

10 ways to enact change in your workplace

1. Remove names and gender from resumes
2. Establish clear role and position descriptions
3. Reframe job advertisements to remove certain 'barriers'
4. Lunch and learn sessions
5. Feedback and pulse surveys
6. Conduct panel interviews
7. Policy development and implementation – for example, Work Flex, EEO, Code of Conduct, Workplace Behaviours, Speak-out, Family/Domestic Violence
8. Communicate values and commitment statements
9. Seek citations: Bloomberg GEI, WGEA Employer of Choice
10. Create inclusive office spaces both virtually and onsite

Bonus tip:

11. Seek partnership with industry bodies and community networks

If you would like to reap the benefits of a more diverse workplace and understand how to instigate organisational change, enrol in AusIMM's Diversity and Inclusion Masterclass, specifically designed for mining professionals.

Diversity and Inclusion Foundations Masterclass

Create a more diverse and inclusive workplace by better understanding yourself and gain skills to lead positive change in your own team.

Understand diversity and inclusion challenges specific to the mining industry and receive tools and resources, contextualised for the sector by those in the sector.

You will gain skills, knowledge and tools to change behaviours that will improve your work environment, including:

- Describe the impact of a diverse and inclusive workforce on the mining sector
- Distinguish and overcome unconscious biases
- Develop strategies for managing effective change and inclusive leadership
- Construct an organisation-wide D&I Strategy with toolkit templates

"The course was amazing and very informative compared to many other training courses or content I have been through."

- Participant of March 2021 intake

[Enrol now](#)

Visit www.ausimm.com/courses/masterclasses/diversity-and-inclusion-masterclass-series/