



# **Towards a more diverse & inclusive workplace**

**Sherene Hassan**

Islamic Museum of Australia



# Cultural Diversity

**AUSTRALIA IS HOME TO THE WORLD'S OLDEST CONTINUOUS CULTURES.**



Australians identify with more than **270** ancestries.

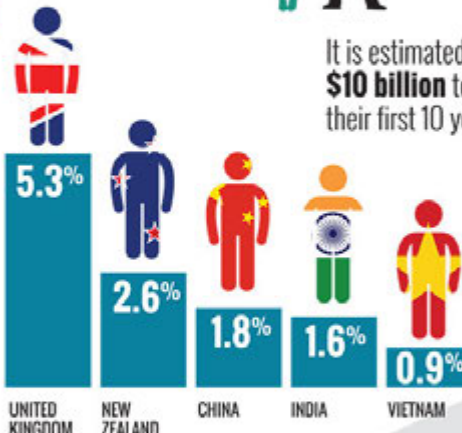
**26%**  
**1 in 4** AUSTRALIANS WERE BORN OVERSEAS



Nearly **20%** of Australians speak a language other than English at home.

**46%**  
**1 in 2** HAVE AN OVERSEAS-BORN PARENT.

**2013**  
OVERSEAS MIGRATION REPRESENTED **60%** OF AUSTRALIA'S POPULATION GROWTH.



It is estimated that migrants contribute over **\$10 billion** to the Australian economy in their first 10 years of settlement.



## Top migrants to Australia



**1 in 5** AUSTRALIANS HAVE EXPERIENCED RACE-HATE TALK



**86%** of Australians support action to tackle racism



NATIONAL

## Australian bosses are racist when it's time to hire

By Peter Martin

18 June 2009 – 12:00am



A FOREIGN or indigenous-sounding name gives people less chance of landing a job in Australia, a study has found. Unless your name sounds Italian and you're in Melbourne, in which case it can be an advantage.

Australian National University researchers Alison Booth, Andrew Leigh and Elena Vargonova sent out 4000 fake job applications to employers advertising on the internet for entry-level hospitality, data entry, customer service and sales jobs, changing only the racial origin of the supposed applicants' names.

Applicants with Chinese names fared the worst, having only a one-in-five chance of getting asked in for interviews, compared to applicants with Anglo-Saxon names whose chances exceeded one-in-three.

Typically a Chinese-named applicant would need to put in 68 per cent more applications than an Anglo-named applicant to get the same number of calls back. A Middle Eastern-named applicant needed 64 per cent more, an indigenous-named applicant 35 per cent more and an Italian-named applicant 12 per cent more.

# ANU study

Booth, Leigh & Varganova (2009)...

- Chinese named applicants needed to submit 68% more applications to secure a call back compared to Anglo named applicants
- Middle Eastern named needed 64% more
- Indigenous named needed 35% more
- Italian named needed 12% more

# Boardroom statistics

- Only 2.5% of board members and 1% of CEOs at Australia's top 200 publicly listed companies are culturally diverse women.  
(Diversity Council of Australia & University of Sydney Business School)
- If 2015 ASX Directors were 100 people, approximately:
  - 64 would be Anglo-Celtic men.
  - 28 would be culturally diverse men
  - 6 would be Anglo-Celtic women
  - only 2 would be culturally diverse women
- The reality is, culturally diverse women experience a 'double jeopardy'.





# Key benefits of workplace diversity

“ A diverse organization will out-think and out-perform a homogeneous organization every single time. ”

A. G. Lafley, CEO  
Procter & Gamble



**85%**

of large global enterprises believe diversity is crucial to fostering **innovation** in the workplace.



**79%**

of companies believe that diversity initiatives have had a positive effect on **company culture**.



**83%**

of executives agree that a diverse workforce improves their company's ability to capture and retain a diverse **client base**.



**15x**

The **increase in sales revenue** of companies with high rate of racial diversity.



# Diversity pays!

## Diversity Dividend



- Diversity Matters Research, McKinsey & Company 2016

SENTENCING | FAMILY SETTLEMENTS | TRANSPORT ACCIDENTS | SECURITY FOR COSTS

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للشرف

# Useful strategies

- Blind recruiting
- Australian Human Rights Commission  
National Anti-Racism strategy, since 2012:  
*“Racism. It stops with me.”* ...sign up!
- Workplace Cultural Diversity Tool  
(available free online)

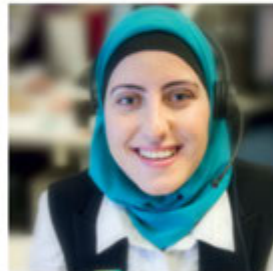




Australian Government  
Department of Human Services

# Workplace Diversity and Inclusion Strategy 2016–19

*A great place to work for everyone*



working  
as one

[humanservices.gov.au](http://humanservices.gov.au)

# Useful strategies



- Ensure policies in place to support workplace diversity
- Mentors to ensure workers are being supported
- Zero tolerance to any form of bigotry
- Don't blame the victim



# Useful strategies

- Initiate conversations re: cultural/religious requirements
- Unconscious bias training
- Cultural competence training
- Cultural Immersion days, e.g: Islamic, Jewish, Hellenic, Italian, Chinese museums, Darebin Spiritual Healing Trail
- Provide opportunities to humanise the other; invite people from different cultural/religious backgrounds to speak to staff

# Islamic Museum of Australia

ART. HERITAGE. DISCOVERY



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