



Diversity
Partners

Creating Inclusive Cultures

INCLUSION IN ACTION WORKSHOP

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AIMS:

To build the skills of your leaders to:

- recruit, develop and retain diverse teams
- create inclusive cultures where people feel valued and trusted, can be authentic, and have high levels of psychological safety.
- Design inclusive customer solutions and products.

APPROACH:

We use a conversational format shaped around the day-to-day roles of leaders.

The workshop includes a range of experiential activities to engage the hearts and minds of all leaders through:

- Personal reflections
- Small group work
- Case studies/examples (from facilitator and participants)

LENGTH OF WORKSHOP:



We deliver online (90 mins) and in-person (two-hours).

FOUR AREAS OF FOCUS:

1. What is a safe, respectful and inclusive workplace
2. What gets in the way: unlawful behaviours, micro-aggressions and unconscious biases
3. Actions I can take to be a more inclusive leader during everyday moments: team meetings, day to day interactions, recruiting, and designing customer solutions
4. The important role of being an 'upstander' (active bystander).

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KEY MESSAGES

- Diversity - of demographic background and thinking approaches - is critical for innovation and robust decision-making
- Australia has a long way to go to make work safe and inclusive for all. The National Survey on sexual harassment in Australian workplaces (2022) found that 33% of people reported having experienced workplace sexual harassment in the previous five years
- Unconscious bias is a key barrier to diversity and inclusion in organisations, because of common tendencies to gravitate to people like us and thinking approaches like ours (affinity bias, confirmation bias, sunflower bias)
- We all have biases - what's important is noticing them and taking steps to mitigate the potential negative impact on our decision-making and problem-solving
- An inclusive culture is one where people feel *valued, trusted, can be authentic, and have psychological safety*
- We can all take tangible steps to challenge inappropriate behaviours (as 'upstanders')
- Inclusive leadership behaviours benefit everyone - employees, clients, and broader stakeholders.

OUTCOMES

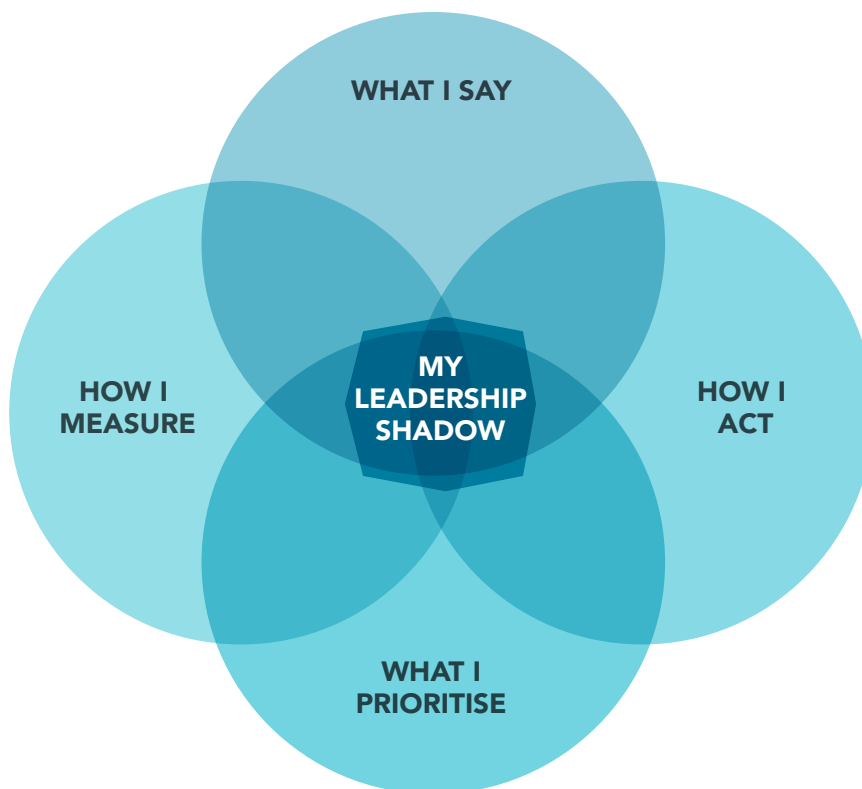
By the end of the workshop, leaders will have:

- A consistent understanding of why a safe, diverse and inclusive workplace matters for **employee well-being**, and **business innovation**
- A heightened awareness of pro-active steps to help **eliminate sexual harassment and discrimination**
- A greater understanding of **unconscious biases and microaggressions** that inhibit diversity (of thinking and demographic background) and inclusion
- Identified ways to challenge unconscious bias and **actively seek ideas, questions, and concerns**
- Identified practical actions they can take to demonstrate **intentionally inclusive actions** in team meetings, day to day interactions, when recruiting, and when designing customer solutions
- Developed their inclusive leadership shadow as a model to guide what they say, what they do, what they prioritise and what they measure.

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INCLUSIVE LEADERSHIP SHADOW

We use the leadership shadow model to guide action and accountability.



SOURCE: Adapted from Chief Executive Women/Male Champions of Change, Australia

ABOUT DIVERSITY PARTNERS

- A leading Australian consulting firm specialising in creating diversity and inclusion progress in organisations in Australia and New Zealand
- Engaged by more than 550 organisations, including many of top ASX firms
- A team of senior specialists with extensive experience in leading diversity and inclusion efforts in organisations (public and private sector, and for purpose)
- Offers a suite of solutions including diversity and inclusion diagnostics, strategic frameworks, leadership education, coaching, mentoring programs, and implementation support
- Established in 2009 by Dr Katie Spearritt, Chief Executive Officer.

'Our Inclusive Leadership workshop approach is underpinned by the notion the 'privilege of oblivion' leads to awareness deficits in how we lead and interact with others. That means we have to learn how to actively invite different perspectives and approaches.'

Dr Katie Spearritt, CEO, Diversity Partners

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THE IMPORTANT ROLE OF A LEADER

The role of a leader is key in creating inclusive work environments. Research published in Harvard Business Review has found that what leaders say and do makes up to a 70% difference as to whether an individual reports feeling included. (Harvard Business Review, 'The Key to Inclusive Leadership', Juliet Bourke and Andrea Titus, March 2020)

WHAT CLIENTS SAY

'Cover-More engaged Diversity Partners to assist with rolling out Inclusive Behaviours training for our employees. From the initial enquiry, to working collaboratively on workshop content and the logistics of delivering to our global teams, to their engaging facilitation of the workshops, Diversity Partners has been the perfect partner for Cover-More on this project. I can't thank the team at Diversity Partners enough for their commitment and involvement in this important project for our business.'

Alice Badger, Senior HR Business Partner, Cover-More

Many thanks for the wonderful session. It was just what I hoped it would be - educational and practical. It also drove home some really impactful truths. Thank you for being part of the change to improve performance through a deeper understanding of psychological safety.'

Amber Collins, Chief Marketing Officer, Australia Post

'Your session was absolutely spot on - great mix of concept, theory and practical memorable tips.'

Serena Marriott, Head of Diversity and Inclusion, Transurban

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INSIGHTS AND COMMITMENTS FROM LEADERS WHO HAVE ATTENDED OUR WORKSHOP

- ✿ 'I'm going to actively try and not rush problem-solving/decision making process and consider all aspects, take time to seek, listen to and evaluate ideas before making judgement.'
- ✿ 'This came at perfect time for me as I'm building a new business unit, and I can really think about the level of diversity I need - demographics and thinking approaches.'
- ✿ 'I hadn't realised how my views can unknowingly influence the direction of the decision - I'll be much more mindful.'
- ✿ 'I'm going to challenge myself about "who should be in the room" to bring in diverse perspectives.'
- ✿ 'I'm going to think about how I rely on a small number of people in my team and instead try to disperse the work more evenly to team members who are capable but would handle issues differently to myself to get different approaches.'
- ✿ 'I want to proactively connect with those outside of my immediate team I am missing to get diverse ideas and perspectives.'
- ✿ 'I have an analytical point of view - I'll pay more attention to the subtle biases that can influence my decisions.'
- ✿ 'I want to be more conscious of confirmation bias - making sure I'm not just looking for opinions that mirror the way I'm already thinking.'

Contact us to find out more at:

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