



## WHY DIVERSITY, EQUITY AND INCLUSION MATTERS

Leading organisations can only succeed when every employee is part of your success. To succeed, now and into the future you need to be an organisation characterised by a culture of belonging, support and trust.

Diversity, equity and inclusion (DEI) strategies of yesterday simply aren't enough to build an innovative, future-ready culture that embraces diversity at every stage, from recruitment through retention and advancement.

**Luminary (n):** A person who has attained *eminence* in his or her field or is an *inspiration* to others. An *expert* in their field.

## DIVERSITY IS PART OF OUR DNA

Luminary strives to lead and innovate in DEI consulting, programs and practices. The principles of DEI are embedded in our vision, and through our own journey where we've built extraordinary teams and thriving workplace cultures.

We've spent decades supporting our clients in people-centred organizational transformations, and we've learned many valuable lessons along the way. We know that a more diverse and inclusive environment doesn't just benefit employees; companies that commit to DEI outperform their peers across a wide range of critical metrics. We assist with:

- Leadership engagement
- DEI Recruitment and retention
- Building an inspirational DEI strategy
- Cultural change programs
- Change management and implementation
- DEI workplace practices and procedures



## THE IMPACT OF DIVERSITY INCLUSION AND EQUITY ON AUSTRALIAN ORGANISATIONS

# 79%

More than 3 in 4 employees a report a diverse workforce is an important factor when evaluating employers and new job offers.

# 1.9x

Australian companies with greater diversity in board and senior executive positions perform 1.9x better than their their rivals.

# 3.5x

Employees in a diverse, inclusive and equitable culture are 3.5x more likely to contribute their full innovative potential.

# 33%

A third of employees and job seekers report that diversity is a barrier to career progression within their organisation.

## HOW WE CAN HELP

At Luminary, we take a holistic, evidence-based approach that spans every element of organisational wide DEI transformation. We will help you embed DEI principles in everything you do, from leadership, recruitment, retention and change management, and more.

We work closely with your leadership team to understand and guide your DEI vision, and we support the journey with best-in-class change management resources. We guide you on both individual and team commitments, ensuring that everyone has a voice. We help you measure employees mindsets and behaviours, delivering the data that provides evidence on your current state and translates your aspiration into measurable goals.

Our expertise is grounded, practical and realistic, drawing upon a diverse ecosystem of internal and external partners and practitioners.





## LEADING DIVERSITY EQUITY AND INCLUSION IN THE WORKPLACE

We are passionate about building strategies for all organisations that promote a diverse and inclusive culture to support a high-performing workforce setting a new standard for diversity globally. We routinely review what we are doing in the context of societal changes and the greater knowledge about diversity, its value to us and the most effective means of fostering this in our process and on behalf of our clients.

Dimensions and topics Luminary experts cover:

- Aboriginal and Torres Strait Islander Peoples
- Disability and accessibility
- COVID flexibility and remote working
- LGBTIQ+
- Age
- Inclusion
- Gender
- Family and Domestic Violence
- Culture and Faith

We are recognised for the strong foundations of our approach, and we continually seek to enhance and develop this to reflect contemporary best practice, recognising the importance of creative and innovative partnerships to deliver DEI change.

### CASE STUDY NON-EXECUTIVE DIRECTOR ASSESSMENT AND RECRUITMENT



Queensland  
Government

**The brief:** To conduct a nationwide search and assessment of appropriately skilled and qualified professionals with board experience. To achieve gender balance and to recruit an Aboriginal Torres Strait Islander person.

**The solution:** Advising and making recommendations on assessment tools; utilising Luminary's proprietary skills matrix, 40:40:20 diversity target. Extensive social media campaign, direct referrals (Women on Boards, Office of Women etc) and search.

**The outcome:** The appointment by Government of a new board, including the Chair (Ms Jane Seawright) and ATSI representative (Dr Val Cooms).



### CASE STUDY ORGANISATIONAL-WIDE EXECUTIVE DEI ATTRACTION AND RETENTION PROGRAM

**The brief:** To work in conjunction with a coalition of partners to solve long-standing DEI challenges at senior levels of the organisation. To assist with attraction, recruitment, leadership development and mentoring.

**The solution:** Luminary designed a DEI program, working with an independent researcher, the University of Queensland and the HR and change management team delivering a sophisticated recruitment and retention campaign.

**The outcome:** Identification, engagement and support of external applicants through a merit-based appointment process. Applicants were attracted from non-traditional backgrounds with diverse skills and experiences. Cultural and inclusive 'scaffolding' to support incoming executives.

### LUMINARY'S DEI CHARTER



DEI leadership advice, recruitment and retention support.

We provide high quality reporting to validate your DEI program.



DEI strategies for sustainable organisations.

The quality of our work is guaranteed.



### LET'S TALK!



For more information contact our team of experts:  
1800 960 202



exec@luminarypartners.com.au