



First Nations People and Section 51 - Measures to Achieve Equality

Finance is committed to diversifying its workforce and becoming the best place to work for all employees.

We understand the benefits of a diverse and inclusive workplace, to our performance, our employees, and to people of Western Australia. In line with the [Workforce Diversification and Inclusion Strategy for WA Public Sector Employment 2020 - 2025](#), we are implementing strategic actions to improve diversity and inclusion at Finance.

The information outlined below explains why this opportunity has been advertised to employ First Nations people.

About equal opportunity in public employment

The [Western Australian Equal Opportunity Act 1984](#) (the Act) recognises that equal opportunity is not necessarily achieved by treating everyone the same.

The Act exists to promote equality of opportunity and eliminate discrimination for individuals, wherever possible. This means that in certain circumstances, discrimination which would otherwise be unlawful, can be used positively to achieve equality.

What is Section 51 of the Act?

Section 51 of the Act is **a measure intended to achieve equality related to race.**

This means applicants who identify as Aboriginal or Torres Strait Islander (ATSI) are provided access to facilities, services, or opportunities to meet their unique needs in relation to employment.

It also allows us to consider all applicants found suitable and appoint a candidate who identifies as Aboriginal or Torres Strait Islander.

Why is Finance using Section 51?

We recognise that First Nations people are under-represented at Finance. And we believe our services to the community and to other WA Government agencies, can benefit from better representation of First Nations people in our workforce. Providing a suitable ATSI candidate the opportunity to perform these functions enhances our ability to provide services and support that First Nations people and businesses in WA.

How do you confirm if I am a First Nations person?

Firstly, we encourage you to identify yourself as being of Australian Aboriginal or Torres Strait Islander descent as part of the recruitment process. We appreciate this may not be your preference, but we are genuinely committed to implementing inclusive recruitment practices, so it helps to know who you are.

Then, throughout the assessment process, we will have a yarn with you about your connection to Country. This helps us to confirm that the intention of Section 51 is met.

Is this lawful?

Yes. Section 51 exception is an act of legislation, and it provides for organisations to implement this measure. It is lawful to discriminate in favour of a group of people to provide these people with the same opportunities as other people, in the areas of life covered by the Act.

For more information, please visit the [Equal Opportunity Commission](#) website.