

# Benchmarking Diversity & Inclusion Practices in Australia

To better identify the extent to which equality and diversity are an integral part of working life in Australian firms, the University of Sydney and Macquarie University collaborated with Diversity Council Australia and AHRI to survey their members.

The following snapshot benchmarks diversity and inclusion in Australian organisations.

## D&I PRACTITIONER PROFILE



69% within HR Function

73% Middle or Senior Management

\$121,000 - 150,000 Median Salary Band

32% Dedicated D&I Role

23% Diversity Function is Very or Extremely Influential in my Organisation



11% Extremely Satisfied with Promotion Opportunity

17% Extremely Satisfied with Recognition

18% Extremely Satisfied with Colleagues' D&I Attitude

29% Degree -Qualified

60% Higher Degree Qualified



93% Diversity Champion (self-described)

68% Strongly Believe in Business Case

62% Strongly Believe in Social Justice Imperative

71% Negotiating and influencing skills

71% Understanding of the perspectives of diverse groups and individuals

69% Knowledge of latest diversity trends and thought leadership



60% < 2 Years' D&I Experience

77% D&I Capabilities From Work Experience

84% Female

3% Indigenous

7% Have Disability

9% Lesbian, Gay, Bisexual or Transgender

23% Born Overseas

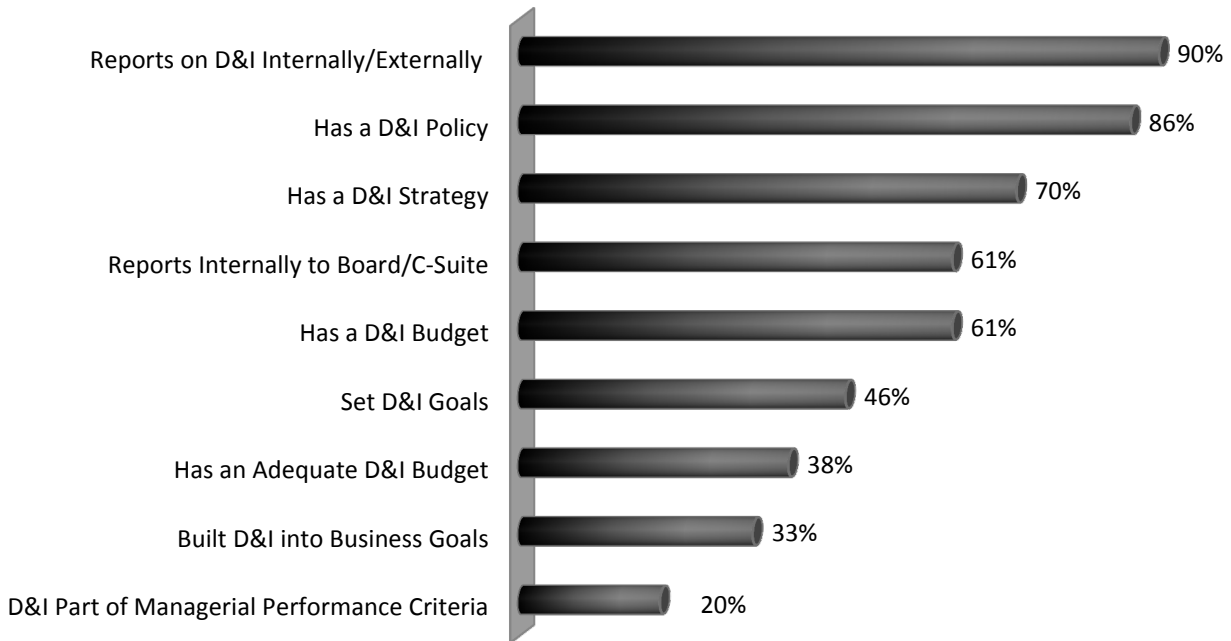


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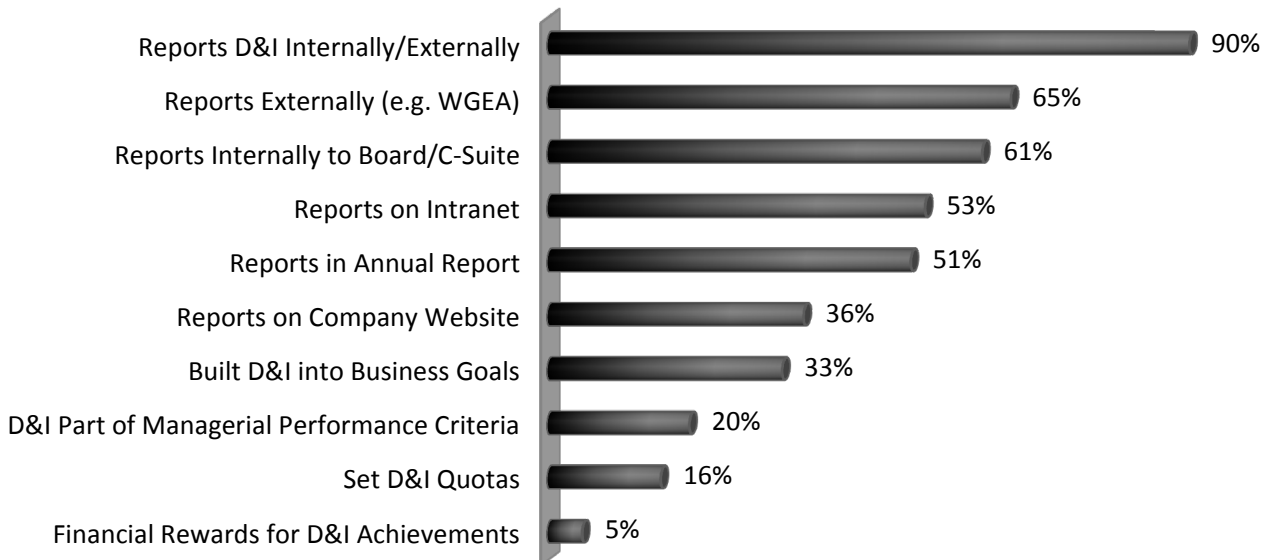
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## D&I BENCHMARKING

### Strategic D&I Approach

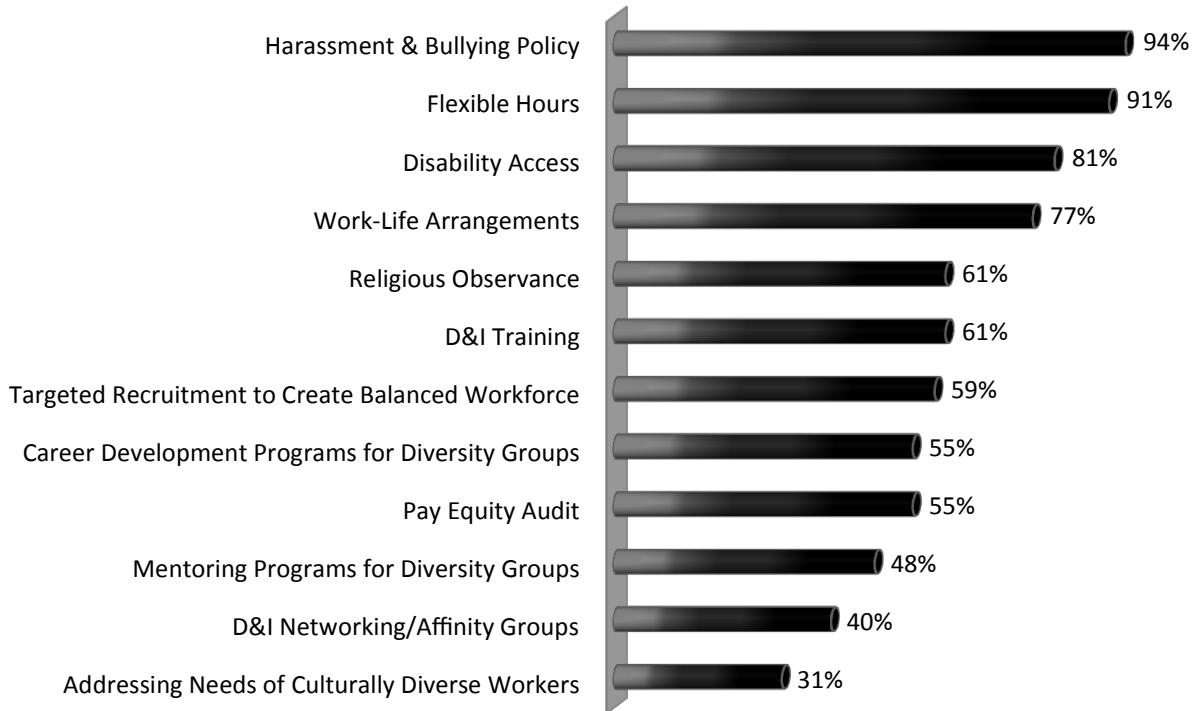


### D&I Accountability

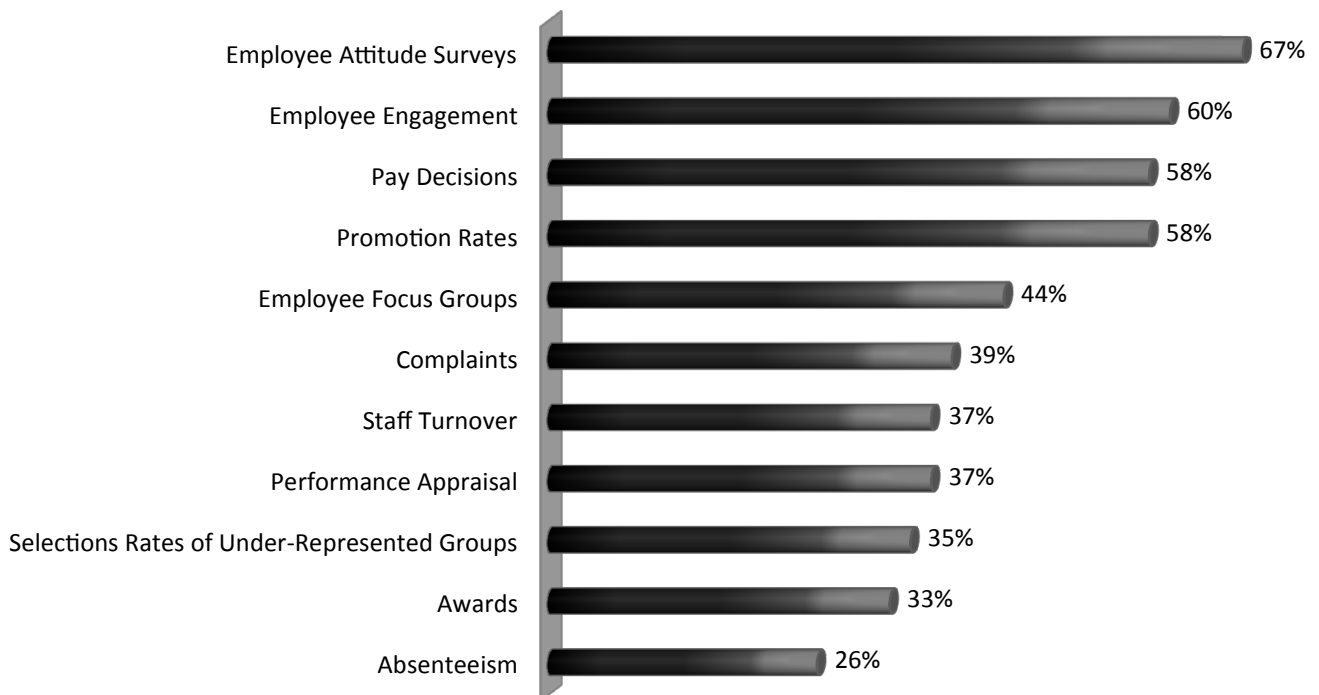


## D&I BENCHMARKING

### D&I Initiatives



### D&I Monitoring



## HIGH IMPACT D&I PRACTICE



64% of organisations with an adequate D&I budget reported that their organisation's D&I initiatives were somewhat or very effective at improving business performance, compared to just 39% of those with an inadequate D&I budget.

75% of organisations with an adequate D&I budget reported that their organisation's D&I initiatives were somewhat or very effective at improving D&I attitudes, compared to just 54% of those with an inadequate D&I budget.

67% of organisations with an adequate D&I budget reported that their organisation's D&I initiatives were somewhat or very effective at improving representation of diversity groups, compared to just 54% of those with an inadequate D&I budget.



68% of organisations with diversity-related goals included in managers' performance assessment noted that their organisation's D&I initiatives were somewhat or very effective at improving business performance, compared to just 40% of those with no diversity-related goals in manager's assessment.

74% of organisations with diversity-related goals included in managers' performance assessment noted that their organisation's D&I initiatives were somewhat or very effective at improving D&I attitudes, compared to just 51% of those with no diversity-related goals in manager's assessment.

65% of organisations with diversity-related goals included in managers' performance assessment noted that their organisation's D&I initiatives were somewhat or very effective at improving representation of diversity groups, compared to just 43% of those with no diversity-related goals in manager's assessment.



53% of organisations with a D&I strategy reported that their organisation's D&I initiatives were somewhat or very effective at improving business performance, compared to just 35% of those with no D&I strategy.

65% of organisations with a D&I strategy reported that their organisation's D&I initiatives were somewhat or very effective at improving D&I attitudes, compared to just 38% of those with no D&I strategy.

57% of organisations with a D&I strategy reported that their organisation's D&I initiatives were somewhat or very effective at improving representation of diversity groups, compared to just 31% of those with no D&I strategy.