



# PLACE DESIGN GROUP DIVERSITY & INCLUSION STRATEGY

2022

place  
design  
group.

REPRESENTATION ACROSS EVERY UNIQUE FACET OF THE  
EMPLOYEE WORKFORCE

DIFFERENT PERSONALITIES

*CELEBRATE DIFFERENT HOLIDAYS AND CULTURES*

ACCEPTING EVERYBODY FOR WHO THEY ARE  
AND WHAT THEY BRING TO THE WORKPLACE.

*EQUAL OPPORTUNITIES*

DIVERSE  
EXPERIENCES

A CHANCE FOR ALL TO PARTICIPATE AND SUCCEED

DIVERSE TEAMS

CREATING PLACES FOR PEOPLE OF ALL WALKS  
OF LIFE AND FOR ALL PURPOSES

EVERYONE HAS VALUE

*EMPLOYING AND VALUING ALL EMPLOYEES ON  
THEIR MERITS, WHAT THEY CAN BRING TO OUR  
ORGANISATION*

TOLERANCE OF ALL  
AND THE ABILITY  
OF ALL OF US TO  
THINK DIFFERENTLY

FREEDOM TO EXPRESS AN OPINION AND INCLUSIVE  
ONE COMPANY ATTITUDE

AN INCLUSIVE  
WORKPLACE  
REGARDLESS OF  
RACE, SEXUAL  
ORIENTATION,  
GENDER AND AGE

INCLUSION

DIVERSE  
BACKGROUNDS

COMMUNITY

EMPOWERMENT  
TO HAVE AN  
OPINION

DIVERSE LIFESTYLES

DIVERSE  
SERVICES

## WHAT DOES DIVERSITY AT PLACE DESIGN GROUP MEAN TO US?

Place Design Group is an advocate for diversity of thought and leadership and believes this is only possible through diversity of individuals who make up our 'One Company'.

In 2020, Place Design Group established an internal D & I Advisory Committee. The committee include team members across all the organisation's locations and service delivery. Our D&I Committee has been instrumental in developing Place Design Group's Diversity and Inclusion Strategy and engaging with all team members to develop our principles and pillars which sit within this. The committee is responsible for the development of Place Design Group's D&I Action Plan, and the continual monitoring and progression of this.

We are proud of our culture and the collaborative philosophy that has formed the foundations of our strategy and which is evident in all our people. We are dedicated to continuing to develop and evolve our thinking and actions across diversity and inclusion as we look to the future.



OUR OFFICES

- **Townsville office**  
 Wulgurukaba and Bindal people
- **Sunshine Coast office**  
 Gubbi Gubbi people
- **Brisbane office**  
 Jagera and Turrbal people
- **Gold Coast office**  
 Yugambah people
- **Sydney office**  
 Gadigal peoples of the Eora Nation

## ACKNOWLEDGEMENT OF COUNTRY

We acknowledge the Traditional Owners and Custodians of the lands where each of our teams are situated across Australia, and their surrounding land and waters.

We wish to pay respect to our Elders both in the past and the present and also to our future generations.



Image credit: Shane Hastings



## DIVERSITY AND INCLUSION PRINCIPLES

The following principles guide our organisational behaviours and priorities, development of actions, and our measures of success.

- We advocate for diversity of thought and leadership through our one-company attitude.
- We foster an environment of belonging and respect, encouraging creative thinking and collaboration, where our people have the freedom to express ideas and perspectives .
- We seek to develop teams that reflect the communities we work within, and be known as an employer of choice.
- We enable and encourage diverse experiences across projects, industry engagement, and learning opportunities.
- We seek to develop rich culturally diverse teams both internally and externally.
- We seek to provide opportunities for learning and development to provide career progression and pathways, considering both individual merit and existing industry biases.

# DIVERSITY AND INCLUSION PILLARS



## EXPERIENCE

Enable and encourage diverse experiences across projects, team and industry engagement, formal and informal learning.

MEASURE

- Wellness & Culture Program
- D&I Annual Staff Survey
- Project Reports



## FLEXIBILITY

Encourage flexible flexibility in the way we work and where we work.

MEASURE

- Biannual Flexibility Report
- D&I Annual Staff Survey



## INCLUSION

Celebrate a welcoming and engaging environment with equal opportunity for all.

MEASURE

- Annual Diversity Report
- D&I Annual Staff Survey



## LEARNING

Empower informal and formal learning practice to enhance individual and team growth and development.

MEASURE

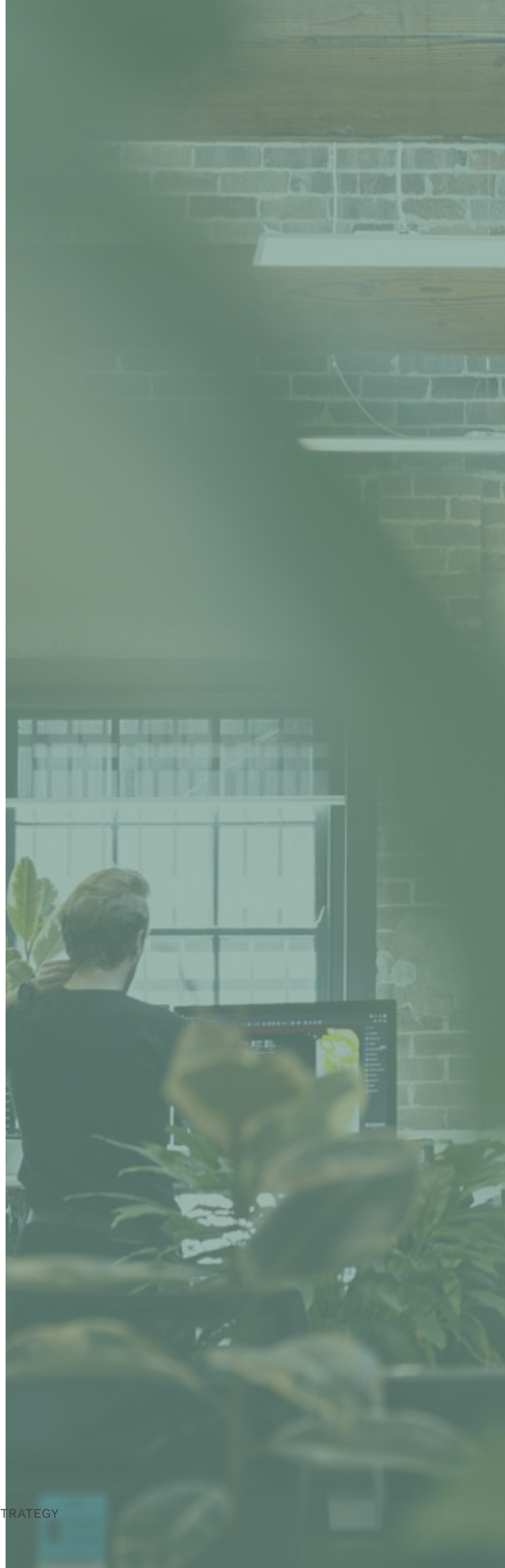
- Annual Professional Development Calendar
- D&I Annual Staff Survey



## DIVERSITY & INCLUSION SNAPSHOT

Place Design Group has a cross-country and cross-cultural workforce. Dedicated to ensuring teams with different age, gender, ethnicity, physical ability, sexual orientation, religious belief and skill, Place Design Group has worked hard to ensure an environment of equal opportunity for all.

We are also committed to diversity and inclusiveness across our project industry partnerships. The diversity of our people who collaboratively come together to work on projects, offer diverse perspectives and ideas that transcend into our project work.





Board  
Members **37%**  
Gender diversity

Organisational  
leadership group  
**46%**  
Gender diversity

Flexibility Policy  
Introduced  
**2021**

**8** Representing  
Countries

**55%**  
Aged under 35

**2020**  
Wellness & Culture  
Coordinator Role  
Established



## PILLARS



Experience



Flexibility



Inclusion



Learning

## CURRENT POSITION

- Collaborative project team approach is evident
- Culture of partnerships is evident
- Flexibility Policy Implemented
- 18% of teams in formalised flexibility structure
- laptop program rollout at 70%
- 37% Board gender diversity
- 46% Leadership group gender diversity
- Representing 7 countries
- 12% team aged under 25
- 55% team aged under 35
- Active Wellness & Culture Program
- 70% Cultural awareness workshop participation 2021
- Internship opportunities in place across multiple offices
- Individual Professional Development Program established
- Membership to industry groups to support further training opportunities

# 2022-2024

## ACTIONS FOR CHANGE

### GOAL

All teams have strong involvement across diverse projects and team experiences

All teams access flexible work structure

Maintain gender diversity levels  
Increase recognition and engagement of cultural traditions  
Implement Place Design Group RAP

Full participation of cultural awareness across the organisation  
Formal internship opportunities provided across all offices

### ACTIONS FOR THE FUTURE

- Establish protocols in project system for greater measurement
- Staff exchange program

- Continued development of the flexibility policy
- Formal training program
- Complete full laptop transition program

- Continued internal cultural diversity and inclusion training
- Development RAP framework
- Review current public holiday practices and celebrations
- Embed inclusive engagement practices through our projects
- Establish scholarship offering

- Develop formal University partnerships
- Formalise company Internship program
- Report on cross organisational training program



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