

# Practical Tips on Being a Diversity and Inclusion Champion.

Diversity and inclusion (D&I) champions play a vital role in promoting and fostering an environment where all employees feel valued, respected and empowered to contribute their best. This guide provides practical tips and strategies for becoming an effective D&I champion within your company.

## Understand the Importance of Diversity and Inclusion

- Educate yourself about the benefits of diversity and inclusion in the workplace, including improved innovation, employee engagement and business performance.
- Consider formalising your education with certificates, diplomas, or simply attending events and workshops around D&I.
- Familiarise yourself with relevant legislation and industry standards related to diversity and inclusion, such as the Australian Human Rights Commission Act and the Workplace Gender Equality Act.

## Lead by Example

- Model inclusive behaviours and attitudes in your interactions with colleagues, clients and stakeholders.
- Actively seek out diverse perspectives and input when making decisions or solving problems.

## Promote Awareness and Education

- Advocate for diversity and inclusion training programs and workshops for employees at all levels of the organisation.
- Organise events, guest speakers or panel discussions focused on diversity and inclusion topics to raise awareness and stimulate dialogue.

## Foster Inclusive Communication

- Encourage open and respectful communication channels where all employees feel comfortable sharing their ideas, concerns and feedback.
- Champion the use of inclusive language and communication practices that respect individuals' identities, backgrounds and experiences.

## Support and Promote Employee Resource Groups (ERGs)

- Advocate for the establishment and support of ERGs that represent diverse communities within the company, such as LGBTQ+ groups, cultural affinity groups, or women's networks.
- Participate in ERG activities, events, and initiatives to show your support and solidarity with diverse communities.

## Drive Accountability and Measurement

- Advocate for the development of diversity and inclusion goals, metrics and accountability mechanisms within the organisation.
- Monitor progress towards diversity and inclusion objectives and hold leadership accountable for achieving meaningful outcomes.

## Address Bias and Discrimination

- Be proactive in addressing unconscious bias and discrimination in the workplace. Offer training, resources and support to help employees recognise and mitigate bias in their behaviours and decision-making processes.
- Advocate for fair and equitable policies and practices that promote diversity, inclusion and belonging for all employees.

## Celebrate Diversity and Success

- Recognise and celebrate the contributions and achievements of diverse employees within the organisation.
- Highlight success stories and best practices related to diversity and inclusion initiatives to inspire and motivate others.
- Diversity and inclusion champions within organisations can have a significant impact on the culture and success of diversity and inclusion initiatives in your organisation through creating a workplace where diversity is celebrated, and inclusion is the norm.

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