

## CHAPTER 2

# DIVERSITY AND INCLUSION IN DEFENCE WORK EXPERIENCE PROGRAM POLICY

### INTRODUCTION

2.2.1 Defence's engagement with youth, through programs such as the Defence Work Experience Program (DWEPP), assists in reinforcing and maintaining Defence's reputation across diverse communities.

2.2.2 DWEPP aims to complement existing Defence diversity and inclusion initiatives and policies across the enterprise by providing tailored, diversity-focused work experience placements designed in collaboration with the Australian Defence Force (ADF) and the Australian Public Service (APS).

### POLICY INTENT

2.2.3 The intent of this policy is to ensure:

- a. DWEPP complies with the 2016 Defence White Paper requirement to increase work experience opportunities for students from a range of diverse backgrounds to gain exposure to a variety of ADF and APS careers
- b. DWEPP stakeholders are aware of and understand the importance Defence places on promoting a diverse and inclusive environment
- c. RWEMs, PCAs and Authorised Personnel consider the needs of participants from diverse backgrounds, in addition to students living with a disability, when planning, promoting and delivering work experience placements
- d. Participants understand their right to be supported and respected by Defence personnel and peers, regardless of diversity differences, when considering and/or participating in a work experience placement.

2.2.4 This policy should be read in conjunction with:

- a. Diversity and Inclusion Common Policy, ([Part 1, Section 6, Chapter 4](#) )
- b. [Pathway to Change: Evolving Defence Culture 2017-2022](#)
- c. [2019-2022 Defence Reconciliation Action Plan](#) and the Joint Capabilities Group (JCG) Defence Reconciliation Plan (DRAP) Implementation Plan
- d. [Defence Industry Skilling and STEM Strategy](#)
- e. [Defence Transformation Strategy](#).

## POLICY

2.2.5 DWEP recognises and supports Defence's diversity and inclusion priorities for attracting a contemporary Defence workforce.

2.2.6 Consistent with the 2016 Defence White Paper requirements, DWEP will place a particular focus on increasing placement opportunities for:

- a. Aboriginal and Torres Strait Islander students
- b. female students
- c. students studying Science, Technology, Engineering and Maths (STEM)<sup>1</sup> related disciplines
- d. students from Culturally and Linguistically Diverse (CALD) backgrounds

2.2.7 In the case of a student living with a disability, all reasonably practicable effort will be made to accommodate their particular circumstances. The placement of a student with a disability will be considered on a risk based, case by case basis, mindful of the capacity and capability of a unit, including staff-to-participant supervision ratios, the nature of the planned activities and the safety of the student, other participants and Defence personnel.

2.2.8 DWEP will seek to promote work experience opportunities to people from diverse backgrounds by:

- a. partnering with Services and Groups to develop inclusive placements
- b. expanding relationships with Educational Institutions and other external organisations
- c. promoting cultural awareness and competence among DWEP stakeholders
- d. increasing opportunities for regional and remote participation
- e. promoting the attraction of DWEP placements to participants from diverse backgrounds and those with a disability
- f. promoting the positive experiences of previous DWEP participants encouraging respect for individual differences and promoting the benefits to Defence of enhancing capability through inclusion.

**Accountable Officer:** Chief of Joint Capabilities

**Policy Owner:** Head Joint Support Services Division

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<sup>1</sup> STEM refers to the broad, inter-related skill disciplines that are particularly relevant to developing and supporting the complex systems operated by Defence.