

Foreword

The Reserve Bank endeavours to build an inclusive, productive and rewarding workplace culture. Having an inclusive workplace means that the Bank values having a diversity of people, ideas and approaches to work. It also means that we have an environment in which all employees are able to participate in the workforce and have access to the same opportunities, resources and rewards, regardless of their gender, age, race, disability, religion or sexual orientation. We strive for this because it is simply the right thing to do. It also brings us benefits – as it does any organisation – because if we have a workplace in which all employees are supported and enabled, we will have a broader group of talented people that we can attract to the Bank than if that is not the case. It also means that we are more likely to retain these people and ensure that they are highly

engaged and committed to the Bank, as they have a workplace where they feel confident that they can progress and thrive. It also means we will have a deep and diverse pool of future leaders we can draw on for the Bank. Moreover, if we can create a workplace where we best utilise the contributions of people with diverse backgrounds, experiences and perspectives, we will benefit from a greater diversity of thought. And if we can do that, we have a better chance at thinking innovatively and ensuring that our ideas and thinking are well tested and robust.

This Annual Report summarises the progress we have made over the past year in implementing a range of diversity and inclusion initiatives, and provides some analysis of the Bank's diversity profile.



Melissa Hope
Chair
Diversity & Inclusion Policy Committee

