



Centre for Cultural Diversity in Ageing: Making the Case for Diversity

Inclusive Leadership Webinar

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The background of the slide features a 3D-rendered puzzle. Most of the puzzle pieces are white, but one piece in the center-right area is a vibrant red. The puzzle is set against a dark, gradient background that transitions from black on the left to a lighter grey on the right. The lighting creates soft shadows and highlights on the puzzle pieces, giving them a three-dimensional appearance.

Overview:

-
- *How can the Aged Care sector see the value of including cultural diversity?*
 - *In depth understanding about D&I*
 - *What is cultural cultural competence?*
 - *Making a case for an inclusive workplace*

WHO IS INVITED TO YOUR DECISION-MAKING TABLE?

- Who is sitting at your table? What are the values you purport to have?
- Who is missing? Why?
- If we are not consciously inclusive, we are deliberately exclusive
- Multiculturalism adds depth, breadth and perspective
- Drive awareness when SEEING your employees- more efficient when your leadership is representative
- Where are they from? What collateral do they bring?
- Being sensitive, self aware, check privilege





DIVERSITY

The various expressions people have of their social identity: *like age, culture, disability, gender, Indigeneity, sexual orientation, and socio-economic background* that can present in their professional/community identity

INCLUSION

Inclusion is the active acceptance of diversity – who feel seen, valued and respected, gaining access to opportunities and resources, enabling them to contribute to their organisations and communities. Inclusion is the conscious act of accepting those identity categories



WORKPLACE INCLUSION & DIVERSITY

- 357% of workforce is CALD
- 35% of aged clients are CALD
- Diverse workplaces have 19% higher revenue
- Outperform industry norms by 35%
- Are 1.7 times more likely to be innovation leaders in their market
- Are 70% more likely to capture a new market (statistic by

[*Harvard Business Review](#)).

Australian case for embracing workplace inclusion...

- Inclusion ensures employee wellbeing and company productivity
- DCA sample 3000 workers in 2019 inclusion@work report, found 75% strongly supported employers creating a more inclusive workplace
- Inclusive teams, managers and organisations: every level matters
- In summary...an included employee is a productive one



Inclusion@work revealed workers in an inclusive organisations were:

- 5 x more likely to innovate
- 3 x more likely to work harder
- 3 x more likely to be highly effective
- 3 x more likely to provide excellent client service
- **WHEN INCLUSION WORKS, DIVERSITY THRIVES**

When Diversity and Inclusion work.

Examples of Diversity and Inclusion at work



Diverse leaders ensure you meet employees clients 'where they are at'

Leveraging the asset of your CALD workforce

Co-designing solutions – use the talents that you have

Respecting the collateral people bring

When workers and clients feel they belong, you've nailed it

What about cultural safety in the workplace and in client facing situations?

Fostering an inclusive space for diverse employees and clients

Not tokenistic - lead with intent

Enables culturally diverse leaders to feel entirely accepted, valued and comfortable

Representation reflected in the service providers around them – your leadership is your standard- how are you tracking?

When workers and clients feel they belong, you've nailed it

Be aware of your 'implicit bias' and stereotypes & where they lead



- **Implicit bias** are mental shortcuts through categorisation to assume either positive or negative attributes to people who appear different
- **Discrimination** occurs when you believe in and act on these bias and stereotypes in either a positive or negative, overt or subtle way

<https://implicit.harvard.edu/implicit/australia/takeatest.html>

Making the
case..





Thank you



Inclusive Leadership



Today's outcomes

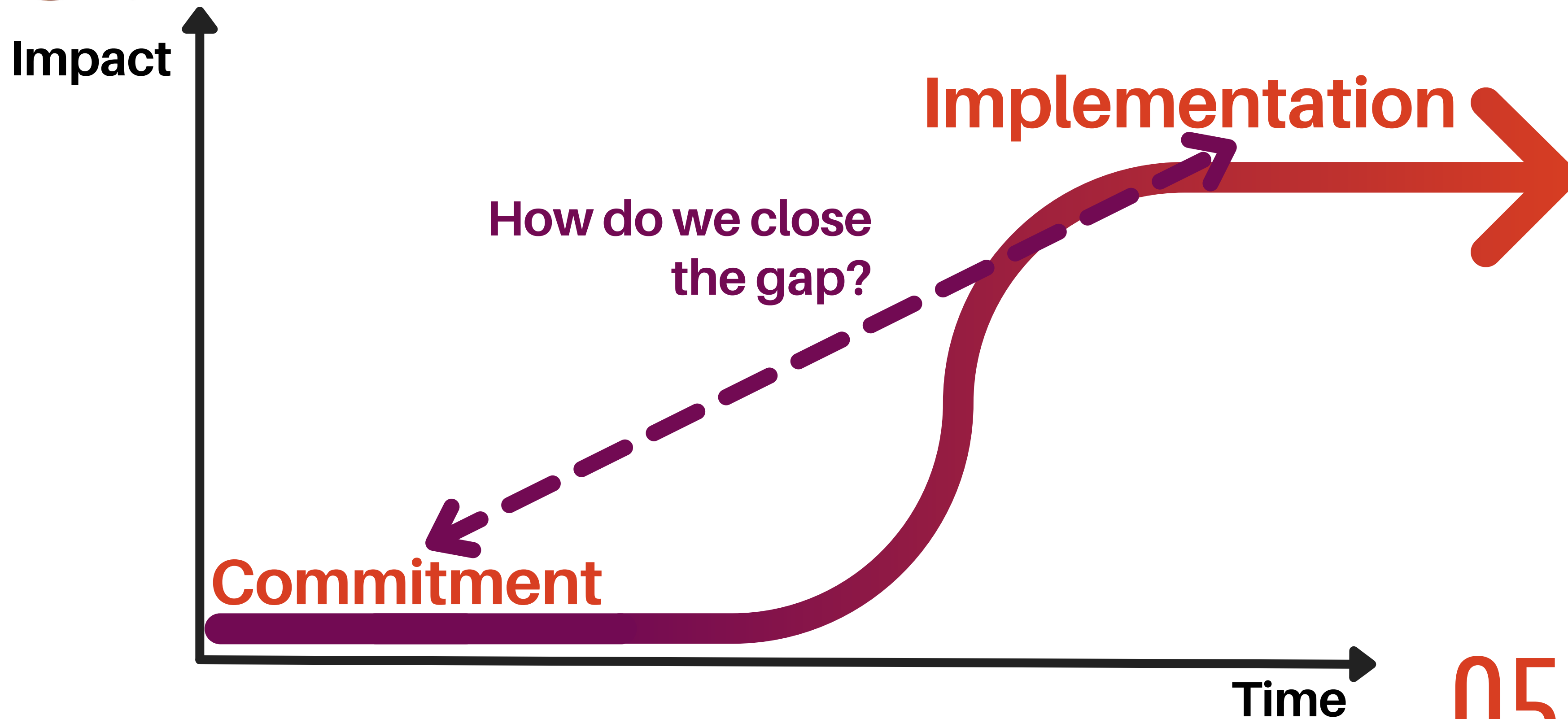
- Understand what keeps us stuck when it comes to leading with inclusion.
- Get clear on why inclusive leadership is imperative.
- Define what inclusive leadership is.
- Unpack the 6 C's (traits) of inclusive leaders
- Explore actions we can take to increase diversity, equity, and inclusion through leadership.



A little bit about me...



Commitment **V** Implementation





Impact

1.Commitment

**2.Service design
and delivery**

**3.Capacity
Building**

Implementation

Time



Impact

1.Commitment
(Short term)

**2.Service design
and delivery**
(Medium term)

**3.Capacity
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(Long term)

Implementation

Time



The why of inclusive leadership

Galvanise team diversity creating a broader community of expertise to draw on.

Transform our approach to innovation.

Future proof the business.

Do good, do better (leadership legacy).

Have a footprint (be practive).

Solve the talent crunch (attraction and retention).



“We can solve the talent crunch and diversity in one, if we open our aperture a little wider.”

Emma Montgomery, CEO Leo Burnett

Source: <https://www.mi-3.com.au/28-06-2021/leo-burnetts-new-ceo-well-beat-consultants-humanity-indies-scale-and-solve-talent-crunch>



It's really about
building **anti-fragility**.

“Inclusive leadership considers team members’ differences and supports their belongingness to facilitate each team member’s contributions, rather than emphasize the need to assimilate toward collective needs or goals, as is central to transformational leadership.”

T.Ashikali, S.Groeneveld, B.Kuipers

Source: <https://journals.sagepub.com/doi/full/10.1177/0734371X19899722>

Who do I go to for advice? Top 5.

(Colleagues, friends, family)

Name.	Age	Female	Race	Disability	First Nations	Pride	Faith	Neurodiverse
<i>Marypriti</i>	✓	✓		✓	✓			✓
<i>Gerry</i>					✓			
<i>Kambo</i>		✓				✓		
<i>Nezi</i>		✓	✓					



The 6 capabilities of inclusive leadership

- | | |
|--------------------------------|--------|
| 1. Commitment | .../10 |
| 2. Curiosity (with compassion) | .../10 |
| 3. Confidence/Courage | .../10 |
| 4. Competence | .../10 |
| 5. Communication | .../10 |
| 6. Creative collaboration | .../10 |

Total .../60



Impact

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6 complimentary resources

Scan the QR code & write "Inclusive Leadership" in the message box.

1. An e-guide on the 3 key things that keep leaders stuck when driving inclusion in organisations.
2. Your organisational inclusion *framework*.
3. A comprehensive roadmap with 9 key (scaffolded) actions to implement the *Inclusive Service Standards*.
4. 12 key concepts for Inclusive Leaders.
5. An Inclusive leadership *resource guide*.
6. An *inclusive leadership journal* template to develop and grow your inclusive leadership practice.

Or email me at hello@winitha.com.





Winitha

EMBED

Inclusion into how you do business.

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www.winitha.com

