

We developed pragmatic activities to strengthen our diversity and inclusion understanding for the next year.

Key focus area	Actions
Supporting our people to thrive	<p>Encourage staff to share their cultural calendar celebration.</p> <hr/> <p>The diversity champions in each office connect informally with new starters to understand them as a person, their interests and background.</p> <hr/> <p>Capture the lessons learnt from the connections with new starts to improve our recruitment and retention practices.</p> <hr/> <p>Ensure offices and social events encompass and allow for different dietary requirements, a range of cuisines, not always alcohol focused etc, and timed not to disadvantage part-time staff.</p> <hr/> <p>Identify suitable cultural competency training for the Australian consultants.</p> <hr/> <p>Embedding cultural awareness as a Morrison Low way.</p> <hr/> <p>Cultural competency training for new starts.</p>
Activities to raise awareness	<p>Socialise our revised Diversity Programme at a staff meeting to ground truth it and gain feedback.</p> <hr/> <p>Connect with our local communities with a social sustainability lens. Each office to determine their own initiative.</p> <hr/> <p>Develop programme to raise awareness of equity in the workplace.</p> <hr/> <p>Greater visual presence of our diversity actions internally and externally.</p>
Improving our practices	<p>Implement the lessons from the diversity training into the recruitment processes.</p> <hr/> <p>Ensure we have male and female in our interview processes to strengthen equity practices, consistent with our recruitment guidelines.</p> <hr/> <p>Each office has an initiative collectively to give back to their community.</p> <hr/> <p>Provide an update on the programme progress to the Manager's meetings.</p> <hr/> <p>Start collecting cultural statistics of our workforce to widen our diversity lens.</p> <hr/> <p>Review the Diversity Policy about celebrating national days not being mandatory.</p> <hr/> <p>Explore setting up office wellbeing champions (like first aid officers).</p>