



## Policy document

# Diversity

**This Policy establishes guiding principles to ensure diversity in the Commission's workforce, foster a work environment that acknowledges, respects and values the diversity of all participants and take into account the diversity of NSW when providing information about the Commission's activities and the opportunities for stakeholders to participate in those activities.**

### Our role as the Commission

The Independent Planning Commission of NSW was established by the NSW Government on 1 March 2018 as an independent statutory body operating separately to the Department of Planning and Environment.

The Independent Planning Commission (IPC) is supported by the Office of the Independent Planning Commission (OIPC), which on 1 July 2020 became a separate government agency to the then Department of Planning, Industry and Environment. Except where indicated otherwise, a reference to the Commission in this Policy includes a reference to the OIPC.

The Commission plays an important role in strengthening and maintaining transparency and independence in the decision-making processes for major development and land use planning in NSW.

The key functions of the Commission include to:

- determine state significant development applications
- conduct public hearings for development applications and other matters
- provide independent advice on any other planning and development matter, when requested by the Minister for Planning or Planning Secretary.

The Commission is an independent consent authority for state significant development applications and provides an additional level of scrutiny where there are:

- at least 50 'unique' public objections
- reportable political donations
- objections by the relevant local council(s).

### Purpose of the diversity policy

The purpose of this policy is to widen the Commission's decision making and service delivery skills, capabilities and insights, in accordance with the NSW Government's commitment to workforce diversity in the NSW public sector.

Diversity includes (but is not limited to) diversity in respect of gender, cultural and linguistic background, Aboriginal people and people with a disability.

### Principles

The Commission's guiding diversity principles are to:

- ensure diversity in its workforce, namely Commissioners and employees of the OIPC
- foster a work environment that acknowledges, respects and values the diversity of all participants in the planning process
- take into account the diversity of NSW communities when providing information about the Commission's activities and the opportunities for stakeholders to participate in those activities as provided by planning laws
- provide opportunities for Commissioners and employees to develop their knowledge and skills in ways that will support the above principles.

## Implementation

The Office of the Independent Planning Commission is a small agency (<20 staff) and as such the implementation of specific workforce diversity targets is not practical.

The Commission is guided by the above principles and the Planning, Industry and Environment Cluster's Disability Inclusion Action Plan 2019-23 (where applicable to a small agency). The Commission has developed a Multicultural Plan i that will guide its engagement activities with diverse communities.

## Responsibilities

Role	Responsibilities
<b>Chair of the Commission</b>	<ul style="list-style-type: none"><li>Oversee the implementation of the guiding principles</li><li>Establish diversity priorities</li><li>Oversee implementation of the Policy, including assessing any progress reports received from the Executive Director, OIPC</li></ul>
<b>Executive Director, OIPC</b>	<ul style="list-style-type: none"><li>Ensure appropriate analysis and consultation occurs to inform diversity priorities</li><li>Review and report on progress against the Diversity Policy (annually) and Multicultural Plan (triennially)</li><li>Ensure that systems are in place to collect information on workforce diversity, to facilitate both planning and reporting</li><li>Ensure the Commission uses diversity-sensitive language</li></ul>

## DOCUMENT GOVERNANCE

<b>Document ID</b>	Ethical Conduct Policy
<b>Owner</b>	Executive Director, OIPC
<b>Custodian</b>	Director, Legal
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