



How to Speed-up Change and Create Gender Balanced Organisations

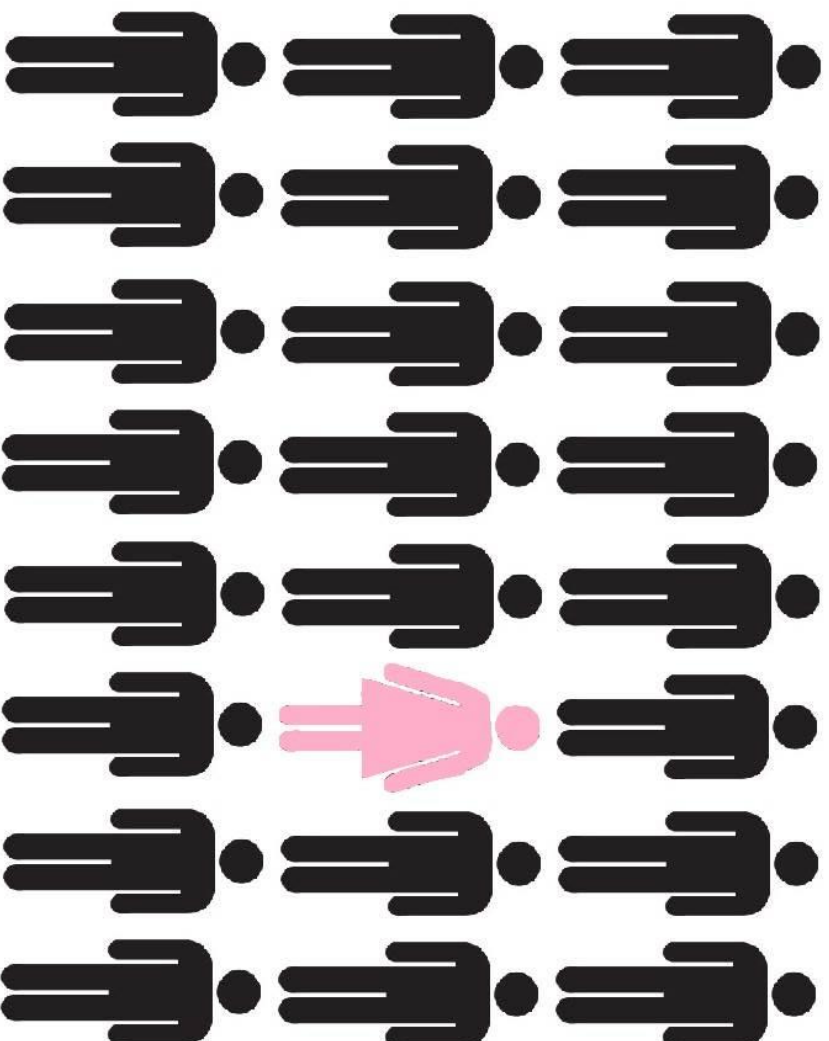
Dr Gunilla Burrowes and Dr Mark Toner

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Why so slow? Reason 1

“We’re sending our daughters into workplaces designed for our dads.”

[Melinda Gates, 2017]



Workplaces
are still
predominately
masculine

Why so slow? Reason 2

“Privilege is invisible to those that have it”

[Michael Kimmel, 2015]



Everyone
needs to be
responsible
and
accountable

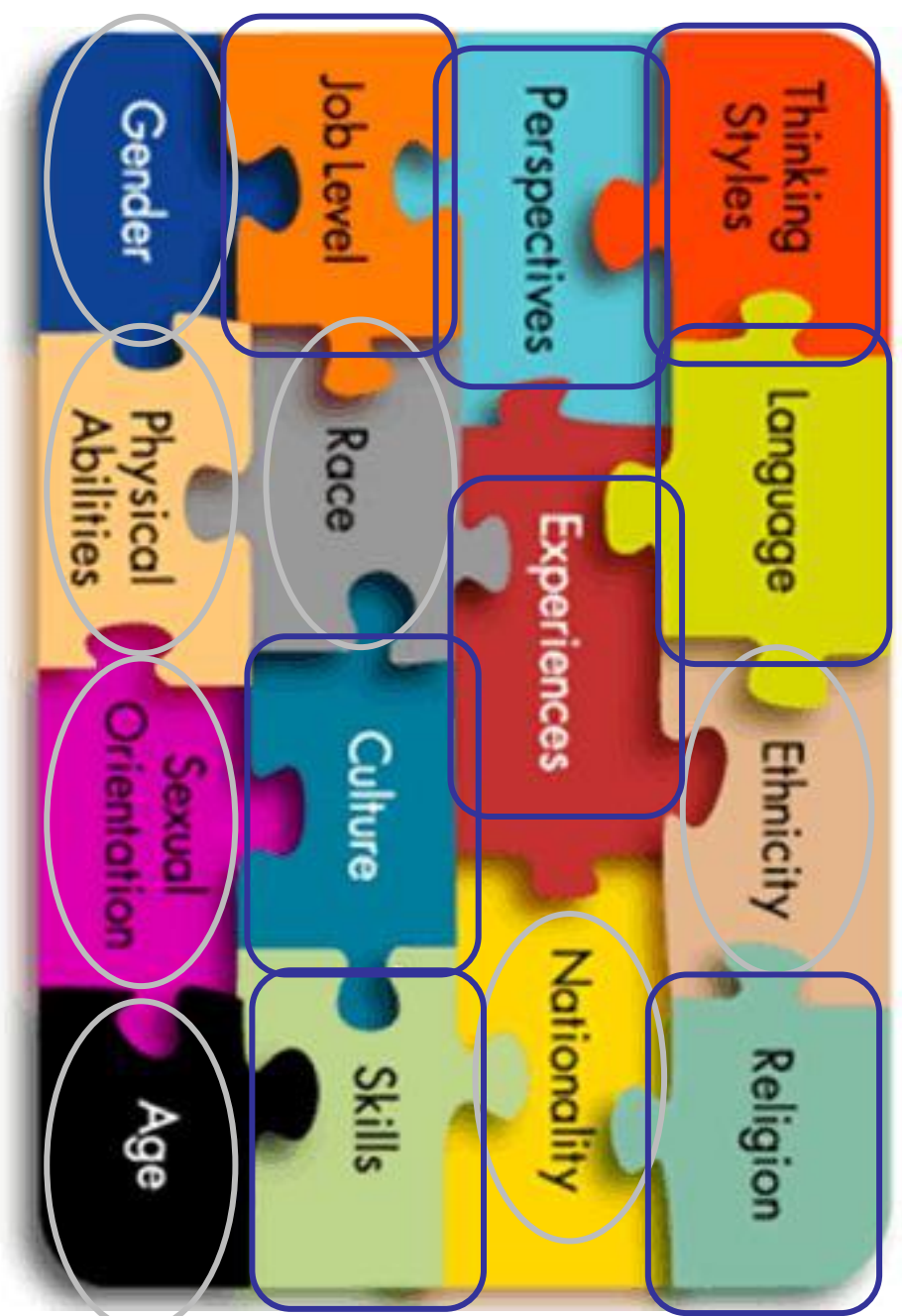
Why so slow? Reason 3

We are all impacted by cultural norms and they are deeply rooted.

Everyone needs to mitigate their own biases



Diversity



Diversity describes the **DIFFERENCE** between people.

Inclusion

Inclusion
is about
ACTION!
It's about
including
everyone's
voice and
talents.



Inclusion enables Diversity

Inclusion requires Bias Mitigation

[Diversity Council Australia]

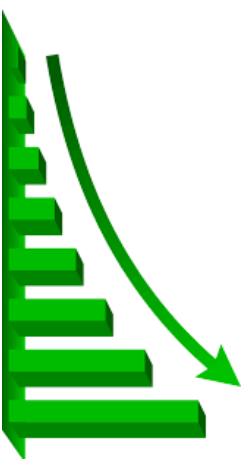
GENDERMATTERS

Organisations with Inclusive Cultures are:



2X

as likely
to meet or
exceed
financial
targets



3X

as likely to
be high-
performing



6X

more likely
to be
innovative
and agile



8X

more likely
to achieve
better
business
outcomes

[Juliet Bourke, *Which Two Heads Are Better Than One?* (AICD 2016)]

Gender Capability Maturity Model

Embracing Inclusion

Level 3

“We are accountable for our diversity”

Level 2

“We are working on gender equity”

Embracing Diversity

Level 1

“We don’t know what gender equity is”

- No gender equity strategy
- Don't collect gender equity metrics
- **Unaware** of the ‘business case’
- Doesn't think gender equity applies to their business

Monitoring & Mindset Change

- Diversity **metrics** are being collected
- A growing number of male and female ‘**champions**’
- A start on identifying KPI's
- Ad-hoc gender equity & bias mitigation programs

Engagement & Behavioral Change

- Inclusion & diversity are embedded and seen as **‘business as usual’**
- All staff are **engaged and trained** in bias mitigation & its implementation
- All staff are **valued and feel included**
- Business is getting benefits.



Questions?

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**Diversity is being invited to the party.
Inclusion is being asked to dance.**

Verna Myers