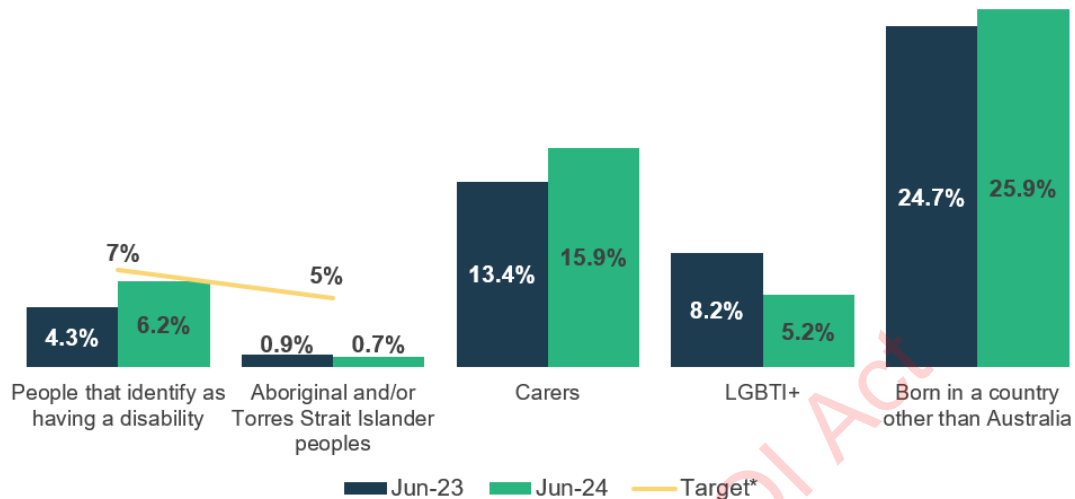


Extract from People and Culture Yearly Dashboard - 2023-24

Workforce Diversity comparison



Extract from DTA Annual Report 2022-2023 (page 53)

In 2022–23, the DTA had 57 (25%) employees who were born overseas, one (0.4%) employee who identified as Aboriginal and/or Torres Strait Islander, and 10 employees (4%) who identified as having a disability.

Extract from 2024-25 Budget Estimates Briefing Pack (FS01 – Key Statistics)

Diversity and inclusion (as at 30 September 2024)

	Sep-24	Jun-24	Change
People that identify with disability	6.6%	6.2%	+0.4%
First Nations	0.7%	0.7%	0.0%
Carers	15.5%	15.9%	-0.4%
LGBTI+	5.2%	5.2%	0.0%
Born in a country other than Australia	28.6%	25.9%	+2.7%

Extract from 2024-25 Budget Estimates Briefing Pack (FS01 – Key Statistics)

First Nations

- As a small policy agency with a majority Canberra presence, the DTA experiences difficulty in attracting and recruiting First Nations employees.
- We receive a very small number of applications from First Nations people.
- We also regularly lose out on whole of government graduate processes to larger agencies who tend to be more attractive to regional candidates.
- For example, larger agencies with a more geographical dispersed presence can attract candidates in regional areas, allowing candidates to stay close to community.
- We have adopted a stronger remote working arrangement position in the last 2 years, and we hope to see change our attractiveness to candidates.

Released under FOI Act