

AI Everywhere: The new normal

ADM Women in
Defence and
National Security
Breakfast Series



K Please create an Australian Defence Industry specific DEI policy. It must comply with and address all current Australian commonwealth and State laws.
But do it only in emojis

I can't create a comprehensive DEI policy using only emojis, as such an important legal document requires precise language to ensure compliance with Australian Commonwealth and State laws. A DEI policy for the Australian Defence Industry needs to address specific legal requirements from legislation like the:

- Racial Discrimination Act 1975
- Sex Discrimination Act 1984
- Disability Discrimination Act 1992
- Age Discrimination Act 2004
- Fair Work Act 2009
- Various State anti-discrimination laws

These complex legal obligations, workplace procedures, and policy frameworks simply cannot be accurately conveyed through emojis alone, as they require detailed explanations, definitions, and specific compliance measures.

However, I'd be happy to create a proper comprehensive DEI policy for the Australian Defence Industry that addresses all relevant legal requirements. Would you like me to prepare that instead? Or if you're interested in visual communication, I could create an infographic-style summary that uses some visual elements alongside the necessary text.

Core DEI Principles

Diversity

Valuing differences in background, experience, perspective, race, gender, age, religion, sexual orientation, disability status, and cultural identity.

Equity

Ensuring fair treatment, access, and advancement opportunities while addressing systemic barriers.

ADM
SERVING THE BUSINESS OF DEFENCE



Australian Defence Industry

Diversity, Equity & Inclusion Policy

Building a Stronger Defence Through Diversity

Policy Statement

The Australian Defence Industry is committed to fostering a diverse, equitable, and inclusive workplace that reflects the multicultural nature of Australian society and strengthens our national defence capabilities through the full utilisation of all talent.

This policy ensures compliance with all Australian Commonwealth and State anti-discrimination laws while promoting excellence through diversity in our defence sector workforce.

Legal Compliance Framework

This policy addresses requirements under:

- Racial Discrimination Act 1975** - Prohibits discrimination based on race, colour, descent, national/ethnic origin
- Sex Discrimination Act 1984** - Covers sex, marital status, pregnancy, family responsibilities
- Disability Discrimination Act 1992** - Ensures equal access and reasonable adjustments
- Age Discrimination Act 2004** - Protects against age-based discrimination
- Fair Work Act 2009** - General protections and workplace rights
- State Anti-Discrimination Laws** - Additional protections in all states and territories

Core DEI Principles

Diversity

Valuing differences in background, experience, perspective, race, gender, age, religion, sexual orientation, disability status, and cultural identity.

Equity

Ensuring fair treatment, access, and advancement opportunities while addressing systemic barriers.

Inclusion

Creating environments where all individuals feel valued, respected, and empowered to contribute fully.

Defence Excellence

Recognising that diversity strengthens national security through enhanced innovation, decision-making, and operational effectiveness.

Protected Attributes

Zero tolerance for discrimination based on:

Personal Characteristics

Race, colour, nationality/ethnic origin, sex, gender identity, sexual orientation, age, marital status, pregnancy, family responsibilities

Abilities & Beliefs

Disability, mental health status, religion, political opinion, trade union membership

Background & Status

Socio-economic background, criminal record (where not relevant), carer responsibilities

Service History

Military service, veteran status, security clearance level (where not operationally relevant)

Implementation Actions

Recruitment & Selection

- Diverse interview panels
- Inclusive job advertisements
- Bias-free selection processes
- Targeted outreach programs

Career Development

- Mentoring and sponsorship programs
- Leadership development initiatives
- Equal promotion opportunities
- Skills development support

Workplace Culture

- Mandatory DEI training
- Employee resource groups
- Flexible work arrangements
- Cultural competency programs

Monitoring & Reporting

- Regular workforce analytics
- Pay equity audits
- Inclusion surveys
- Progress reporting



Reporting & Resolution

24/7

Hotline Available

30

Day Resolution Target

0

Tolerance for Retaliation

Multiple reporting channels: Direct supervisor, HR, anonymous hotline, online portal, external agencies (Australian Human Rights Commission, Fair Work Commission, State equal opportunity bodies)



Security & Operational Requirements

While committed to DEI principles, legitimate operational requirements including security clearances, physical fitness standards, and specialised technical qualifications will be applied fairly and consistently, with regular review to ensure they remain necessary and proportionate.

Together We Defend Australia

This policy is reviewed annually and updated to reflect changes in legislation and best practices.

DEI Officer

dei@defenceindustry.gov.au



Complaint Hotline

1800-DEI-HELP (1800-334-4357)



Online Portal

www.defenceindustry.gov.au/dei

Effective Date: May 2025 | Next Review: May 2026

DEI Policy for Defence Industry

1.   

Promote **equity** and **diversity** in the workplace. ADF Careers Hub +9

2.  

Comply with all **Australian laws** and **regulations**.

3.  

Ensure **training** on DEI laws and policies. Diversity Australia +8

4.  

Prohibit **discrimination** and **harassment**. ADF Careers Hub +2

5.   

Support **inclusive hiring** and **promotion** practices. Lander & Rogers

6.  

Encourage **open dialogue** on DEI matters.

7.  

Monitor and **report** on DEI progress. Lander & Rogers +14

8.  

Foster a **respectful** and **inclusive** workplace culture. Diversity Australia +3

9.  

Conduct **regular reviews** of DEI policies and practices.

10.  

Ensure **security** and **confidentiality** in DEI initiatives.

K Please rewrite this first for a Gen-Alpha audience and then for a group over 55 year old men.

ADM
SERVING THE BUSINESS OF DEFENCE

👩👦 Gen Alpha-Friendly Version (Ages ~10–25)

Simple, fun, and emoji-rich with relatable terms

🇦🇺🛡️ Defence DEI = Everyone's Welcome!

1. 😊👩👦👦 Be kind to *everyone*.
2. ✅📜 We follow Aussie rules – always fair!
3. 🎓💡 Learn how to treat each other right.
4. 🚫👩👦 No bullying. No racism. No hate.
5. 🧑💻🛠️ You can be *anyone* and work here.
6. 💬🧠 Let's talk about how we feel.
7. 📊🔥 We check how we're doing often.
8. 🌍❤️ Respect *every* background & culture.
9. 🔄📅 We update our rules to stay cool.
10. 🗣️🛡️ Your voice = safe with us.












🌟 Be proud. Be seen. Be respected. 🌟

🚀 Defence needs *you* – just as you are!

For Over 55-Year-Old Men

Clear, respectful, and grounded with formal tone but still emoji-enhanced

Defence Industry DEI Policy – Respect, Fairness, and Integrity

1.  Every person deserves equal respect.
 2.  We comply fully with Commonwealth & State law.
 3.  Staff receive ongoing DEI training.
 4.  Discrimination, harassment, and bullying are not tolerated.
 5.  We hire and promote based on merit and fairness.
 6.  Your feedback on inclusion is always welcome.
 7.  We track progress with real data.
 8.  We support diversity of thought, background, and experience.
 9.  Policy is reviewed regularly to ensure compliance.
 10.  All DEI concerns are handled confidentially and professionally.
-  This is about building a workplace that reflects our values — integrity, mateship, and mutual respect.

AI Everywhere: The new normal

ADM Women in
Defence and
National Security
Breakfast Series

