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my organisation

The business case for workforce diversity

:from an engineering profession experience

Gunilla Burrowes
National Vice President

LGMA National Congress, 26 May 2009



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Workforce Diversity

- Legislation requirements, such as;
 - to put in place appropriate policies which attempt to eliminate all forms of discrimination in your workplace,
 - to have procedures for dealing with sex-based harassment, if it should occur within your workplace and
 - to ensure that you have measures for equal opportunity provisions in promotions, training and conditions of service.

How far beyond these requirements do we go?
or do we need to go?

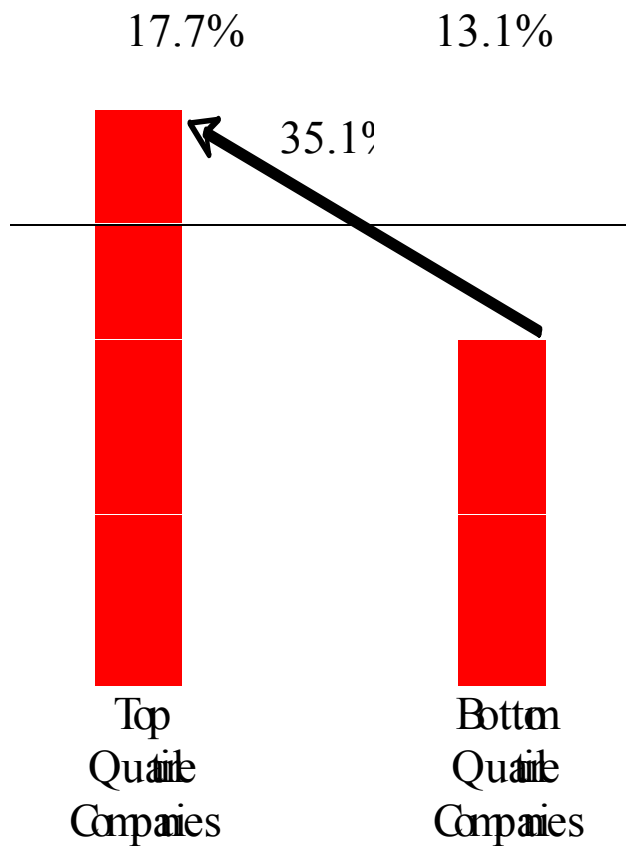
Do we have a diverse workforce now?



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Benefits of a diverse workforce

Average Return on Equity by Gender Diversity



- ❖ 35% higher return on equity
- ❖ 2 times better stock market performance

1. matching workforce diversity to customer diversity
2. superior problem solving
3. growing business opportunities
4. improved corporate culture
5. ability to recruit employees, and
6. improved client relations



What are the challenges?



"You're the kind of man we need around here!"

Getting along is nice, but it is not the end goal for organisations. Being productive and getting the job done is what's important.



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Improving your bottomline Think Workforce Diversity

1. Value the benefits of diversity →
2. Ongoing commitment - become champions of diversity in words and actions →



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