



Diverse & Inclusive Workplaces

A diverse and inclusive workplace recognises the inherent value each person brings to the workplace. It is a workplace where everyone can contribute and feel included.

Diversity in the workplace reflects the broader community; it includes people of different races, religions, or cultures, from different ages, genders, and sexualities, and with different family responsibilities or impairments. Diversity brings people together and allows them to share their unique backgrounds and traditions.

Inclusion is diversity in practice; it is a culture of respect and involvement of all. Inclusion focuses on valuing and respecting each individual, so they can achieve their full potential.

Tips for Diversity and Inclusion at Work

A non-discriminatory workplace benefits all employees. Here are some tips for creating diversity and inclusion in your workplace:

- Encourage your workplace to develop a diversity policy if one doesn't already exist
- Create a Reconciliation Action Plan to develop respectful relationships and create meaningful opportunities with First Nation Peoples
- Induct all new staff on the organisation's culture of diversity and inclusion
- Train staff that interact with the community in cultural safety, intersectionality, and humility

- Ensure artworks and other displays within the workplace affirm and celebrate differences
- Make workplace adjustments, such as prayer rooms or breastfeeding facilities
- Value the individual skills employees bring such as language, cultural awareness, and international experience, and share these skills with others through internal training
- Attend to special needs of staff, including flexible work arrangements or accessible facilities
- Check the workplace layout to ensure maximal accessibility for employees who use wheelchairs, service animals, or other assistive devices
- Invite staff from diverse backgrounds to join working groups, committees, or social clubs, to ensure the decisions formed by these groups reflect the broader workplace community
- Survey staff to ensure specific workplace needs are met and events hosted at work are inclusive
- Run events that value inclusion, such as NAIDOC, Pride, Harmony Week, International Women's Day, and Cultural Diversity Week
- Ensure cultural dietary requirements are met for workplace functions and events (e.g., kosher).

Final Words

In the modern workplace, employees come from across the world, are of different races and sexes, face different physical, emotional and intellectual impairments, and speak different languages. Workplaces are already diverse; embracing this diversity creates an inclusive culture for all.