

The Diversity Challenge



DIVERSITY
CONSULTING

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THE DIVERSITY CHALLENGE

This innovative software tool, designed by Diversity Consulting to educate and audit the management of diversity in the workplace, has been customised for use in Australia, New Zealand, Asia, USA and the United Kingdom.

Clients include:

- KPMG
- Ernst & Young
- IBM
- Credit Suisse
- Shell
- Carter Holt Harvey
- Texas Instruments
- ANZ
- BHPBilliton
- Colgate Palmolive
- National Bank
- Fonterra
- Coles
- Dept. of Premier & Cabinet, NZ
- Westpac
- Department of Disability, Aging & Homecare (AUS)
- Telstra
- Department of Inland Revenue, NZ
- State Transit Authority
- Railcorp
- New Zealand Treasury
- AMP

How is it being used?

- Leadership events
- Corporate Diversity Conferences
- Management training
- Induction programs
- Diversity, inclusiveness and EEO initiatives
- Graduate programs
- Teambuilding
- Audits by Diversity Councils





Objectives

The Diversity Challenge:

- Provides a unique methodology for sensitising and educating employees about diversity and inclusion issues and how best to manage them
- Builds the diversity capability of management to embed an inclusive environment
- Enables organisations to audit whether they are achieving their stated diversity and inclusion objectives
- Assists organisations to position themselves as employers of choice for diverse talent
- Embeds a discrimination-free environment in the workplace.

Process

- Teams compete, in a relaxed and fun environment to resolve scenarios about a vast range of cultural, ethnic, religious, racial, socio-economic, gender, work/life balance issues and personality, thinking & behavioural styles pertaining to the workplace.
- Leaders/employees are challenged to explore their attitudes and knowledge base about diversity issues which typically arise in the workplace, and to determine how they should best be handled
- After a period of competition and challenge, teams vote for the diversity/inclusion issues requiring priority attention in their organisation, review their organisation's current diversity scorecard on dealing with these issues, and then explore best practice ideas to address the issues more effectively making recommendations on the best way forward.





Subject areas covered by the Diversity Challenge

Discrimination	Diversity Markers	Work/Life Balance	Ethnic / Multi-cultural	Spiritual Orientation	Workplace issues	Culture
Age	Age	Breast feeding	Aboriginal	Anglican	Absenteeism	Beliefs
Bullying	Aging Workforce	Carer Responsibilities	African / African American	Atheist	Attraction	Collectivism
Disability	Criminal record	Family / Elder care Responsibilities	Asian	Buddhist	Customers	Communication
Direct / Indirect	Disability	Flexible Work Options	Chilean	Catholic	Diverse teams	Cultural Dimensions
Ethnicity	Education	Job Sharing	Chinese	Christian	Dismissal	Customs / Rituals
Family / Carer Responsibilities	Ethnicity	Maternity leave	Cuban	Hindu	Equity / Equality	Days of Significance
Gender	Gender	Parental leave	Egyptian	Jewish	Employment	Death
Health / Mental Health	Generational Differences	Part-time work	European	Muslim	Global / Regional	Diet / Food
HIV / AIDS	Health / Mental Health	Pregnancy	Fijians	Presbyterian	Income	Dress Code
Language	HIV / AIDS	Single Parents	Filipino	Spiritual / New Age religions	Inclusivity	Gifts
Marital Status	Income	Transition to retirement	Greeks	Sikh	Motivation	Greetings / Introductions
Maternity leave	Language		Italian		Pay equity	Individualism
Pregnancy	Marital Status		Indian		Promotion	Respect
Privilege	Obesity		Iranian		Population Trends	Rewards / Incentives
Race	Personality Styles		Iraqis		Productivity / Performance	Symbolism
Religion	Pregnancy		Japanese		Retention	Tradition
Sexual Harassment	Race		Korean		Representation	Values
Sexual Orientation	Religion		Malaysian		Reward & Recognition	
Stereotypes / Prejudice	Sexual Orientation		Mexican		Retirement	
Sex	Thinking Styles		Middle Eastern		Skills Pool	
Race	Transgender		New Zealanders / Pakeha / Maori			
			Singaporean			
			South African			
			Taiwanese			
			Thai			
			Vietnamese			

