

Identifying and Addressing Diversity and Inclusion Barriers

This guide is designed for companies within the resources sector to be able to a) identify common barriers to diversity and inclusion (D&I) and b) address these barriers. In doing so, companies are better equipped to successfully implement and progress their D&I initiatives and programs.

Research shows that there are a number of barriers that can impact diversity and inclusion efforts. These challenges are outlined in the table below and provide various tips and strategies for addressing these challenges.

Broad barriers to D&I

Barrier/s	Explanation	Tips for addressing
Resistance to change	Some employees or leadership may resist D&I initiatives for a range of reasons (e.g. fear of change, perceived threat to their status within the organisation, etc.)	<ul style="list-style-type: none">• Training and education for staff at all levels.• Put in place D&I champions at all levels of the organisation.• Encourage feedback and have the necessary feedback mechanisms (e.g. staff survey) in place.• Employ D&I or change consultants to assist in changing the organisational culture.

Unconscious Bias

This refers to implicit stereotypes or prejudices which influence decision-making processes, recruitment practices, etc.

- 'Unconscious bias' training for staff at all levels of the organisation.
- Normalise discussions around bias (consider informal workshops / meetings with staff).
- Hold teams and leaders accountable through the use of data and metrics.

Lack of leadership commitment

Without strong leadership commitment, there may be lack of direction, resources, and momentum.

- Training and education for staff on the business case for D&I
- Accountability around D&I built into performance reviews
- Facilitate open dialogue
- Show leaders tangible examples of how D&I initiatives have positively impacted other organisations (e.g. through case studies, success stories, etc.)
- Align D&I initiatives with the strategic objectives and priorities of the company, highlighting how it can contribute to goals such as talent attraction and retention,

market expansion, brand reputation, etc.

- Involve leaders in the development and implementation of D&I strategies. Seek their input and feedback empowering them to take ownership of specific initiatives or action plans.

Inadequate resources

This may relate to funding, time, staffing, etc.

- Leverage existing resources (e.g. staff)
- Prioritise D&I in budgeting
- Seek external funding where possible
- Partner with external organisations (e.g. community groups)

Poor communication

A lack of clear communication about the goals, strategies, rationale around D&I efforts can impact staff engagement and support.

- Provide training and education around the importance of communication and transparency in D&I efforts.
- Model inclusive education
- Tailor communication to different audiences

Lack of D&I policies and practices

Without equitable and concrete policies and practices in place (relating to recruitment, promotion, performance, etc.) inclusion efforts can be inhibited.

- Continually evaluate communication strategies seeking feedback from employees to identify areas for improvement.

- Policy reform / policy development
- Annual audits, ongoing evaluation of strategies
- Conduct a D&I audit to determine what is lacking

Lack of metrics

A lack of metrics makes it very difficult to measure goals, assess progress, identify areas for improvement and hold relevant staff accountable

- Identify key D&I metrics the company would like to monitor
- Collect baseline data
- Establish data collection methods
- Set targets and goals
- Integrate D&I metrics into performance reviews
- Periodic data collected about D&I groups, initiatives, etc. to inform policy and practice