

DIVERSITY & INCLUSION COMMITTEE SUCCESS



Tips on how the champions of diversity and inclusion in your workplace can effectively deliver your strategic goals

Be diverse! Your D&I Committee should model diversity. You should aspire to broad representation from different organisational levels, functions and locations. Aiming for elements of demographic diversity in the team is important too. The resulting diverse perspectives and connections will be useful if you leverage them.

Passion is not enough
Establish procedures to recruit members, run meetings, make decisions, obtain funding, gain approvals and report on progress.

Secure a champion In order to gain traction a D&I Committee needs a dedicated champion sitting on the Senior Leadership Team. This go-to person will help secure necessary buy-in and approval to invest your organisation's resources into achieving the D&I Plan.

Build connections Get your team members along to Diversity Works NZ's series of regular Diversity Committee Workshops and Diversity Group Meetings to gain valuable knowledge from Diversity Advisors, hear from guest speakers who've already done it and meet other attendees who are doing it too! Check out upcoming topics and dates on the Diversity Works NZ website.

See you at the Diversity Awards!
Book tickets to the annual Diversity Awards, a fabulous event to get practical ideas and hear inspiring stories. It's also a great way to thank your D&I Committee members for their contribution to your organisation. Better still, work out what D&I initiative you will enter into the Diversity Awards next year!

Learn about unconscious bias As champions of D&I, it's imperative that you understand key concepts such as unconscious bias. Take the Implicit Association Test and organise for Diversity Works NZ to deliver a workshop grounded in neuroscience that outlines personal and organisational strategies to mitigate unconscious bias.

Undertake the D&I Stocktake + D&I Diagnostic In order to set priorities and measure your progress, Diversity Works NZ can assist you to get a picture of where you are starting from. The D&I Stocktake is an audit of the D&I measures you have in place, and what you should do next. The D&I Diagnostic helps you understand your employees' perceptions about D&I in your workplace, highlighting areas of concern.

Get a D&I Plan in place Use Diversity Works NZ's D&I Strategy & Action Plan template to help you on your way. Your D&I Plan will outline your organisation's business rationale for a diverse workforce and an inclusive workplace, your priorities and how you will go about achieving them.

Be visible Introduce yourselves and your role. Keep in touch with the wider organisation and let them know what events and initiatives are coming up, and how they can be involved. Report on what you've accomplished. Share research and thought-provoking articles and organise seminars.

How we can help We want to support you and the work of your D&I Committee. If you have questions or need advice, please get in touch. We can give you access to useful resources including templates, Top Tips, local and overseas research, articles, and case studies on a myriad of D&I-related themes. We can assist you to identify the priorities and next steps on your D&I journey with our D&I Stocktake and D&I Diagnostic tools. We're happy to talk to anyone in your organisation about the business case for D&I and current topics in the field. And don't forget to check out the highly relevant programme of training and events on our website or ask us about customised training for your team.