

THE DIVERSITY PROGRAM

Diversity Inclusion's Diversity Program takes a strategic approach to organisational change, providing organisations with a step-by-step process to deliver a Diversity & Inclusion Roadmap, tailored to your needs and people at each step.



diversity inclusion

HOW IT WORKS

The Diversity Program is based on the three foundations to an inclusive organisation: Inclusive Leadership, Inclusive Culture and Inclusive Infrastructure. The program includes the following key services:

- Leadership Buy-in Workshop (Foundations in Diversity and Inclusion)
- Inclusion Baseline Survey
- Roadmap Development Workshop Series
- D&I Communications Roadmap
- D&I Yearly Action Plan and supporting Infrastructure

The program sees Diversity Inclusion work with organisations from the initial stages of achieving leadership support, through to developing a tailored action plan to deliver key activities.

Organisations can take part in any of the services as ad hoc offerings, or complete the full suite of services offered as part of the program.

WHY CHOOSE THE DIVERSITY PROGRAM?

The Diversity Program is best-practice in both Diversity and Inclusion roadmap development and implementation. While many organisations charge their Human Resources team with the creation of a Diversity & Inclusion Roadmap, the Diversity Program takes a strategic approach to catalysing organisational change, encouraging collaboration with key stakeholders. Engaging a diverse group of individuals within your business, Diversity Inclusion works with you to create your organisation's D&I Vision and Roadmap. In turn, these individuals then go on to become Champions of Diversity and Inclusion within your organisation.

The Diversity Program is tailored to the specific needs of your organisation and takes into account budget and other resource constraints. Importantly, the delivery method is flexible and can include face-to-face, online, or a hybrid format.

WHO CAN BENEFIT?

All individuals within an organisation can benefit from this program, since a more inclusive organisation ultimately benefits everyone. The business case for greater diversity and inclusion within organisations is clear; not only from a social perspective - because it's the right thing to do - but also in terms of productivity. Diverse and inclusive teams are more innovative, and more effective at solving problems, turnover is lower and employee engagement is higher.

Organisations with greater diversity in leadership have been found to significantly financially outperform organisations with little diversity.

Want to know more? Let's chat...

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“The Diversity Program helped us to develop the strategic direction of our sport in relation to diversity and inclusion, with the intent of growing our sport. Diversity Inclusion promoted collaboration, and achieved ‘buy-in’ from key stakeholders, to ensure we were able to effectively and sustainably deliver initiatives, resulting in a tailored action plan for Sailing SA.”

Ian Leeson,
Regional Manager Sailing SA

FOUNDATIONS

Q1

Q2

INCLUSIVE Leadership



LEADERSHIP BUY-IN



ROADMAP APPROVAL

INCLUSIVE Culture



BASELINE MEASURE



COMMUNICATIONS APPROACH

INCLUSIVE Infrastructure



Workshop Vision



Workshop Priorities

ROADMAP DEVELOPMENT



ESTABLISH INFRASTRUCTURE



ACTION PLAN YEAR 1

DIVERSITY PROGRAM SERVICES EXPLAINED

Foundations in Diversity and Inclusion

The Foundations in Diversity and Inclusion Workshop is essential to gain the support of your leaders. This workshop covers both the business case for diversity and inclusion, an introduction to Unconscious Bias, and provides leaders with the unique opportunity to challenge and determine your Business Case.

Inclusion Baselining Survey

The Inclusion Baselining survey provides vital information regarding existing organisational culture, enabling organisations to identify key areas for improvement. The survey provides key measures, against which future progress can be measured.

Roadmap Development Workshop Series

The Roadmap Development Workshop series engages a diverse group of employees to create your organisation's Diversity Vision and identify priorities for the organisation. Coupled with information from the Inclusion Baselining Survey, Diversity Inclusion collaborates with organisations on their key areas for improvement, with specific initiatives included in the D&I Yearly Action Plan to address these identified areas.

D&I Communications Roadmap

The D&I Communications Roadmap was developed in response to an identified need for organisations to be supported with their communications on diversity and inclusion in the workplace, via a tangible roadmap and action plan. Effective communications on diversity and inclusion are vital to driving culture change.

Yearly Action Plan

The Yearly Action Plan and supporting infrastructure development move organisations from planning to action. The customised D&I Action Plan outlines the activities for the year, and sets timeframes for delivery, while supporting infrastructure development establishes your organisation's change network - the employees who will drive these initiatives.