

How to Guide: D&I Workplace Champions

The following guide offers some key points for employees who seek to champion diversity and inclusion (D&I) within their organisations. The guide can be tailored to suit individual contexts and should be periodically updated.

Why are diversity and inclusion champions within the workplace important?

While similar to a diversity and inclusion advocate, champions typically have a more leadership-oriented role that drives change through policy direction and leads initiatives while advocates support policies, educate others and raise awareness at a grassroots level.

Diversity and Inclusion (D&I) champions play a crucial role in supporting meaningful change and impact within a workplace for several reasons articulated below:

- **Creating Awareness and Advocacy:** D&I champions raise awareness about the importance of diversity, equity, and inclusion in the workplace. They advocate for inclusive practices, policies, and initiatives that promote a culture of belonging for all employees.
- **Building Inclusive Cultures:** D&I champions work to create and nurture inclusive workplace cultures where individuals from diverse backgrounds feel valued, respected, and empowered to contribute their unique perspectives and talents.
- **Driving Organisational Change:** D&I champions drive organisational change by influencing leadership, policies and practices to prioritise diversity and inclusion. They advocate for the integration of D&I principles into strategic decision-making and business processes.
- **Promoting Employee Engagement:** D&I champions foster employee engagement by creating opportunities for all employees to participate in D&I initiatives, share their experiences, and contribute to shaping the organisation's culture.

- **Enhancing Innovation and Creativity:** Diverse and inclusive workplaces are known to be more innovative and creative. D&I champions promote diversity of thought and perspectives, which leads to better problem-solving, decision-making and innovation within the organisation.
- **Attracting and Retaining Talent:** Organisations with strong D&I initiatives are more attractive to top talent from diverse backgrounds. D&I champions play a key role in attracting and retaining a diverse workforce by creating an environment where employees feel welcomed, included and valued.
- **Mitigating Bias and Discrimination:** D&I champions address unconscious bias and discrimination in the workplace by promoting awareness, providing training, and advocating for fair and equitable practices. They create a culture where bias is recognised, acknowledged and actively mitigated.
- **Driving Business Performance:** Research has shown that diverse and inclusive workplaces outperform their peers in terms of financial performance, innovation and employee satisfaction. D&I champions contribute to driving business performance by leveraging the strengths of a diverse workforce and creating a positive work environment.

Overall, D&I champions play a critical role in driving real change and impact within the workplace by promoting diversity, equity and inclusion as core values that are embedded in the organisation's culture, practices and policies. Their efforts contribute to creating a more equitable, innovative and high-performing workplace for all employees.

Sources

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