



Getting it right: the view from the top

Diversity in leadership has been a buzzword in organisations across the world for some time now, but in many instances, progress has been slow. Organisations that don't have a diverse leadership team are at risk of being disconnected from not just the rest of the organisation, but also the communities they interact with and serve.

Are we getting it right?

Diverse voices bring a much broader range of ideas and experiences that counter the usual narrative, creating opportunities to think and do things differently. How can we create diverse leadership teams that connect with and reflect our communities?

#GettingItRight



What does your workplace **look like**? Take a deep dive into the make-up of your organisation and let the data reveal a path forwards.



Often we think that a solution is to **appoint** diverse people straight to the board, but this might not necessarily be the right way to go. Will they stay **long-term**? Will they be accepted by other staff? This is where your inclusive culture is critical, to welcome the new board member in.



What sort of **culture** does your workplace offer? Is it open to people from a range of different backgrounds? What type of **training** would you need to become more inclusive across your organisation?



Every organisation has **biases**, but how are they affecting your recruitment processes? Consider whether biases about the role and about the people who can fill them are impacting who you **interview** and ultimately appoint or **hire**.



Targets do work: what gets measured, gets done. Consider developing active engagement measures with the community to create **pathways for recruitment**. Remember, you don't operate in a vacuum!



Implementing a **diversity target** is a process that involves **community** consultation and engagement with key **stakeholders**, including the community group you aim to hire (First Nations people or people with disability, for example), tertiary education providers and others, to create **pathways to recruitment**.

Interested to learn more?

- Take a look at this resource from Workable, called [Unconscious bias in recruitment: How can you remove it?](#). It's an in-depth look at what unconscious bias actually is, and the business case - supported by research - for more diversity.
- Once you're ready to start writing a diversity, equity and inclusion policy, view this resource from [Jobsbank about how to get it right](#).
- Visit our [Resource Centre](#) or [get in touch](#) with our team today.