



The Value of Diversity

SEPTEMBER 2019 - SYDNEY

Inclusion and diversity are about wellbeing. It's important to make people feel safe at work so they're comfortable to be who they are and to speak out when they see someone acting unjustly. At our MFA5+ Inspiration Series event on Diversity, keynote speakers Tasneem Chopra and Robbie Robertson, discussed how we can welcome, attract and stimulate diversity in our working environment.

Here are the points that got you talking around the tables:

Lead for Change

Diversity needs to be a priority for leaders. Even the most well-written policy documents are ineffective without leadership commitment.

Diversity is a Fact and Inclusion is a Choice

Ultimately, you want every team member to feel comfortable enough to bring their best, authentic self to work every day. That starts with inclusion. The values of diversity and inclusion should be included in every organisation's mission statement.

Make Every Voice Heard

When making policy and event decisions, be sure to include people from diverse cultural backgrounds in the process. During meetings, consider allowing the youngest or most junior team member to start the conversation.

Change Starts With a Self-Audit

Listen, ask questions, learn about cultural values different to your own. Be aware of your own unconscious biases.

Re-Think Social Activities

Create more inclusive social activities – rather than traditional Friday night drinks, try shifting them to a Thursday and going alcohol-free. Consider hosting events that celebrate diversity – ask teams to showcase their cultures and educate others.

Diversify the Talent Pool

We need to upgrade our hiring practices to better reflect cultural diversity and remove unconscious biases. Consider removing names from job applications so that people are judged on their skills and merits alone.

Safety First

Inclusion and diversity are about wellbeing. It's important to make people feel safe at work so they're comfortable to be who they are and to speak out when they see an injustice.

The 7 Characteristics of High-Performing Teams

1) purpose 2) psychological safety 3) trust and integrity 4) recognising individual strengths 5) open feedback 6) hitting performance goals 7) respect.

Thanks to our partners



FACEBOOK