

Equity, Diversity and Inclusion Action Plan 2026-2027 – Snapshot



At Mackay Hospital and Health Service (HHS), our strategic objective is to build healthy, empowered communities by working with our partners and communities to focus on delivering **Quality Care**, **Empowered People**, building **Healthy Communities** and being a **Sustainable Organisation**.

The **Mackay HHS Workforce Strategy 2026–2035** provides the strategic foundation for the Equity, Diversity and Inclusion Action Plan, recognising that a sustainable, capable and engaged workforce is essential to delivering quality care and healthier communities. Through its four workforce pillars, **Build on our Identity**, **Build on our Pipeline**, **Build on our Sustainability**, and **Build on our Wellbeing**, the Workforce Strategy commits to advancing inclusion, equity and cultural safety, creating equitable career pathways, strengthening workforce diversity, and ensuring every employee feels safe, valued and heard.

The **Equity, Diversity and Inclusion Action Plan 2026-2027** outlines our commitment to embedding inclusive practices across leadership, workforce development, recruitment, employee engagement and organisational culture.

Our priorities	Inclusive leadership and cultural capability	Growing a diverse workforce	Belonging, voice and co-design
Our commitment	We will strengthen leadership accountability for equity and diversity outcomes and continue building cultural capability across our workforce.	We will attract, recruit and develop a workforce that reflects the diversity of our community.	We will create opportunities for employees from all backgrounds to be heard, influence decisions and shape initiatives that affect them.
Key focus areas	- Leadership development and inclusive leadership practices - Cultural capability and cultural safety education - Monitoring and reporting workforce diversity outcomes - Promoting awareness, understanding and respect across our organisation	- Aboriginal and Torres Strait Islander career pathways - Cadetships, traineeships and youth workforce programs - Fair and inclusive recruitment practices - Strengthening our employer brand as an employer of choice	- Employee inclusion programs and initiatives - Equity, Diversity and Inclusion Working Group and community partnerships - Employee feedback and diversity data - Celebrating and recognising diversity
What success looks like	✓ Strong leadership accountability for EDI outcomes ✓ Increased participation in cultural capability initiatives ✓ A culturally safe and inclusive workplace for all employees	✓ More diverse talent entering our workforce ✓ Strong career pathways for Aboriginal and Torres Strait Islander peoples ✓ Inclusive recruitment practices embedded across the organisation	✓ Employees feel safe, valued and included ✓ Strong employee and community voice in decision-making ✓ Greater participation in workforce surveys and diversity initiatives

