Strengthening workforce diversity and inclusion

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Facilitator: Spase Veljanovski
Training premise

A service provider with a diverse workforce reflective of the communities it serves is better able to meet the needs of the wider community.

Training aim

This workshop explores key considerations and activities to maximise the benefits and reduce the challenges associated with a culturally and linguistically diverse workforce.
Stand up and arrange yourself along an imaginary line based on the time you, or your most recent ancestor, arrived in Australia.

Tell the person next to you when and from where you, or your ancestor, came from.
There are many stories here. Where does yours fit?

SOURCE: The Age  31 March 2016
goo.gl/kd1z6H
Making Europeans ‘palatable’
Discuss the immigration timeline activity

Did you feel safe doing this? Why?

Is this an activity that you can do in your workplace? Why?

What are the benefits and risks of doing this activity?
Diversity and inclusion: Broader context (I)

Australia’s enormous diversity

Legislation and policy drivers
MULTICULTURAL FRAMEWORKS

FEDERAL

LEGISLATION

Racial Discrimination Act 1975

Multicultural Victoria Act 2011

STATE (Vic. – sorry!)

HIGH LEVEL POLICIES AND RESPONSES

Australia’s Multicultural Policy 2013

Victoria’s multicultural affairs and citizenship policy

Multicultural Access and Equity Policy 2015

Delivering for Diversity, Cultural Diversity Plan, 2016-19

DEPARTMENTAL AND FUNDED AGENCY POLICIES

DHS Multicultural Servicing Strategy
(Medicare Centrelink, and Child Support.)

Department of Health Cultural Responsiveness Framework
(hospitals)

Department of Justice Cultural Diversity Plan
Diversity and inclusion: Broader context (II)

Political and social context (drivers and resistance)

Politician(s), elections

Harmony Day*
Harmony Day: reading and preparation
Activity: Harmony Day

FOR

Group 1 will argue for keeping the name Harmony Day and identify the best activity to run in the interests of diversity and inclusion.

AGAINST

Group 2 will argue against keeping the name Harmony Day and identify the best alternative activity to run in the interests of diversity and inclusion.
Harmony Day debate: protocols

1. Group 1 presents up to 3 arguments for keeping the name Harmony Day
2. Group 2 rebuts G1's name and presents up to 3 arguments for introducing another name
3. G1 rebuts G2 name choice
4. G1 outlines the best workplace activity to run in the interests of diversity and inclusion re ‘Harmony Day’.
5. G2 as #4, above, but re ‘new name’