



# **Building Pioneering Leadership for Diversity**

---

01 November 2017



## Purpose of Tool

Building strong leadership capacity is essential to stimulate positive change across all levels and programs in your organisation. The leadership approach provided here encourages a supportive approach to diversity leadership with key components of information sharing and ensuring the responsibility is spread across all levels of an organisation to respond to diversity.

<p><b>Priority</b></p>	<p>Identify diversity leadership roles with responsibility within the organisation.</p> <p>Ensure cultural diversity and responsiveness is positioned as a key feature of organisational policy.</p> <p>A Diversity Responsiveness Framework that is underlined by your organisational cultural diversity approach, vision and values.</p>	<p>Championing the Diversity Responsiveness Framework to create internal responsibility for leading in the diversity space.</p>	<p>Recognising and utilising the skills of leaders who are excelling and championing cultural competency within the organisation.</p>	<p>Responsibility for areas of cultural responsiveness are with Senior leadership specific to their role.</p>
<p><b>What can be done now?</b></p>	<p>Brief senior leadership.</p> <p>Inform the whole of organisation of the diversity statement through a communications strategy designed by Senior leadership.</p> <p>Inform all levels of organisational hierarchy of the approach through Senior leadership.</p> <p>Express a commitment to cultural and linguistic diversity in the highest level organisational strategic documents.</p>	<p>From the Senior Leadership Group, appoint an organisational Cultural Diversity Champion.</p>	<p>Within the organisation, identify leaders excelling in culturally competent practice. Diversity consideration is developed in existing Awards and Recognition structure</p> <p>Within the organisation, promote good practice stories from local area programs.</p>	<p>Include cultural responsiveness in position descriptions and professional development reviews</p> <p>Report monthly against Culturally Responsive KPIs.</p>

## Building Pioneering Leadership for Diversity

<p><b>What is the long-term action?</b></p>	<p>Where appropriate, the cultural diversity and responsiveness approach is referenced in all relevant policy documents.</p> <p>Organisational cultural diversity and responsiveness approach framework is embedded across Corporate, Organisation, Marketing and Communications, Learning and Development strategic plans.</p> <p>A 6-monthly qualitative report on progress towards the implementation of this Framework is provided to the Leadership team.</p>	<p>Throughout the organisation Cultural Diversity local champions are identified.</p> <p>With considerations of harnessing existing interest and those in key organisational positions, organisational Cultural Diversity Champion chairs cross organisational structures to ensure compliance with DRF.</p> <p>The organisational structure meets on a quarterly basis</p>	<p>Across all of the different program areas, identify cultural competent people with leadership skills.</p>	
<p><b>Key Performance Indicators</b></p>	<p>Cultural diversity and responsiveness is referenced in all organisational documents and statements.</p> <p>Relevant cultural diversity responsiveness responsibilities are contained in 100% of position descriptions for senior leadership.</p> <p>All staff are aware of the cultural diversity and responsiveness approach in their induction</p>			

## Building Pioneering Leadership for Diversity