

An Equity Framework for Queensland - Transcript

In a world where everyone deserves an equal chance, but everyone is unique - our story begins.

Meet Alecca.

As Alecca moves through life, there are characteristics that shape their current situation and future potential.

Some characteristics stay the same, some change.

These characteristics are influenced by ourselves, our beliefs and experiences, our families and our place.

And characteristics are influenced by the conditions around us - the systems, structures, practices and dominant thinking of the time.

Everything interacts, and can keep Alecca left out, doing without or hindered.

Some things are in Alecca's control, but much is not.

By showing the connected parts that operate beneath the surface, policymakers and professionals can understand how inequity plays out in Queensland. This helps us understand where and how to act.

Learn more about how to address the barriers that are holding inequity in place.

What can be done to help shape better conditions around Alecca?

In everything we do, we can act at three levels at the same time. Whether we are a leader, a policy officer, a service provider or any human being.

We can welcome diverse views and widen our perspectives. To do this, we need to understand how we see the world, as our biases and assumptions can limit how open we are to difference.

Listen, learn and be willing to adapt. This is an ongoing, lifelong learning, not a 'once-off'.

At the same time, maximise strengths and connections. Focus on people's strengths and support the person and the conditions around them.

Things are complex, evolving and unique for everyone. So our responses need to connect with other responses, go deep to the underlying cause, and put the person or community first.

At the same time, let's rebalance and redefine structures. Understand what's informing decisions and the way we have set up institutions and processes. Do they prioritise all people and future generations?

If not, let's adjust. We can address equity through the way we manage, make policies, and include diverse voices in decisions.

Acting in all 3 ways can create a deeper change. We can prevent practices, mindsets and structures that may perpetuate discrimination, disenfranchisement, dehumanisation and disadvantage.

Working together, with a deep understanding, with each of us acting on three levels in the decisions we make, we can transform inequity so fewer Queenslanders are left out, are doing without or are hindered.

For more information, and tools to help us make equity happen, head to [our website](#).