The Senior Leadership Group (SLG) is strongly committed to an ethical, values-driven culture that embraces diversity; inclusion and mutual respect. Starting with us, we want to ensure that this is championed and practiced across the organisation. Whilst we all understand this as a moral imperative we must also appreciate that diversity and inclusiveness go to the heart of our capability as an effective, future-ready police organisation.

The SLG recognises that:

• Increased workforce diversity in all its forms is fundamental to: our future capabilities and effectiveness; our ability to innovate and deliver; and our ability to properly represent the community we serve.

• Open and inclusive employment practices free from bias, maximises the attraction and retention of talented people from all groups within the community.

• Lack of respect for diverse groups and for diverse thinking, particularly by our leaders, diminishes innovation and creates a culture where workplace conflict, bullying and harassment can grow.

• Strong and courageous leadership at all levels of the AFP is vital to ensuring that the AFP builds and maintains a respectful, diverse and inclusive culture.

Therefore as a member of the SLG I will:

• Proactively lead and champion a culture of diversity and inclusion and implement the recommendations of the Culture Change: Gender Diversity and Inclusion in the Australian Federal Police report in collaboration with colleagues.

• Model the behaviours I expect of others in my own behaviours and leadership.

• Identify, condemn and address behaviour which is not consistent with a culture of diversity, inclusion and respect.

• Advocate for, and implement, the changes that are required to support a safe and respectful workplace.

• Hold others to account for actions and decisions that are not consistent with a culture that embraces diversity, inclusion and respect.

• Take action to understand the effects of conscious and unconscious bias and remove this from my decision making.

• Seek feedback to understand and continuously enhance the impact of my own leadership.