

Foreword

The Reserve Bank endeavours to build an inclusive, productive and rewarding workplace culture. Having an inclusive workplace 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 sex, age, race, disability, religion or sexual orientation. To that end, the Bank values having a diversity of people, ideas and approaches to work. 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 can attract a broader group of talented people to the Bank than if that was 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. Consequently we will have a deep and diverse pool of future leaders that we can draw on. If we 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.

This *Equity & Diversity 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.



Guy Debelle
Chair
Diversity & Inclusion Council
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