



RTA equity and diversity action plan 2026–27

The purpose of this action plan is to ensure all RTA employees have access to equal pay and opportunities – regardless of gender, disability or culturally and linguistically diverse background – and that the RTA continues to provide a workplace that is inclusive, representative, and psychologically safe.

The action plan has been developed in response to the RTA’s most recent equity and diversity audit report, which is a legislative requirement under the *Public Sector Act 2022*.



RTA Strategic Plan 2026–30

This action plan supports the delivery of the *RTA Strategic Plan 2026–30* and contributes to achieving our vision of renting that works.

Acknowledgement

We respectfully acknowledge the Traditional Owners and Custodians of this country and their continuing connection with land, waters and culture. We pay our respects to all Traditional Owners and to Elders past, present and future.

Our commitment to human rights

We will respect, protect and promote human rights in our decision-making and actions.

	Gender	Culturally and linguistically diverse (CALD) background	Disability	Aboriginal and Torres Strait Islander peoples	Wellbeing
Reason for focus	<p>Addressing gender disparities in pay promotes fairness and equality.</p> <p>By focusing on issues such as the gender pay gap and career progression for women, the RTA can foster a more inclusive workplace that supports the advancement of all employees regardless of gender.</p>	<p>Inclusion of CALD employees is essential for embracing diverse perspectives.</p> <p>By supporting equitable representation and advancement opportunities for CALD individuals, the RTA can strengthen cultural awareness and create a more inclusive workplace.</p>	<p>Providing support and career development opportunities for employees with disabilities is vital for inclusivity and accessibility.</p> <p>By enhancing data collection and support initiatives, the RTA can create a workplace that supports the needs of all employees.</p>	<p>Inclusion of Aboriginal and Torres Strait Islander employees is essential for supporting Queensland customers.</p> <p>By improving career opportunities and addressing inequities, the RTA can create a representative, connected and culturally safe environment for Aboriginal and Torres Strait Islander employees, customers, suppliers and partners.</p>	<p>Improving psychological safety supports employee wellbeing and reduces the risk of safety incidents, burnout and turnover.</p> <p>By addressing workload pressures and strengthening psychological health support, the RTA can create a safe workplace that prioritises the health of all employees.</p>
Aim	+5%/-5% gender pay gap, in line with Workplace Gender Equality Agency's recommended target.	12% representation of people who identify as CALD across all levels at the RTA.	12% representation of people with disabilities across all levels of the RTA.	4% representation of Aboriginal and Torres Strait Islander employees across all levels of the RTA.	Increased favourable response in the annual Working for Queensland survey for topics relating to workload, in comparison to results from previous years.

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Actions	<ul style="list-style-type: none"> Continuously monitor the gender pay gap. Implement measures to address factors contributing to disparities, such as part-time work and career progression. Promote equal opportunities for leadership development for women across all levels within the organisation. 	<ul style="list-style-type: none"> Continue to monitor the CALD representation. Proactively educate employees on the purpose and benefits of disclosing diversity data at both an RTA and whole of government level, ensuring the accurate reporting of CALD employee representation at the RTA. Ensure inclusive practices and offer appropriate adjustments for CALD applicants during recruitment and selection. 	<ul style="list-style-type: none"> Review and encourage data collection methods with employees to accurately capture the representation of employees with disabilities. Assess accessibility standards and offer necessary support to create an inclusive workplace environment. Create an inclusive workplace culture where all employees feel confident that career growth and progression opportunities are accessible to everyone, including people with disability. Provide leadership training to highlight the role of adjustments in supporting employees with disability to be their best selves at work. 	<ul style="list-style-type: none"> Foster a safe workplace culture and environment where Aboriginal and Torres Strait Islander employees feel comfortable disclosing their backgrounds. Implement targeted programs to ensure career growth, progression and retention rates for Aboriginal and Torres Strait Islander employees. Mandatory online cultural awareness training required for all new starters. 	<ul style="list-style-type: none"> Implement, monitor and evaluate effectiveness of psychosocial hazard training for leaders. Remove, mitigate and address work related psychosocial hazards by conducting risk assessments, proactively reviewing employee data to identify at risk employees and offering flexible workplace adjustments.

	Gender	Culturally and linguistically diverse (CALD) background	Disability	Aboriginal and Torres Strait Islander peoples	Wellbeing
Measures	<ul style="list-style-type: none"> Gender pay gap remains within the Workplace Gender Equality Agency’s recommended target of -5%/+5%. 	<ul style="list-style-type: none"> CALD representation is equal to or above 12% in the annual Working for Queensland survey results. 	<ul style="list-style-type: none"> People identifying as living with disabilities representation is equal to or above 12% in the annual Working for Queensland survey results. 	<ul style="list-style-type: none"> Aboriginal and Torres Islander representation is equal to or above 4% in the annual Working for Queensland survey results. Increased representation of Aboriginal and Torres Strait Islander employees in leadership roles. Accurate data collection methods are implemented. 	<ul style="list-style-type: none"> Increased employee satisfaction scores related to psychosocial safety and wellbeing in the annual Working for Queensland survey results. Psychosocial hazard reports submitted are appropriately addressed and the hazard mitigated.