

Mitchell Services partners with organisations to cultivate diverse, inclusive and well workplaces



MITCHELL SERVICES

[www.mitchellservices.net.au](http://www.mitchellservices.net.au)

Diversity & inclusion  
is not only the right  
thing to do; it is the  
smart thing to do

Inclusive leadership can drive  
productivity, loyalty, engagement  
and motivation.

***Diversity &  
Inclusion  
Audit***

## Why conduct a Diversity & Inclusion Audit?

Successful workplaces leverage diversity to create a unified and inclusive culture. Developing a deeper understanding of workplace culture and cultural differences as it applies to individuals, teams, and leaders is critical to understanding the 'as is' picture.

High-performing organisations recognise that the aim of diversity is not solely measuring diversity; but cultivating inclusive leadership and inclusive organisational cultures <sup>1</sup>.

This requires organisations to examine how leaders embrace new ideas, accommodate different styles of thinking, how the organisation and leaders create a more flexible work environment, whether the organisational processes enable people to connect and collaborate, and the leadership shadows different leaders cast across the organisational culture.

The Diversity & Inclusion Audit provides a broad quantitative and qualitative understanding of diversity issues, inclusive culture, short-term & long-term opportunities.

**Contact [leith@mitchellservices](mailto:leith@mitchellservices) to book a Diversity & Inclusion Audit for your organisation.**

# Audit Methodology

The Diversity & Inclusion Audit provides a broad quantitative and qualitative understanding of diversity issues, inclusive culture, short-term & long-term opportunities. The audit provides a recommendations report enabling organisations to embed the Diversity & Inclusion business case with the overall business strategic vision.

- Quantitative data
  - Diversity, environmental & policy scan
  - Benchmarking for relevant industry group as well as cross industry benchmarking in Australia
- Quantitative data
  - Focus groups of key influencers across the organisation to understand the lived experience of diversity & inclusion. This can be scaled up or down depending on requirements.

A broad range of diversity of participants (roles, tenure, age, gender) are invited to participate.

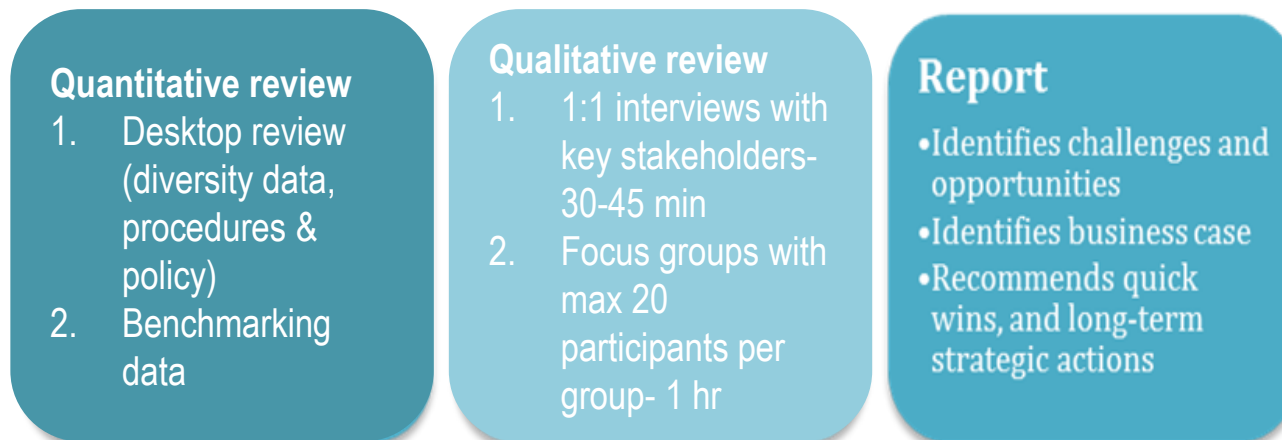


Figure 1: Diversity & Inclusion Audit

# Diversity & Inclusion Audit Recommendations

Few employers are taking a strategic whole-of-enterprise approach to Diversity & Inclusion. Mitchell Services consulting framework leverages Structural, Cultural, Interpersonal & Personal dimensions (SCIP) to address diversity & inclusion interventions. The audit is conducted against each dimension.

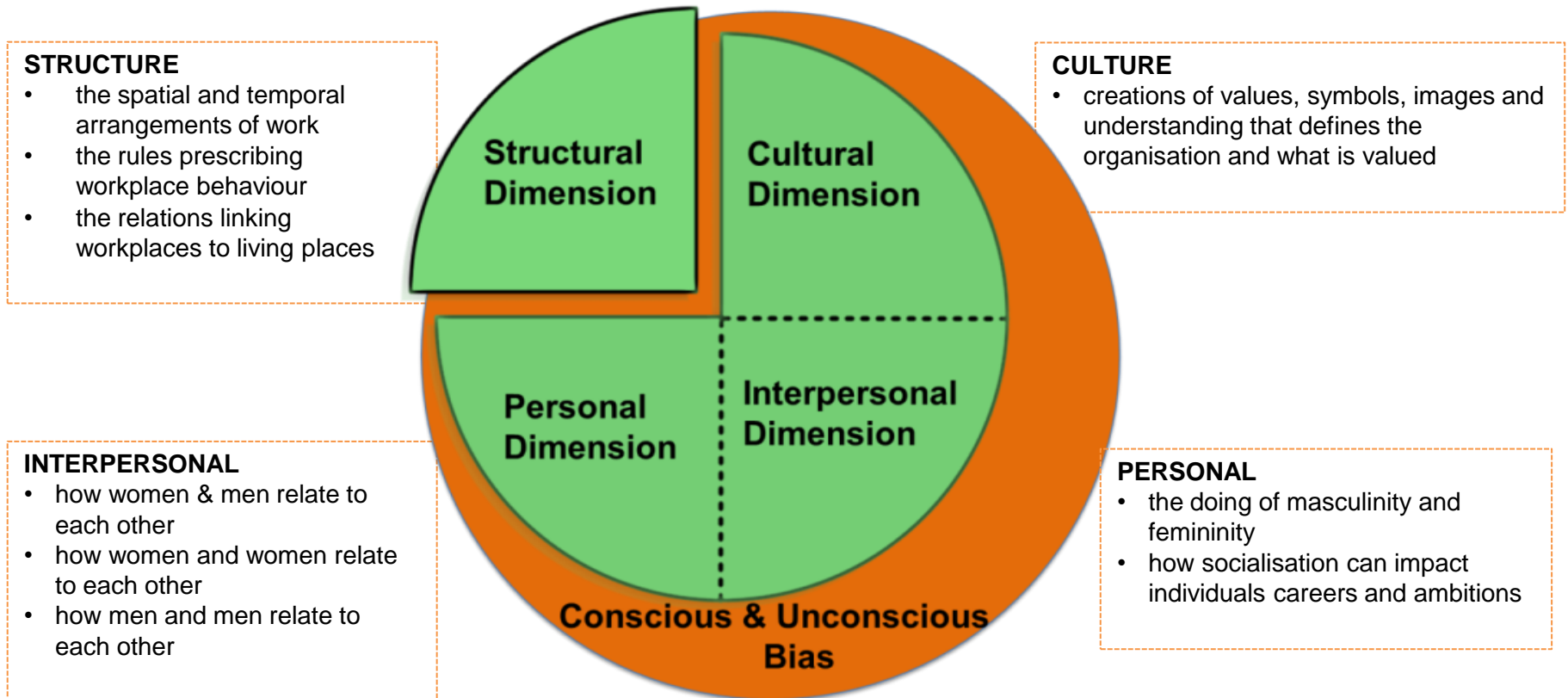


Figure 2: Mitchell Services SCIP framework