

What is culture?

Diversity Council Australia defines culture as “a variation between people in terms of how they identify on a range of dimensions including ancestry, ethnicity, ethno-religiosity, language, national origin, race, and/or religion.”¹

This might look like:

- Names that are not Anglo-Saxon being less likely to progress through the hiring process²
- Lower pay than Caucasian counterparts³
- Lack of diversity on leadership and executive teams⁴
- Receiving less support than counterparts
- Being passed over for important tasks or assignments
- Repeated micro-aggressions within the workplace
- Being perceived to be not as competent as others

DEIB strategies to consider

- Anonymise recruitment processes and score interviews objectively
- Provide cultural competency awareness training
- Ensure fair systems to address incidences of discrimination and harassment
- Complete audits of positions and salaries
- Provide clear and objective paths for progression within your organisation
- Provide objective feedback and performance measures
- Provide formal and informal mentors and allies

Benefits of cultural diversity

- Increased job performance, reduced sick days taken and decreased employee turnover
- Higher accessibility to new and different candidate pools
- Increased range of skills and experience
- Improved organisational reputation
- Greater flexibility and adaptability in a globalised world

1 Diversity Council of Australia and The University of Sydney Business School (2020). Key definitions and state of play

2 The University of Sydney (2017). Racial discrimination and white first name adoption: a field experiment in the Australian labour market

3 Deloitte (2017). Impact Report 2017

4 Australian Human Rights Commission (2016). Leading for change