

2022

Diversity and Inclusion Report

Prepared by Rachel Rouch & Jo Southwell

November 2022

Introduction:

The Banyule Community Health Strategic Plan (2020-2025) committed a major strategic priority to building inclusive and resilient communities. This has been operationalised with several key organisational initiatives that focus on those that are marginalised, and disadvantaged.

The Banyule Community Health Diversity and Inclusion Plan 2021-2025 was developed and launched after a period of consultation with 3 key goals for achievement over the course of the 4 years:

- ⌘ intent to increase the diversity of the workforce to reflect the diversity in the communities we care for.
- ⌘ explicitly take action to ensure our services are accessible and inclusive to diverse groups
- ⌘ be a voice for diversity and inclusion across the community we serve

Executive Summary:

The Diversity Council Australia offer a bi- annual survey, called the **Inclusive Employers Index** to assess and benchmark the state of inclusion in the workplace. At BCH, this survey was offered online to the entire workforce for a period of 15 days in September 2022. Our response rate of 25% was similar to other employers of similar size in the health industry.

DIVERSITY: Our social and professional identity exceeds the Australian workforce indicators in 6 of the 11 diversity measures, is equal in 3 measures and below the benchmark in 2.

measure exceeded	met	below
First Nations background	Workforce working with disability	Non English speaking cultural background
Caring responsibilities	Multilingual workforce	Young workforce (under 30)
English speaking cultural background only	Older workforce (over 55)	
Women in workforce		
LGBTIQ+ in workforce		
Non-Christian religious affiliation		

What we have learned from our current diversity measures (when compared to the Australian workforce):

- We support a healthy level of First Nations workforce
- We support a high level of workforce that in turn supports dependant others
- We have an over representation of people with English-speaking cultural background, but we also have a good representation of multilingual workforce.
- We are a workforce of predominantly women with lower than the average number of young people and an over representation of older people; our average age is 44.
- We employ more people comfortable to identify LGBTIQ+ than the benchmark for most Australian workplaces.
- We employ the same number of workers with disability as the Australian workforce.

INCLUSION: The Inclusive Employer Index asked a set of 4 questions of respondents given their individual diversity to indicate how respected and connected they are to their team, their manager, and the organisation.

Questions pertaining to one's opportunity to pursue a career and progress, feel valued and contribute to the organisation. These questions measured the inclusion experience of our workforce.



- Our results indicate our people feel included in their teams, 9 % above the Benchmark for DCA members taking the survey.
- Our people feel their managers demonstrate inclusive behaviours, 21% above the Benchmark for DCA members and
- Overall, our workforce indicated our culture is inclusive, their diversity is valued and there is a high level of trust around being treated fairly with a high level of visible commitment to diversity and inclusion, 15% above other like employers who are DCA members.



What Is Diversity?

**Diversity is the mix of people
at Banyule Community Health**



*Diversity refers to the many
differences that make people unique*

*Eg, culture, age, gender, sexuality,
carer status, disability, religion,
language*

What is Inclusion?

Inclusion is getting this mix to work!



*Inclusion means embracing diversity
and fostering a culture that values
people's uniqueness. Inclusion is about
valuing and respecting all individuals
and celebrating differences.*



*Inclusion occurs when everyone is
respected, supported, feel safe and
has access to opportunity.*

Sources:

Diversity Council of Australia: 2021-2022 Inclusive
Employer Index Report Banyule Community Health

Banyule Community Health Diversity and Inclusion
Plan 2021-2025

Some of the significant results from our workforce survey:

Overall:

The CEO of Diversity Council Australia, Lisa Annese, has written to Banyule Community Health to advise that Banyule Community Health has been recognised as an Inclusive Employer, based on survey contributions from our workforce to this national survey! 😊 This is great news!

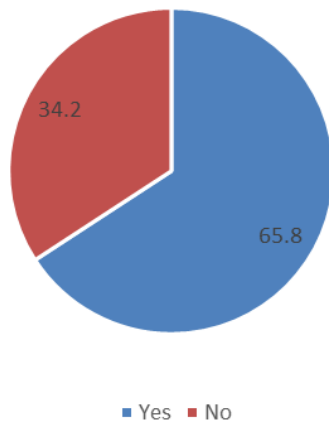


Our branding and a statement from Michael Geary will be shared during the Diversity Council of Australia's Inclusion @ Work week (14-18 November 2022) to share with our workforce, the BCH Board and the wider community.

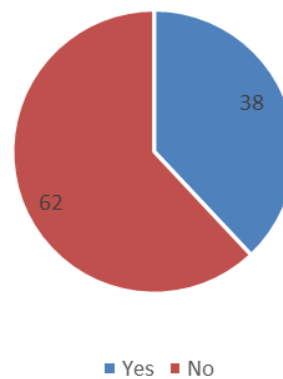
We will also include on our website and in future recruitment campaigns to enhance our reputation as an Employer of Choice.

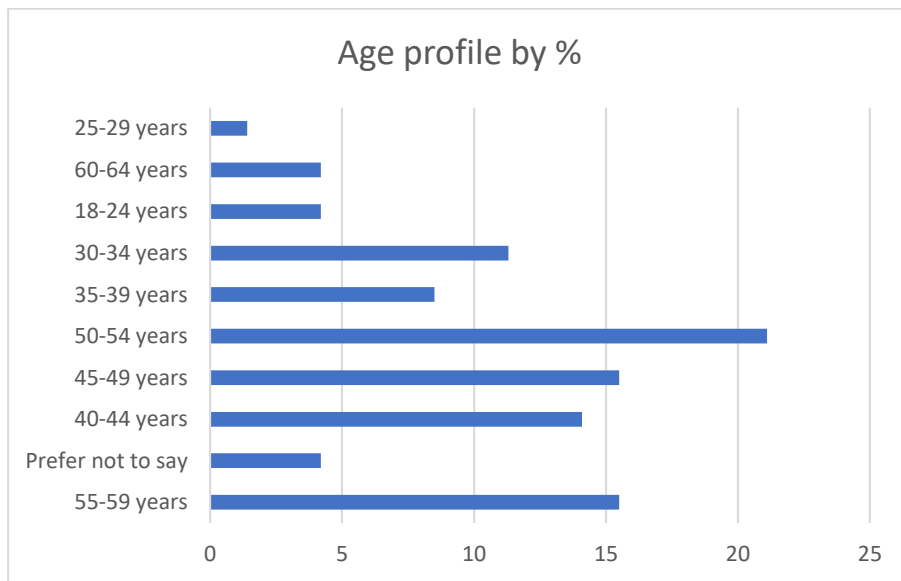
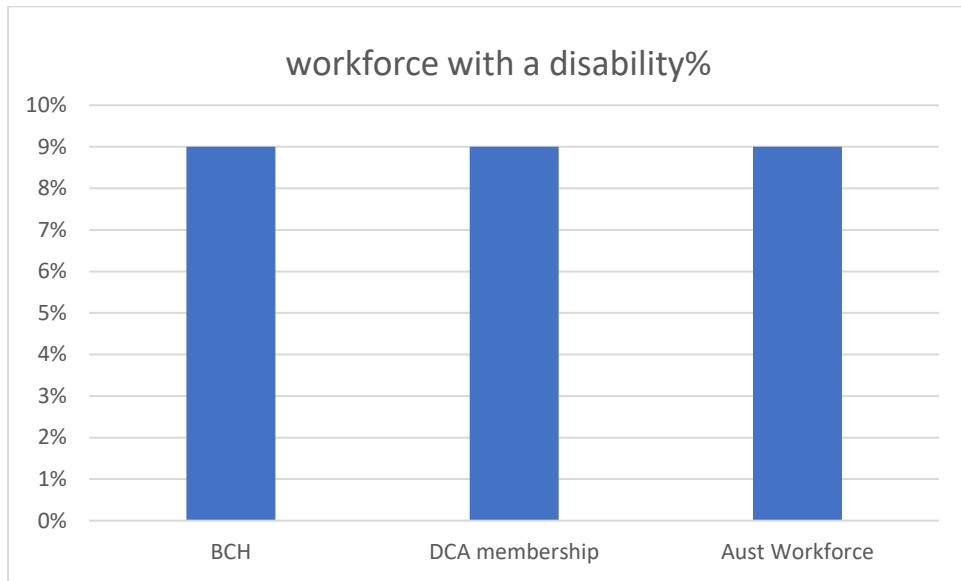
Interesting Diversity Indicators:

BCH Caring Responsibilities %



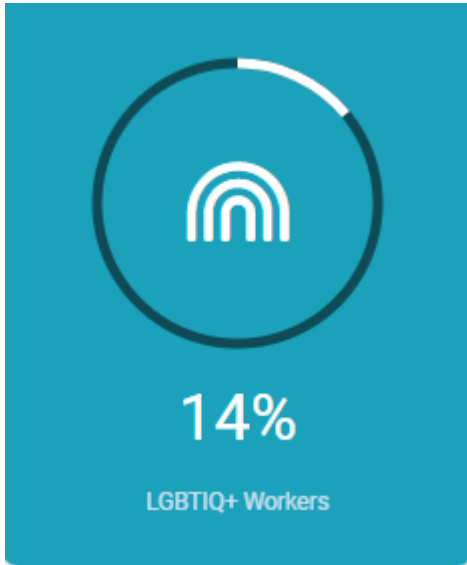
Australian Workforce Caring Responsibilities %





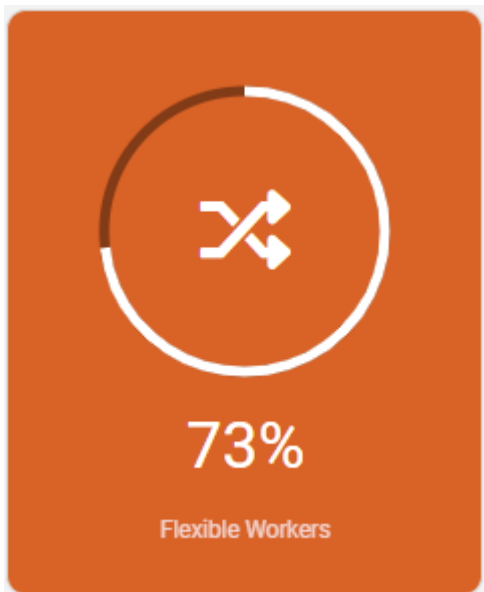
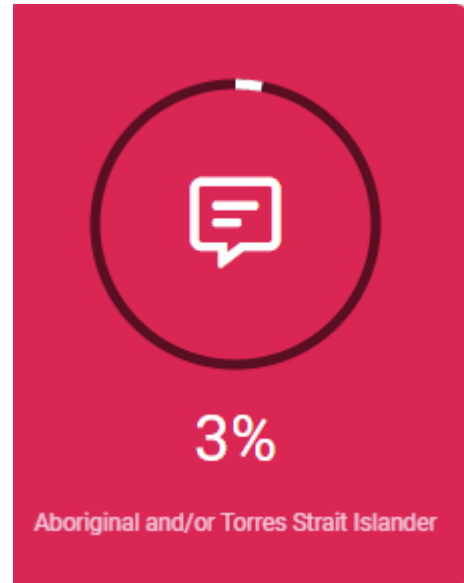
44
median age





←
Compared with 11% average for Australian workplaces

Compared with 1.7% average for Australian workforce



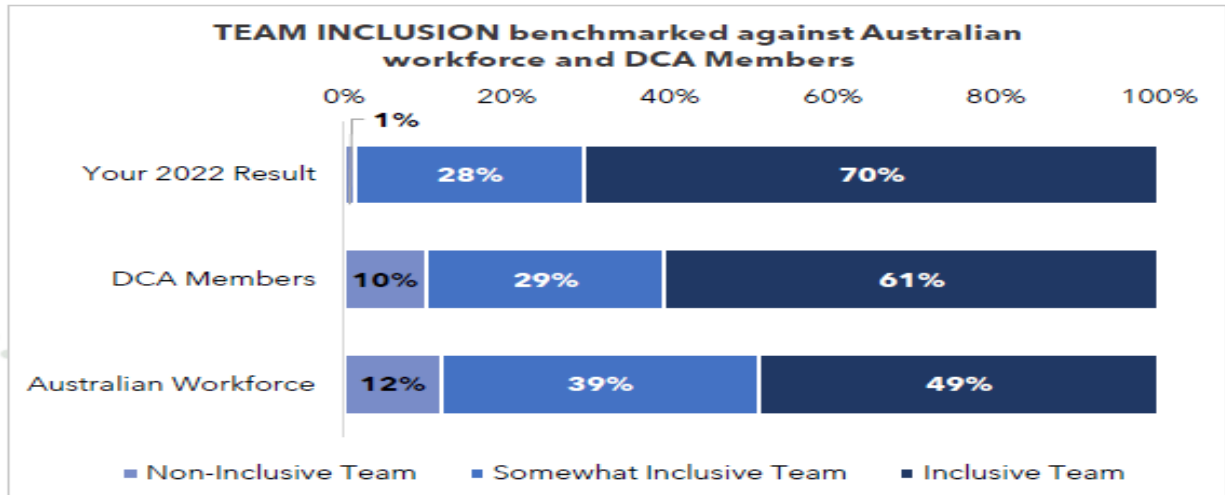
This indicator represents the percentage of our workforce who take advantage of a range of flexible work options.

It may be better understood in the context of other indicators such as 82% of our workforce identify as female and 66% have caring responsibilities.

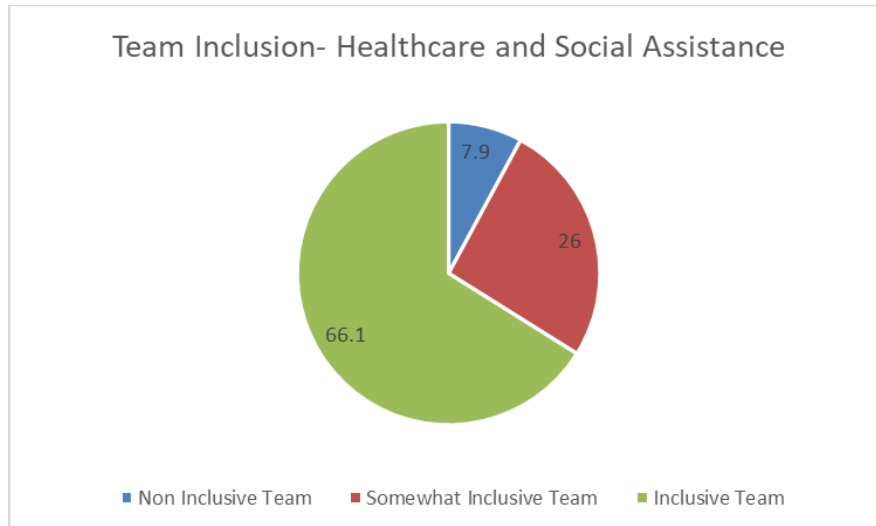
Interesting Inclusion Indicators:

How inclusive are our teams?

In the four domains (respected, connected, progressing, and contributing) our workforce responded as follows:



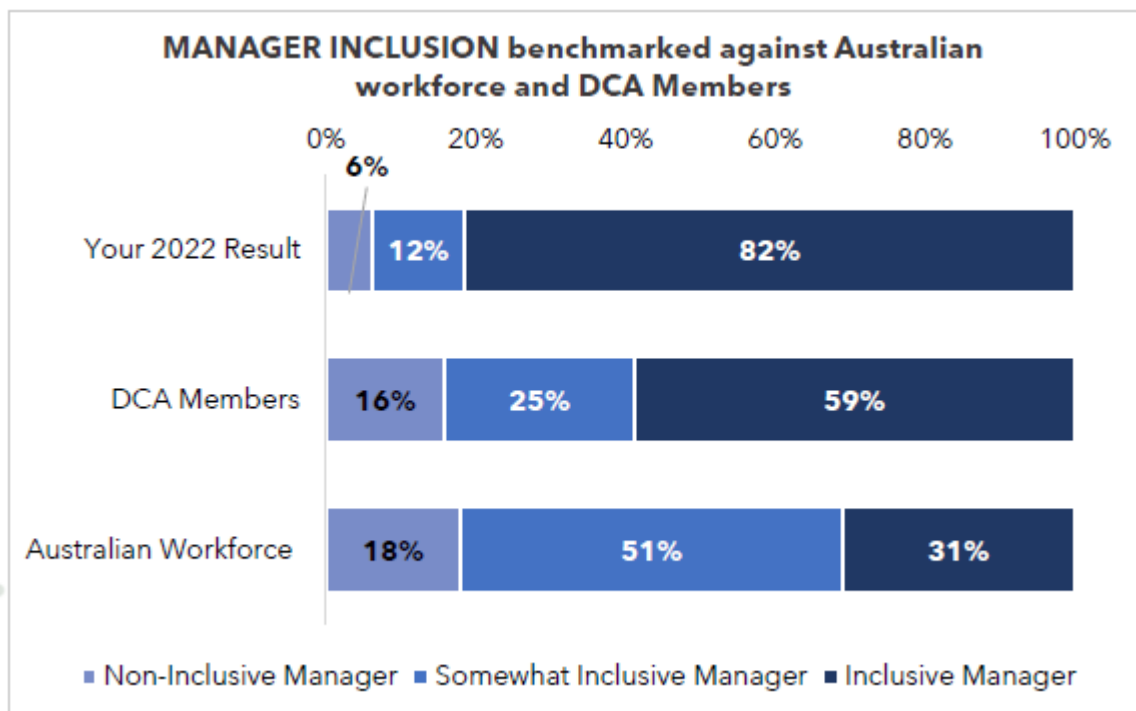
Our results are outstanding when compared to the DCA membership benchmark and further to that the DCA employers in the Health Industry benchmark in the chart below:



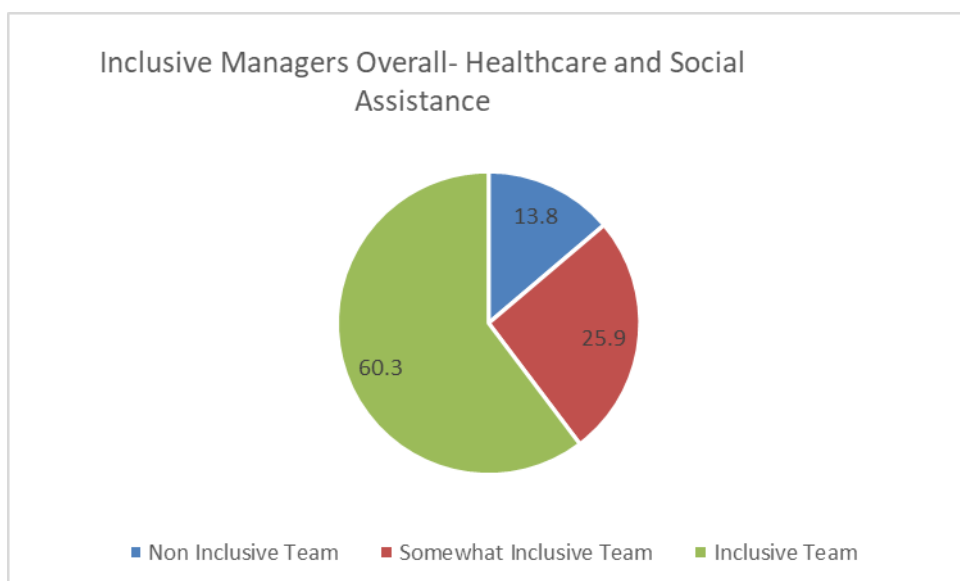
How inclusive are our managers?

5 questions were put to the respondents related to inclusive management. Respondents were asked to indicate how they felt their immediate manager values having a diverse team, seeks out ideas from all employees, treats everyone fairly, addresses exclusionary behaviour and prefers people who are similar to them.

The results below are pleasing and are well above the DCA member benchmark.

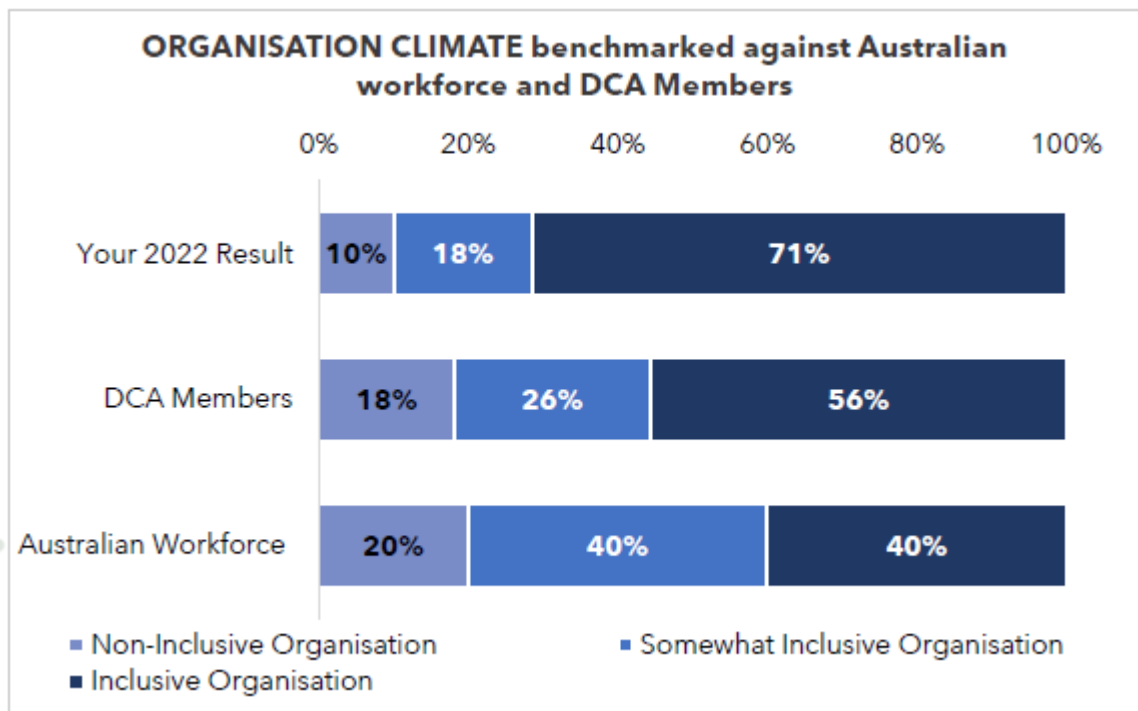


Of DCA members, the employers in the healthcare and social assistance sector benchmarked below and our results are even more favourable .

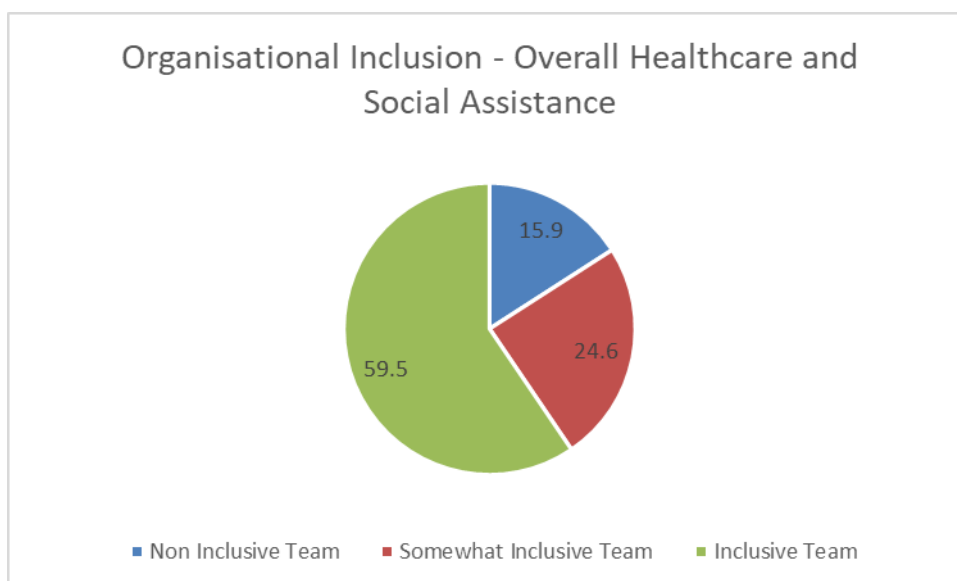


How inclusive is the Banyule Community Health organisational climate?

Our workforce was asked 4 questions related to how they viewed organisational climate. The questions were designed to gauge the extent of an individual's perception of a culture of diversity being valued, trusted to be treated fairly and visible management commitment to inclusion.



Further to the results above the Healthcare and social assistance employers from the DCA membership results are below:



Conclusion:

Banyule Community Health has consistently exceeded the industry benchmark, the DCA member benchmark and the Australian workforce benchmark when it comes to inclusive behaviours.

Inclusion is good for people and for quality and safety and effectiveness of care.

An inclusive culture and inclusive behaviours are good for performance!

A healthy culture of inclusion means that performance is improved when people feel part of an inclusive team, have inclusive managers and feel part of an inclusive organisation.

This report evidences that an inclusive environment leads to better service, more innovative thinking, greater engagement and level of input.

- Effectiveness to work together is greater
- Innovation comes from new ideas
- Customer service is a pleasure
- Effort for reward in client health outcomes improved

An inclusive culture and inclusive behaviours are good for worker wellbeing!

Job satisfaction, security and success is higher with workers in inclusive teams, with inclusive managers operating in an inclusive organisational climate.

The Survey results further provide an opportunity to inform our application for the Workplace Gender Equality Agency's Employer of Choice for Gender Equality Citation should we wish to pursue this in 2023.

Report prepared from detailed reports from the Diversity Council Australia and from Diversity Atlas Dashboard and Reporting.