

*Fostering diversity, inclusion, and belonging for both organizational success*

*and employee well-being.*

# **Developing a Comprehensive Diversity, Inclusion & Belonging Framework for Organizational Excellence at Campbelltown Hospital**

**The framework is designed to promote diversity, foster inclusion, and ensure a sense of belonging for all staff.**

**It was developed with input from employee surveys, consultations with diversity experts, and hospital employees.**

**The framework focuses on celebrating diversity, building a positive workplace culture, and ensuring respect, connection, contribution, and progression for all employees.**

## **CORE COMPONENTS:**

**Risk Management: Proactively identifying, managing, and mitigating risks linked to diversity initiatives to ensure successful implementation.**

**Policy Development: Crafting new policies and refining existing ones to robustly support and advance diversity and inclusion efforts.**

**Communication: Ensuring effective internal and external communication strategies to foster engagement and support for the framework's objectives.**

**Monitoring & Evaluation: Establishing clear indicators and systematically collecting data to track progress and assess the impact and effectiveness of the framework.**

## **Expected Outcomes:**

*The implementation of the DIB framework is expected to enhance employee engagement, empower leaders and managers to support staff, improve team collaboration, and drive innovation, ultimately leading to a more inclusive and productive workplace.*

