# Heidi Noon

Hello, I’m Heidi. I’m from Brisbane. I’m a Senior Diversity Officer. I work in the Inclusion and Diversity team in the Leadership and Diversity Branch. I’m an Aboriginal woman and I’m a descendant of the Wakka Wakka and Gubbi Gubbi peoples.

I think first and foremost, inclusion to me means a level playing field for people. I mean, we all don’t come from the same beginnings, we all come from varied backgrounds.

I grew up poor and I had to leave school to enter the workplace to support my family. I entered education, or re-entered education later in life and things could have been very different for me if I hadn’t come across an entry level program the department has called the Indigenous Apprenticeships Program.

Well that program is a pathway into the Australian Public Service for Aboriginal and Torres Strait Islander people. So, in a sense it made it a very accessible thing for me to do, something I’d never even really thought of before about working for the Federal Government.

Well I found that I feel very safe, it’s a culturally safe environment to work in from my perspective. I don’t think I could work in a workplace that didn’t respect cultural safety and didn’t have guidelines and policies that were based in legislation that respects inclusion and diversity.

I’d say personally that a department that allows people to grow and find pathways to work in that they feel passionate about, and also feel safe working in that environment, is a department that will have people working for them for a very long time. I can see myself working for the department for, yeah, for the next 20 years of my life, probably, if they have me.