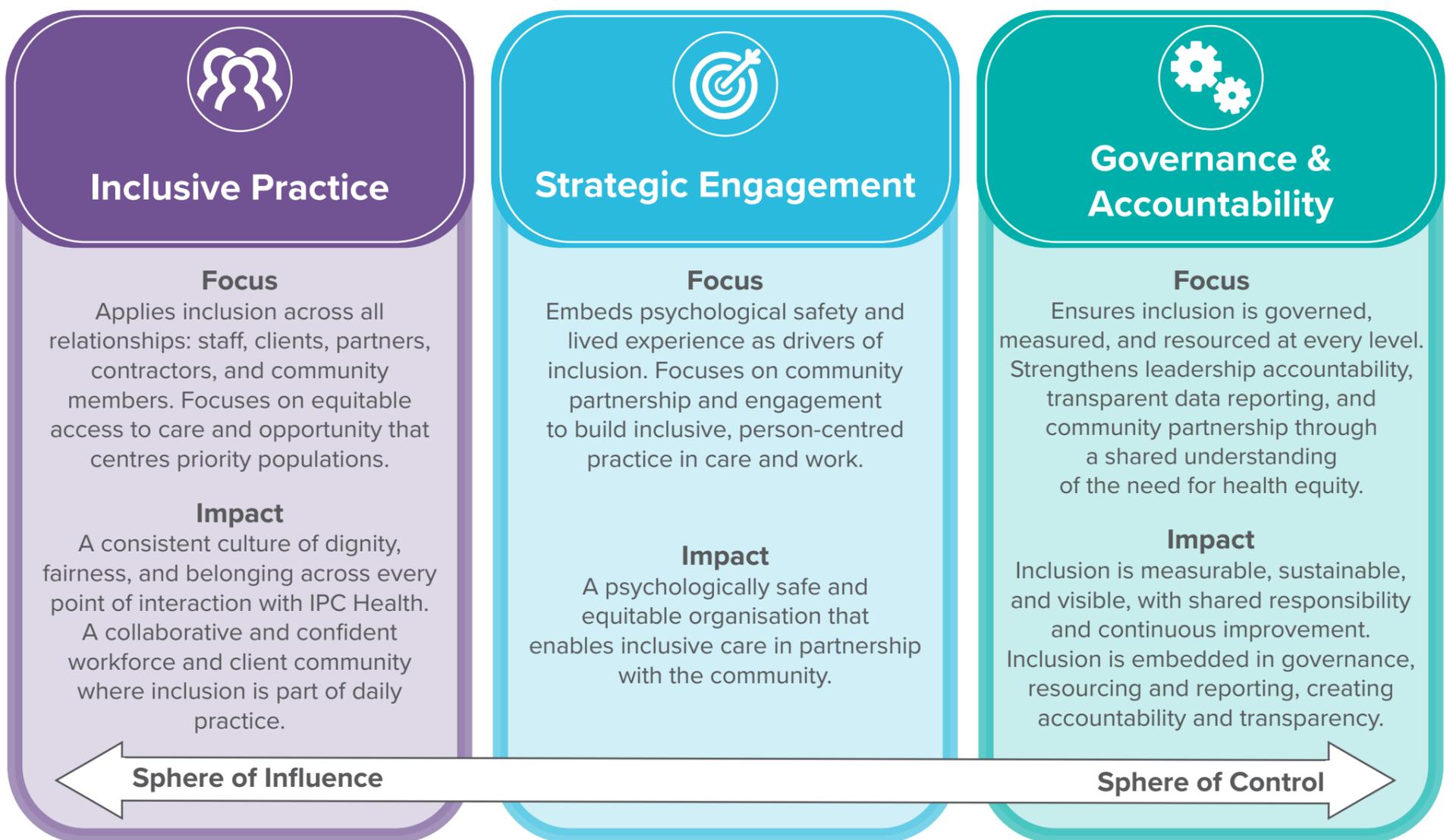




Inclusion Framework

The **Free to Be: Inclusion Framework** translates IPC Health’s commitment to equity and belonging into a structured, measurable approach to inclusion. The Framework embeds inclusion across governance systems and everyday practice at IPC Health to ensure that inclusion is consistent and measurable across the organisation. It is enabled through three pillars, which together, create a cycle of culture, action, and accountability.



The Framework uses two dimensions that ensure inclusion is a shared responsibility and system-driven practice:

- Sphere of Influence:** How staff model inclusion through everyday behaviours and relationships.
- Sphere of Control:** The systems, governance, and resources IPC Health directly manages.

What will the Framework achieve?

At IPC Health inclusion will be achieved through intent and design, that is built into the operating model and service delivery.

Anticipated Impact includes:

- A strong, organisation-wide culture of inclusion
- More resilient, socially engaged and culturally connected communities with better access to appropriate healthcare and support services
- Reduced experiences of discrimination, stigma and trauma when accessing health care