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Diversity in Employment Journey so far

LGMA HR Village – October 2015



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Acknowledgement of Traditional owners

I acknowledge the Bindal and Wulgurukaba peoples, who are the traditional custodians of this land that we work, live and play on, and pay my respect to their cultures, their ancestors and to the elders, past, present and future.



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Embedded culture of productive diversity





Journey highlights so far

- Diversity in Employment Strategy 2012-2015
- Employee Diversity Profile & Reporting
- Diversity in Employment Training
- Aboriginal and Torres Strait Islander Workforce Strategy



Diversity in Employment Strategy 2012-2015

- Challenge – to prove that *Diversity in Employment* does matter and is a whole of organisation responsibility;
- Challenge – to be more than words in a strategy rather a strategy that change in behaviours and attitudes.
- Outcome - dynamic framework embracing creativity and innovation.



Employee Diversity Profile & Reporting

- What, who, why, how and when for data capture
 - Community expectations (benchmark - ABS)
 - Employee expectations (trust)
 - HRIS capabilities (storage & reporting)
 - Reference date (benchmark)



Diversity in Employment Training

- Challenge – determining what information was relevant.
- Challenge – convincing key stakeholders that the learning was required.
- Challenge – convincing employees that diversity is employment related.



Aboriginal and Torres Strait Islander Workforce Strategy

- Challenge – identifying what we wanted to achieve;
- Challenge – identifying best practices, research
- Challenge – how to engage with employees;
 - [Hugh Jackman](#)
 - [Swimming the River](#)



Aboriginal and Torres Strait Islander Workforce Strategy

- Outcomes:
 - Draft two-way value strategy;
- Actions:
 - Corporate Uniform Indigenous Polo Shirts;
 - 2 Indigenous Traineeships;
 - [Workforce painting](#);
 - Pilot mentoring program; and
 - NAIDOC celebrations



Key hints/tips



Download from
Dreamstime.com

- (Workplace) diversity is an emotive topic;
- Customise program to your community;
- As a 'Diversity Champion' be prepared to share your story; and
- Take a risk. Be creative.

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BIG TIP

- Humour

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Questions

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