DIVERSITY AND INCLUSION

What is diversity?

Diversity is all the differences between people in how they identify themselves in relation to social and professional identity (The Diversity Council Australia).

Identity can be thought of as our 'orientation to the world'.

Social identity includes factors such as:

- Age
- Caring responsibilities
- Cultural background
- Disability
- Gender
- Race
- Indigenous background
- Sexual orientation
- Socio-economic background

Professional identity includes factors such as:

- Profession
- Education
- Work experiences
- Organisational role

All of these factors, and more, contribute to an individual's identity and how they perceive the world and orient themselves in it.

Diversity vs. inclusion

Your workplace might perform well in regards to diversity, but not so well in terms of inclusion.

Inclusion only occurs when the diversity of people in your workplace:

- Feel valued and respected
- Have access to opportunities and resources
- Can contribute their perspectives and talents to improve the organisation

What's the evidence?

The inclusive 'score' is not good in Australia - there are not even any official statistics on disability employment in corporate Australia (nor many other sectors).

According to the Australian Bureau of Statistics, labour participation rates are only 54 per cent for people with disabilities, which is 30 per cent lower than for the general population. The number of public servants (people working for the government) identifying themselves as having a disability has declined by 3.3 per cent since 1986.

Although organisations are quick to let go of older workers, there is little evidence that age is a strong determinant of sickness, absence, work-related injuries or productivity.

People with mental ill health, from culturally and linguistic diverse backgrounds, the young, those identifying as Aboriginal or Torres Strait Islander or LGBTI, reflect the diversity of our community. They are potential members of our workforce and yet experience significant degrees of exclusion.

In Nelson Mandela's words, "The iniquitous system that we set out together to destroy is still alive and well. The poverty, decay in the social fabric, and profound inequality that are the product of the past, can only be eradicated with your cooperation."

What is inclusive leadership?

According to the evidence-based model of inclusive leadership developed by the Diversity Council Australia, an inclusive leader must be:

- Growth-focused
- Flexible and agile
- Open and curious
- Relational
- Identity-aware

DIVERSITY AND INCLUSION

Organisations that are inclusive will go on to realise:

- Higher productivity and return on income
- Higher levels of innovation, profit, commitment, satisfaction, job opportunities, career advancement
- A sense of psychological safety
- A feeling of being valued and respected
- A greater ability to resolve conflict effectively
- Lower levels of unlawful behaviour, harassment and discrimination
- Reduced employee turnover

The parallel with engagement research is astounding. Inclusion strongly improves the effectiveness and wellbeing of the workforce.

If you want to know more:

Diversity Council Australia

www.dca.org.au

An Evidence-based Model of Inclusive Leadership

www.dca.org.au/sites/default/files/dca_il_synopsis_online.pdf

Creating a diverse workforce

www.hays.com.au/cs/groups/hays_common/@au/@content/documents/digitalasset/hays_154080.pdf

The bottom line impact

www.voiceproject.com/articles/469/diversity-bottom-line

www.prideindiversity.com.au/who-we-are/why-lgbti-inclusion/

Employing people with disability

www.jobsability.org.au/resources/

www.jobaccess.gov.au/employers/funding-workplace-changes

Ageing and workability

www.apsc.gov.au/about-the-apsc/parliamentary/state-of-the-service/2011-12-sosr/05-ageing-and-work-ability#age-and-engagement

www.ageingatwork.eu/resources/health-work-in-an-ageing-europe-enwhp-3.pdf

www.publicsector.wa.gov.au/document/guide-managing-ageing-workforce-maximising-experience-mature-age-workers-through-modern-employment-practices

www.worksafe.tas.gov.au/__data/assets/pdf_file/0003/283782/BetterWork_Ageing_WorkforceT.pdf

www.comcare.gov.au/news__and__media/videomedia_gallery/interview_louise_rolland_-_ernst_and_young

Mental health and wellbeing

www.headsup.org.au/docs/default-source/resources/bl1270-report---tns-the-state-of-mental-health-in-australian-workplaces-hr.pdf?sfvrsn=8

www.headsup.org.au

www.sane.org

worksafe.tas.gov.au/__data/assets/pdf_file/0006/288204/Depression_and_the_workplace_info_for_employers_fact_sheet.pdf

www.ozhelptasmania.org.au

www.cores.org.au

Person-centred practice across cultures

www.nds.org.au/resources/person-centred-practice-across-cultures-resources

Migrant Resource Centres (MRC)

www.mrcltn.org.au

www.mrchobart.org.au

Gender and sexual diversity

www.workingitout.org.au

www.prideindiversity.com.au

DIVERSITY AND INCLUSION

Short videos and inspiring pro diversity stories

www.youtube.com/watch?v=C-uyB5l6WnQ

www.youtube.com/watch?v=lMkop1OevgQ

www.youtube.com/watch?v=sArxiB9z2D4

www.youtube.com/watch?v=qxKFDnzluOs

This information sheet is part of a People and Culture Project funded in 2017 by the Tasmanian Department of State Growth.

Search for People and Culture Project if you would like to see the full suite.

Tasmanian Government

Contact:

Cath Ralston
Senior Sector Development Consultant, NDS
ph: 03 6212 7305
m: 0427 645 142
e: cath.ralston@nds.org.au