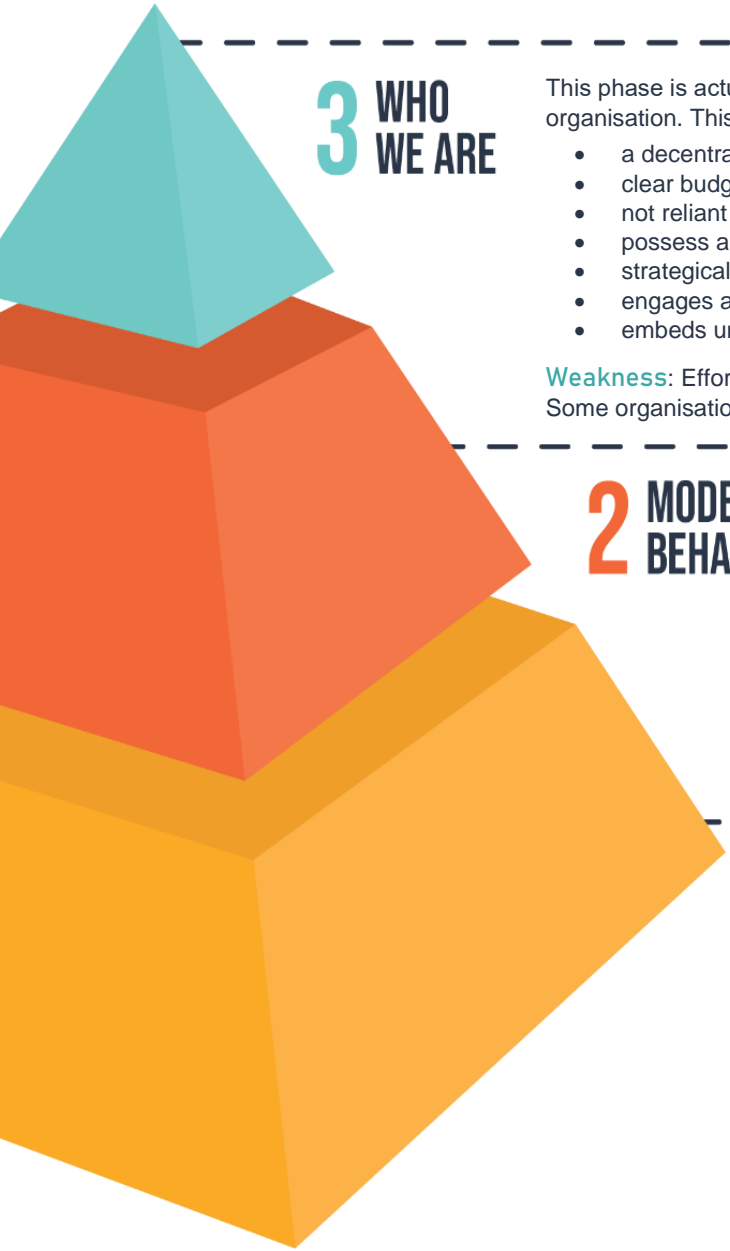


Diversity and Inclusion: Maturity Model on a Page

Prior to undertaking the implementation of an organisation-wide diversity and inclusion improvement program or initiative, leaders and managers benefit from plotting their organisational state of maturity.



3 WHO WE ARE

This phase is actualised by the statement “the way things are done around here” - diversity and inclusion are built into the DNA of the organisation. This phase is characterised by:

- a decentralised ownership of diversity and inclusion
- clear budgeting for diversity and inclusion programs and training
- not reliant on leadership for sponsorship
- possess a sophisticated understanding of workforce analytics
- strategically integrates data and analytics into targets
- engages all forms or hybrid and flexible work practices
- embeds understanding of others lived experience into all practices.

Weakness: Efforts can become diffused and lose focus without accountability for evaluation, maintenance and drive. Some organisations may feel they reach this level and become complacent.

2 MODEL BEHAVIOUR

This phase is strategic in approach and goes beyond compliance. Organisations who have reached this level generally have a diversity and inclusion strategy in place or have integrated it into their human resources or organisation-wide strategy. This phase is characterised by:

- concerted effort to move beyond compliance
- training and development programs that support diversity and inclusion
- commitment to diversity targets
- shares inclusion accountability across teams
- sponsored by the executive team

Weakness: Is reliant on top-down systems of management.

1 COMPLIANCE

The compliance phase is the bottom of the pyramid in terms of maturity, and it's where many organisations begin their journey. While this phase is the foundation, it is generally reliant on external forces for initiation and sustainability. This phase is characterised by:

- regulatory compliance
- risk management, HR reliance, laws, regulations, WHS and WGEA reporting.

Weakness: Diversity and inclusion is managed in the context of risk mitigation.