

# D&I Barriers According to Underrepresented Group: Aboriginal and Torres Strait Islander

There can be barriers that relate to specific diverse groups. The table below breaks down some of the key challenges articulated within the research and industry reports. It also offers strategies for addressing these challenges.

## Barriers and tips for addressing these challenges.

Barrier/s	Tips for addressing these challenges
Cultural differences	<ul style="list-style-type: none"><li>• Inductions for all staff which normalise cultural differences.</li><li>• Flexible working arrangements to support Aboriginal and Torres Strait Islander people to honour their cultural responsibilities and traditions.</li></ul>
Lack of representation	<ul style="list-style-type: none"><li>• Mentorship and peer support programs.</li><li>• Enhance diversity at the leadership level.</li><li>• Ensure Aboriginal and Torres Strait Islander people are represented in the recruitment and onboarding process (for example, having an Aboriginal and Torres Strait Islander person as part of the interview process/panel).</li><li>• Affirmative actions to increase the number of Aboriginal and Torres Strait Islander employees.</li></ul>

Discrimination,  
stereotyping  
and bias

- Clearly communicate the commitment the company has to stamping out and addressing discrimination and bias in the workplace (e.g. during the recruitment and onboarding processes).
- Ensure mechanisms are in place for the reporting of discrimination and bias. Clearly and regularly communicate these to staff (consider signage around the workplace, site, staff room, etc.)
- Provide ongoing training for all staff to mitigate against discrimination, stereotyping and bias.

Access to  
education and  
training

- Education should be provided at all stages of the employee journey (i.e. induction/onboarding, periodic, upskilling, etc.)
- Where gaps are identified in a staff member's skills and knowledge, this should be addressed through appropriate training and education – whether it be technical, cultural, practical or theoretical.