

Inclusion@ Powerlink

Powerlink's Diversity, Equity & Inclusion
Strategy

FY25 – FY27



Powerlink acknowledges the Traditional Owners and their custodianship of the lands and waters of Queensland and in particular the lands on which we operate.

We pay our respect to their Ancestors, Elders and knowledge holders and recognise their deep history and ongoing connection to Country.



Our Vision for Inclusion

To connect Queenslanders to world class energy future we need to ensure our people feel included and safe to bring their whole selves to work.

We need a purpose led culture that is underpinned by inclusive behaviours and mindsets, supported by a robust Diversity, Equity and Inclusion Strategy.



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Vision

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Goals

Attracting & Retaining Diverse Talent

Promoting Equitable Policies & Practices

Creating a Culture of Belonging

Priority Areas

Gender Equity

First Nations People

LGBTQIA+

People with Disability

Culturally & Linguistically Diversity

Guiding Principles

Leadership Accountability: Build accountability at all levels to drive diversity, equity and inclusion initiatives and behaviour at Powerlink.

Continuous Learning: Learn from both successes and failures and adapt approaches accordingly.

Lived Experience & Intersectionality: Ensure diverse perspectives, lived experiences and an intersectional lens inform our approaches.

Behavioural & Systemic: Address both behavioural and systemic barriers that perpetuate inequality.

Measures & Reporting

- Workforce representation
- Women in Leadership
- Inclusion Factor

Annual Reporting Tools

D&I Annual Report

RAP Impact Report

OSC Equity & Diversity Audit Report

WORK180 Equity & Diversity Report

Inclusion@Powerlink Initiatives

Attracting & Retaining Diverse Talent

Inclusive Hiring Program

Tailored initiatives and inclusive practices that aim to attract, recruit, and retain talent from diverse backgrounds, ensuring that every individual has access to opportunities.

Employee Value Proposition

Establish Powerlink as an employer of choice, reflecting the diverse communities we serve.

Diverse Partnerships

Expand our talent pool diversity through strategic partnerships e.g. Clontarf, Work180.

Schools & University Programs

Inspire the next generation of STEM leaders by promoting exciting careers in STEM fields by demystifying STEM and dismantling rigid and limiting stereotypes.

Targeted Development Programs

Provide pathways for nurturing underrepresented talent and fostering growth.

Mainstreaming Flex

Empower all individuals to work in ways that allows them to balance work and life responsibilities.

Parents and Carers

Improve the employee experience and support available for parents and carers enabling people to bring their whole selves to work.

Promoting Equitable Policies & Practices

Inclusive Policies

Updating our policies to prioritise diversity, equity, and belonging.

Gender Equity

Fostering diversity across all levels and disciplines within Powerlink. Ensuring equity at every stage of the employee journey (e.g. compensation, talent and succession, performance and development).

Disability Action Plan

Develop and implement an action plan designed to promote accessibility, inclusion and opportunities for people with disability.

Cultural and Linguistic Diversity Action Plan

Develop and implement an action plan designed to promote cultural and linguistic diversity and inclusion.

Reconciliation Action Plan

Implement our Innovate Reconciliation Action Plan to advance our reconciliation journey.

LGBTQIA+ Inclusion

Improve LGBTQIA+ inclusion and create an environment where everyone feels safe, respected, and supported.

Creating a Culture of Belonging

DEI Learning Plan

Build understanding, empathy and DEI capability within Powerlink.

D&I Governance and CoPs

Empower individuals at all levels to have a voice and champion diversity and inclusion initiatives.

DEI Days of Significance

Opportunities to build awareness of ongoing inequity and call to action for change, while also celebrating the diversity of our people.

Psychological Safety

Embed psychological safety practices across Powerlink.

Inclusive Workspaces

Transform our workspaces through intentional workplace design that enables people to bring their whole self to work at all our sites and offices.

Benchmarking and Data

Leverage data-driven insights, best practice research, employee voices and benchmarks to progress our inclusion maturity.

Get in touch

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