

**BAPTIST CARE AUSTRALIA** A voice for hope

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## Building a Culture of Diversity



**Privilege?**

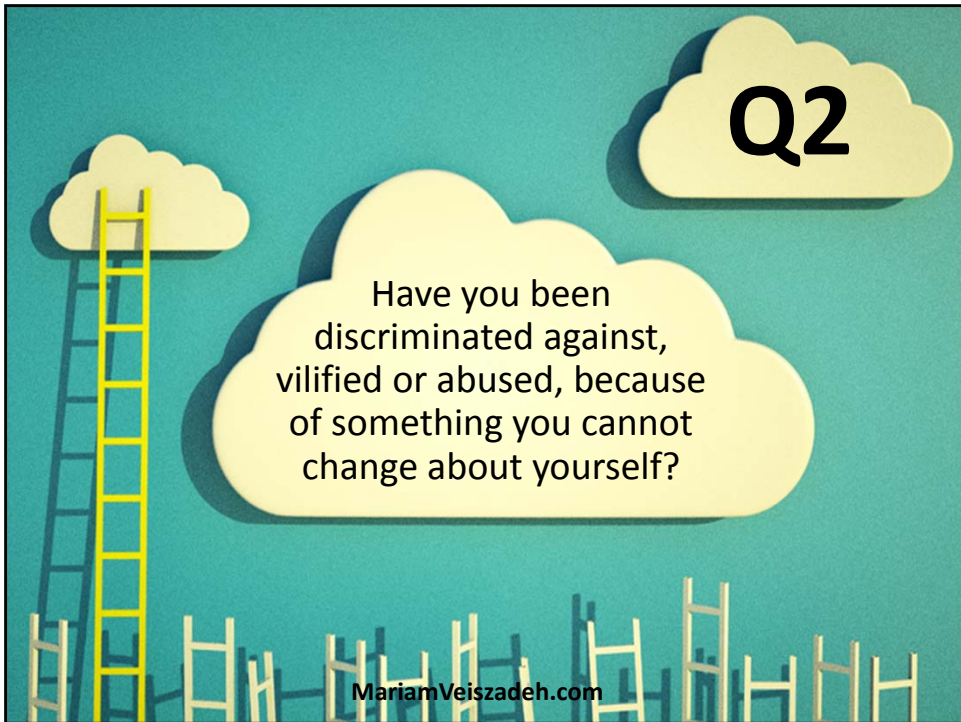
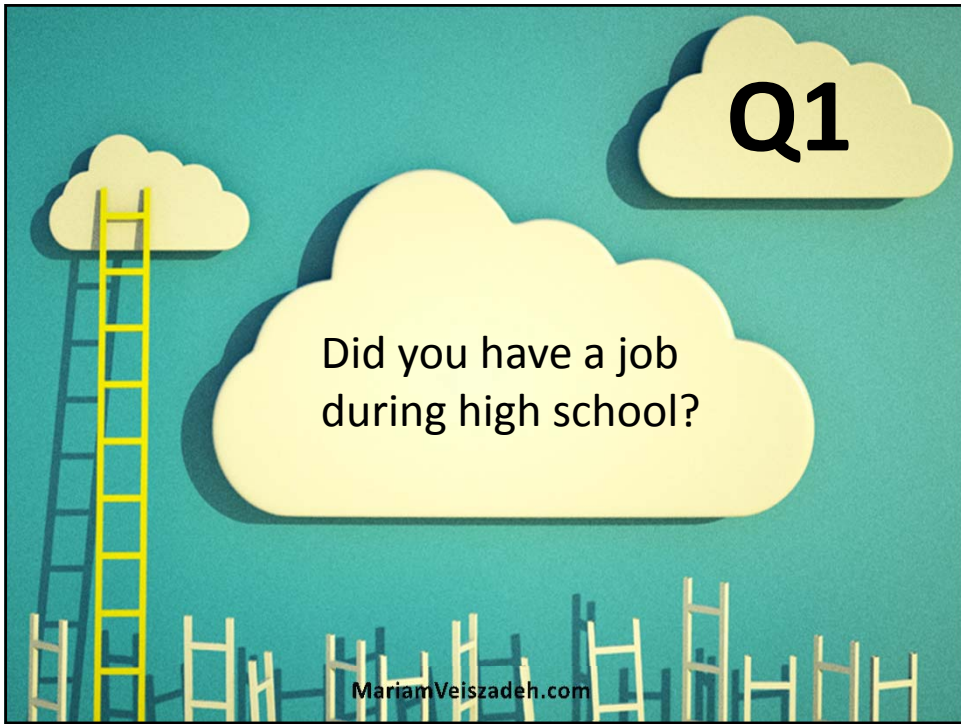
**Unearned advantage**

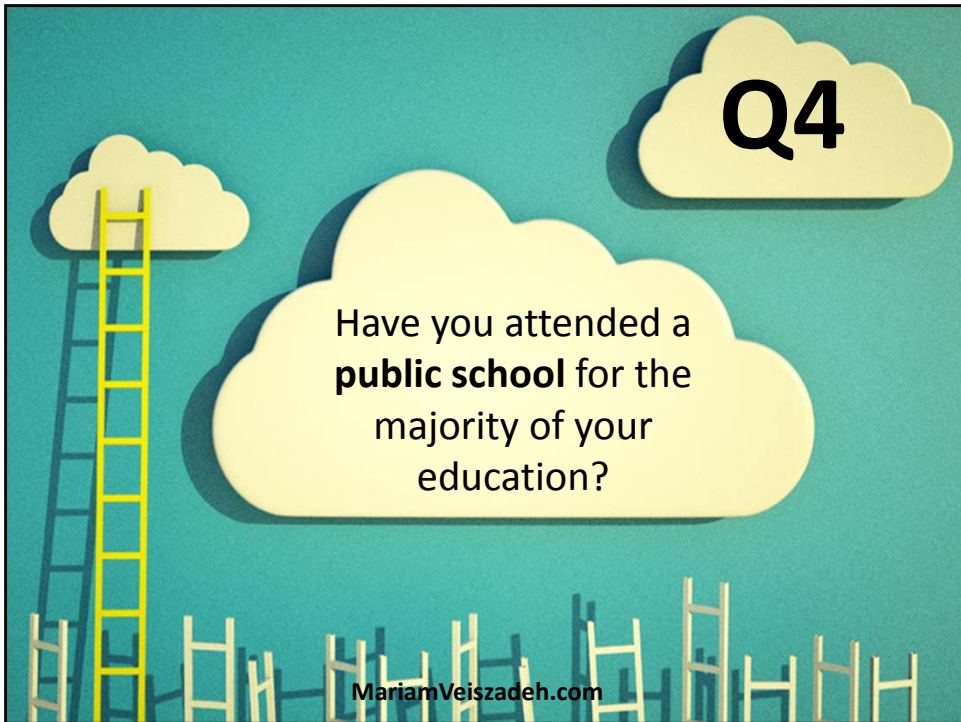
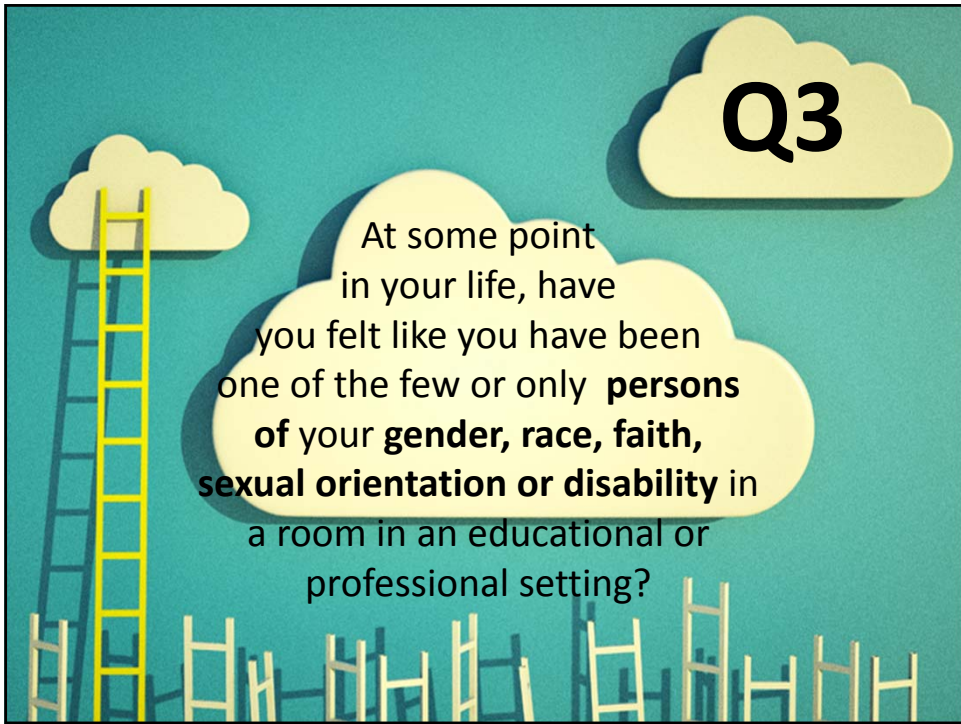
It's access to or enjoying rights or advantages simply by membership to a particular group or identity.

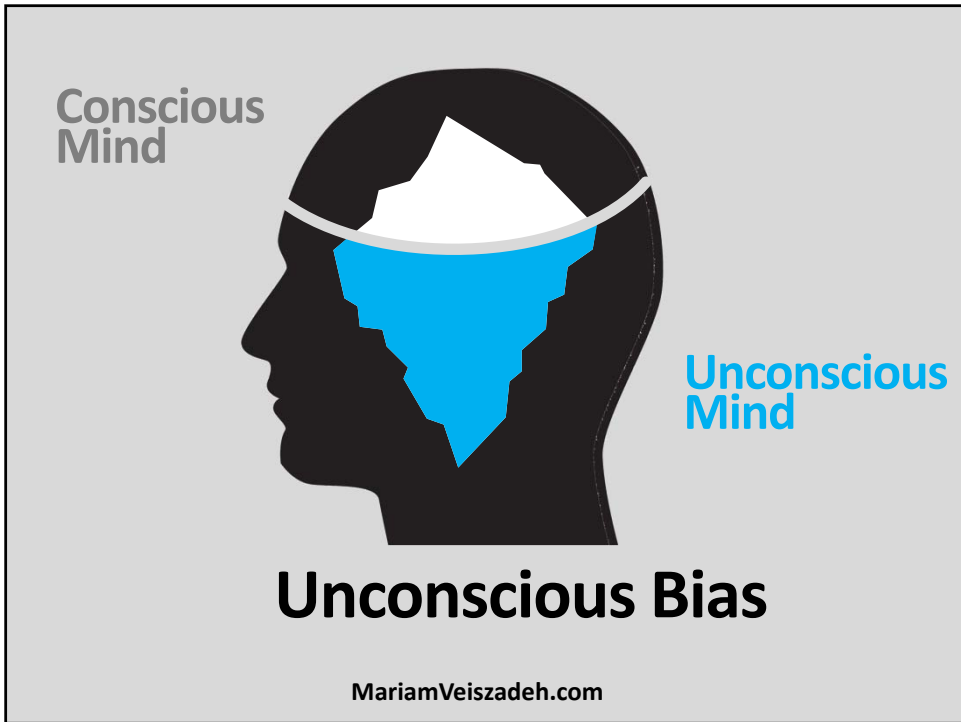
It's often granted, inherited or acquired by default.

*"Privilege is largely invisible to those who have it"*  
*Professor Michael Kimmel*

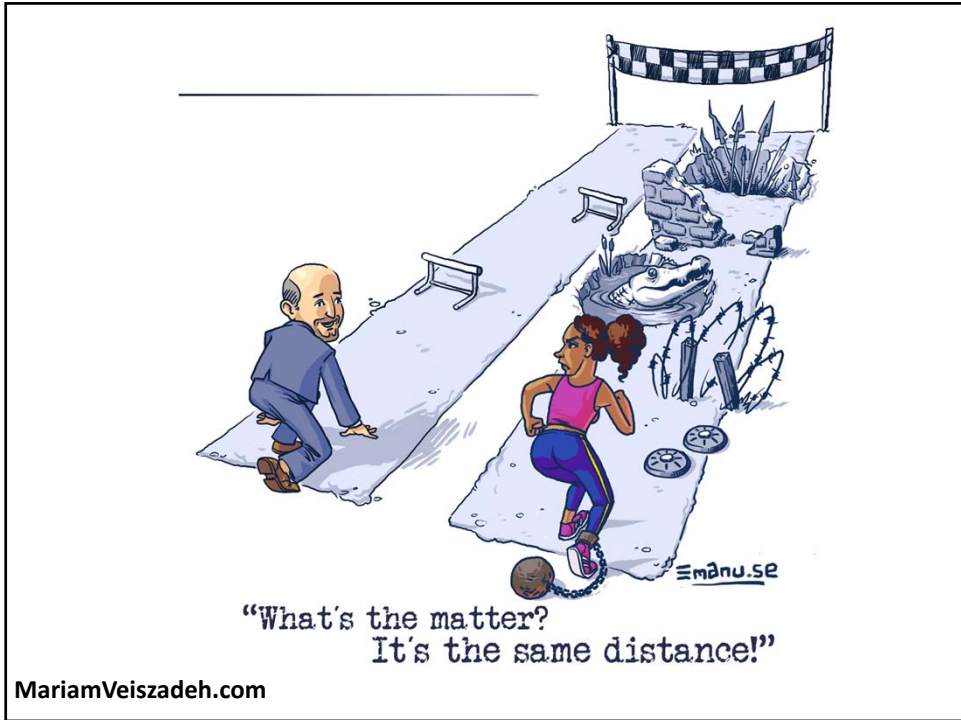
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Ming Chen  
Must apply 68%  
times more

Hassan Baghdadi  
Must apply 64%  
times more

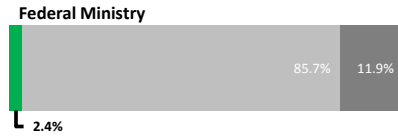
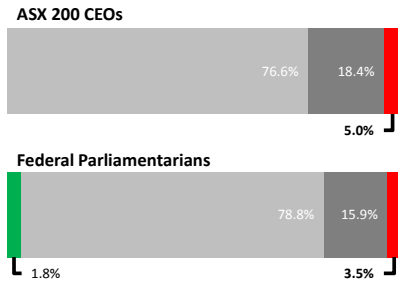
Andrew Johnson

Source: Australian National University 2009 Study  
‘4000 Fake Job Applications’

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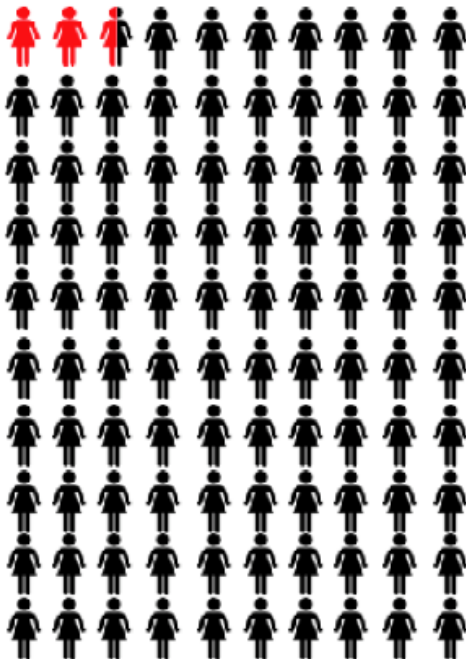
## Cultural Backgrounds of Australia's Senior Leaders

■ Indigenous    ■ Anglo-Celtic  
■ Non-European    ■ European



Source: Leading for Change: A Blueprint for Cultural Diversity © Australian Human Rights Commission 2016

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**Only 2.5% of ASX directors are culturally diverse women**

Source: Capitalising on Culture and Gender in ASX Leadership Diversity Council of Australia & Deakin University

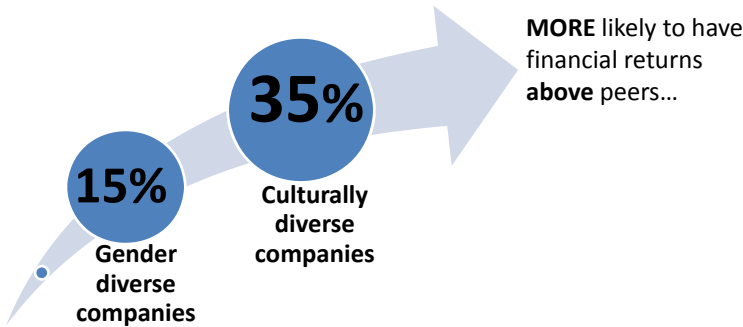
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# Meritocracy Myth



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# Diversity Dividend



Source: Diversity Matters Research  
McKinsey & Company 2016

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