



## Australian Flexible Pavement Association Diversity and Inclusion Charter Released

Thursdays 09<sup>th</sup> March 2023

The Australian Flexible Pavement Association (AfPA) has released a new Diversity and Inclusion charter. The charter represents a national commitment by AfPA's Board to recognise and support a diverse and inclusive workforce led by best practice strategies, essential to the industry and the communities we serve.

Workforce diversity provides many benefits from building organisational capability through to increasing industry performance, adaptability and responsiveness. Inclusion benefits the overall health and wellbeing of our people, as well as promoting sustainability, innovation, efficiency and productivity.

Historically, the construction sector has been characterised as one of the most male-dominated sectors in Australia. AfPA has put forward that this profile is outdated and must change to reflect the modern workforce and align with the priorities of AfPA and its members.

The charter is based on four core principles:

- To recognise that diversity and inclusion is intrinsic to enhancing work performance and the wellbeing of everyone.
- To treat all people with respect regardless of gender, sexuality, ability, age, race, ethnicity, religion, culture or other attribute.
- To foster and strengthen equity and inclusion of employees, communities and stakeholders.
- To support and empower our workforce to feel that they belong, are valued and connected as part of the broader industry.



AfPA believes that fostering a diverse and inclusive workplace is beneficial as it drives innovation for business and economy all while setting the industry for a positive future by attracting a broader pool of candidates addressing the current critical skill-shortage.

AfPA Executive Director and Head of Federal Advocacy and Government Relations, Lise Sperling, said:

“This charter is of the utmost importance to AfPA as it showcases the importance of diversity and inclusion in the workforce.

“We are committed to lead an industry that reflects and contributes to the diverse environment in which we do business, and we are here to help improve the way in which our industry is headed.

“AfPA is in a position to lead by example by supporting training opportunities, work placements and mentoring that identify, attract and retain underrepresented groups into the industry to promote an inclusive and respectful culture across all workplaces.”

View the Charter on <https://www.afpa.asn.au/wp-content/uploads/2023/03/DI-Charter-AfPA-Board-Feb-2023.pdf>