



**The strengths, challenges  
and competitive advantage  
of a diverse and inclusive  
workforce**

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# Overview

## Why

Why should we focus on Diversity & Inclusion?

## What

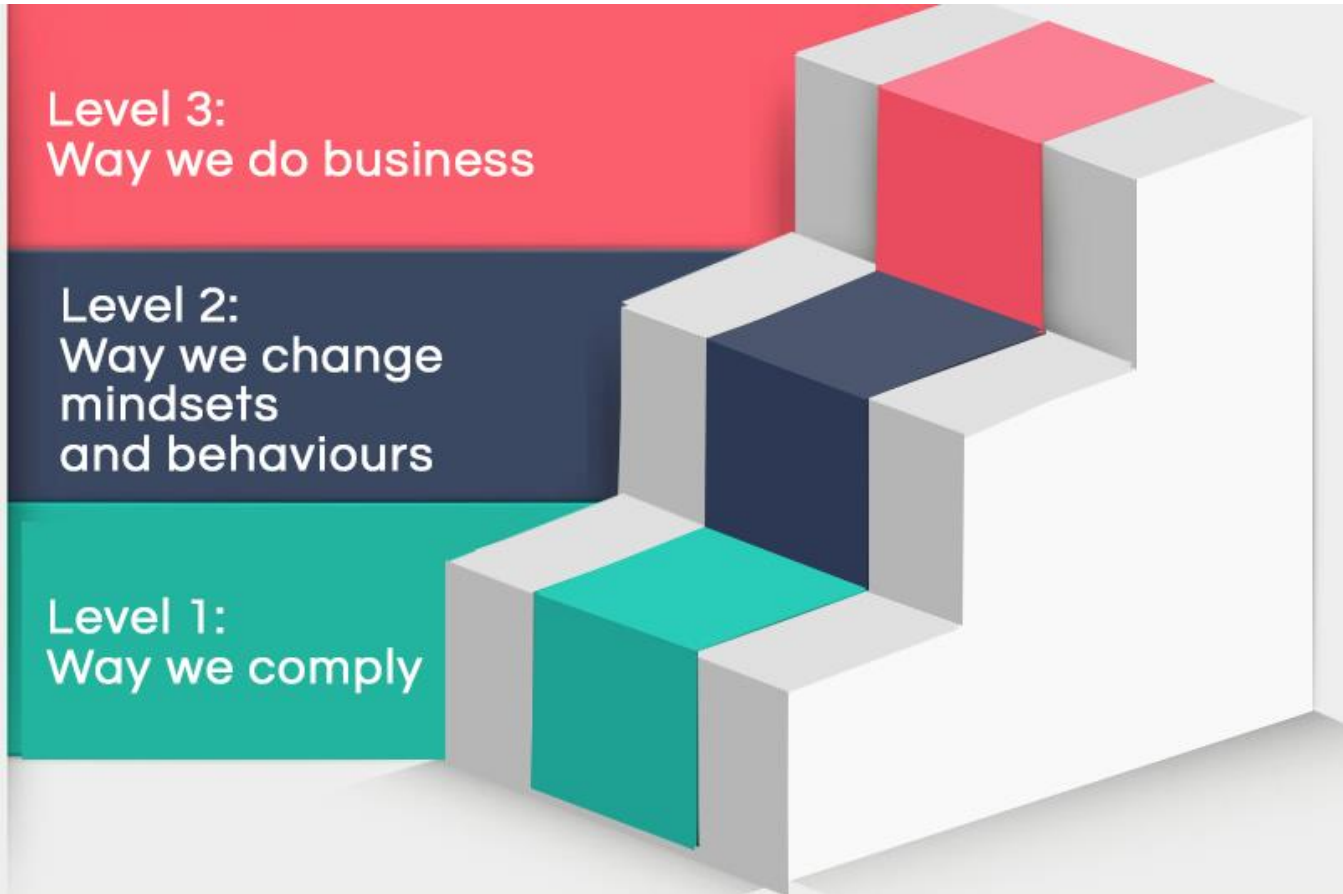
What is the problem we are trying to solve?

## How

How do we build an inclusive culture?



# Australian HR Institute D&I Maturity Framework



- Inclusion built into operating principles*
- Moved from leader or function owning to everyone owning*
- Holistic*
- Sustainable*
  
- Strategic approach beyond compliance*
- Business case in place*
- Leadership support*
- Programmatic*
  
- Stay within the law*
- Regulatory compliance*
- Risk management*



**More information:** <https://www.commbank.com.au/content/dam/commbank/assets/about/opportunity-initiatives/CBA-Diversity-and-Inclusion-Report-2017.pdf>

