

Appendix C: Equity, Equality, Diversity & Inclusion Operating Model Summary

Background

This Equity, Equality, Diversity & Inclusion (EEDI) Operating Model describes how we will organise and utilise our operational resources to deliver City Corporation's EEDI objectives and EEDI Strategic Framework.

The EEDI Operating Model includes:

- a) a 3-line service model;
- b) a professional competency framework;
- c) intended work allocation and distribution across roles.

Design principles

This bespoke Operating Model derives from the insights gained from the City Corporation's EEDI Review 2025, which was conducted by an independent external organisation.

The Operating Model will also align to Ambition 25 to ensure that responsibilities, skills and accountabilities are clearly defined and appropriately matched to the right level of capability and influence.

Development process

Given this Operating Model defines City Corporation's service offer, engagement is scheduled with the Executive Leadership Team for endorsement.