability			
		Survey of all employees focusing on issues of particular interest to women	Survey of all employees completed in August 2010. Summary of results emailed to all on line		No need for separate survey. EEO questions included in planned surveys	Survey of all employees focusing on issues relating to cultural diversity		Survey of all employees focusing on issues relating to disabilities			
		Analysis of results and action plan developed	Results analysed and proposed actions discussed with HR	Analysis of results and action plan developed		Analysis of results and action plan developed		Analysis of results and action plan developed			
				Compare results for 55+ years with aging survey conducted by Community in February 2010							
		Lunchtime seminar focusing on issues for women	Not finalised	Lunchtime seminar focusing on inclusiveness		Lunchtime seminar focusing on the implications of a culturally diverse workforce		Lunchtime seminar focusing on the implications for people with a disability			
		The specifics of the equity and diversity training undertaken will depend upon the outcome of the survey	HR to action. Bullying and Harassment training completed	The specifics of the training will depend upon the outcomes of the survey		The specifics of the training will depend upon the outcomes of the survey		The specifics of the training will depend upon the outcomes of the survey			
		Include in induction and refresher programs and include in on-line induction	HR to action	Include in induction and refresher programs and include in on-line induction	HR to action	Include in induction and refresher programs and include in on-line induction		Include in induction and refresher programs and include in on-line induction			
		Implement Action Plan to timeframe	Currently to timeframe	Implement Action Plan to timeframe		Implement Action Plan to timeframe		Implement Action Plan to timeframe			

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