

Diversity Statements

An effective diversity statement provides an organisation with the opportunity to communicate their commitment to diversity with the broader community within which they operate. Diversity statements enable organisations to share their experiences, their genuine commitments and the actions they choose to take in order to build a more inclusive workplaces, and communities.

To write an effective diversity statement organisations should try to limit the statement to one page or less and cover the following areas:

- **Tell your story** – what is your employee mix, your workplace location, partnerships you have with diversity groups like Aboriginal and Torres Strait Islander peoples, whether you have a RAP, AES, etc.
- **Focus on accepted understandings and perceptions** – talk about the issues that are impacting the community from a diversity perspective; talk about unconscious bias, talk about racial oppression and negative stereotyping and the impact this has on Aboriginal and Torres Strait Islander peoples and other minority groups within and across the community.
- **Discuss white privilege** – focus on writing about what you know as an organisation; talk honestly about your experiences with racism, your position of white privilege, etc. Be transparent.
- **Write about things you have done and you are committed to** – talk about the things you are already doing to improve outcomes for minority groups; the programs you have developed or the strategies you have implemented like an AES, or a RAP, etc.
- **Let people know what you expect of your employees** – include in all job applications, or applications from managers and supervisors, a requirement for prospective employees to outline their own diversity statement and/or commitment to diversity. Include it in your job adverts