

Diversity in decision-making: the solutions

The *Diversity in decision-making in rural industries* research found businesses that proactively foster gender, racial and ethnic diversity are more likely to outperform their national industry competitors.

Did you know?



'Diversity' includes someone's professional background, culture, gender and age



Diverse workforces are delivering greater profitability, productivity and innovation to Australian businesses



Fostering diversity is a long-term business strategy, not "just an HR matter"



Harnessing opportunities requires innovative service offerings, business models and routes to market, and new management practices



A more diverse, highly skilled workforce is needed



Automation, globalisation and collaboration are driving the future of work and diverse decision-makers are adding value to businesses



Increasing global trade means businesses interact with customers and suppliers across many cultural settings



The changing demography of Australia's population opens up opportunities for more diverse leaders

Diversity barriers



An undersupply of candidates



Competing demands and balancing work-life commitments



Additional costs associated with attracting diverse candidates



A lack of cultural awareness



Changing behaviours and inter-generational conflicts

Diversity solutions



Create a pipeline of talent for senior management roles and board appointments



Encourage greater participation in decision-making by removing identified barriers and finding effective ways to engage diverse decision-makers



Leaders should search for a wider, diverse and deeper talent pool

