

SEPTEMBER 2024 | EEON'S 5TH BIENNIAL INCLUSION & DIVERSITY SUMMIT

DEI EVOLUTION: REFLECTIONS ON SIGNIFICANT AUSTRALIAN LAW REFORMS

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Wildflower on Oak Creek by Remy Taylor

KING & WOOD
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AGENDA

1

CHANGES TO THE
LEGISLATIVE DEI
FRAMEWORK

2

WHAT THESE
CHANGES MEAN
FOR DEI

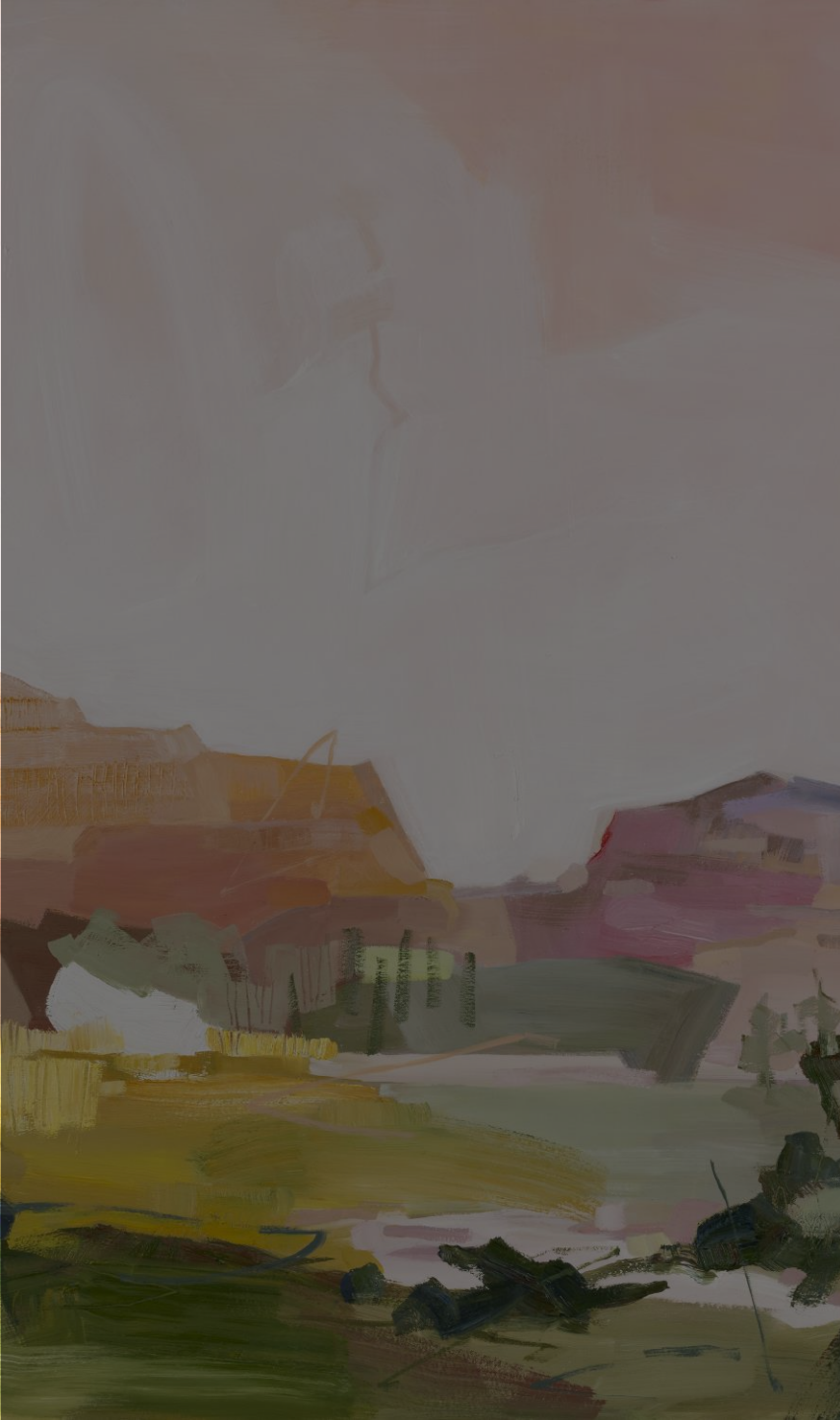
3

STRATEGIC
FOCUS MOVING
FORWARD

4

FUTURE
CONSIDERATIONS





1

CHANGES TO THE LEGISLATIVE DEI FRAMEWORK



THE CHANGING LANDSCAPE



RESPECT @ WORK

Introduction of the Positive Duty & increased protections for workers



FAMILY DOMESTIC VIOLENCE

A stronger approach to zero FDV



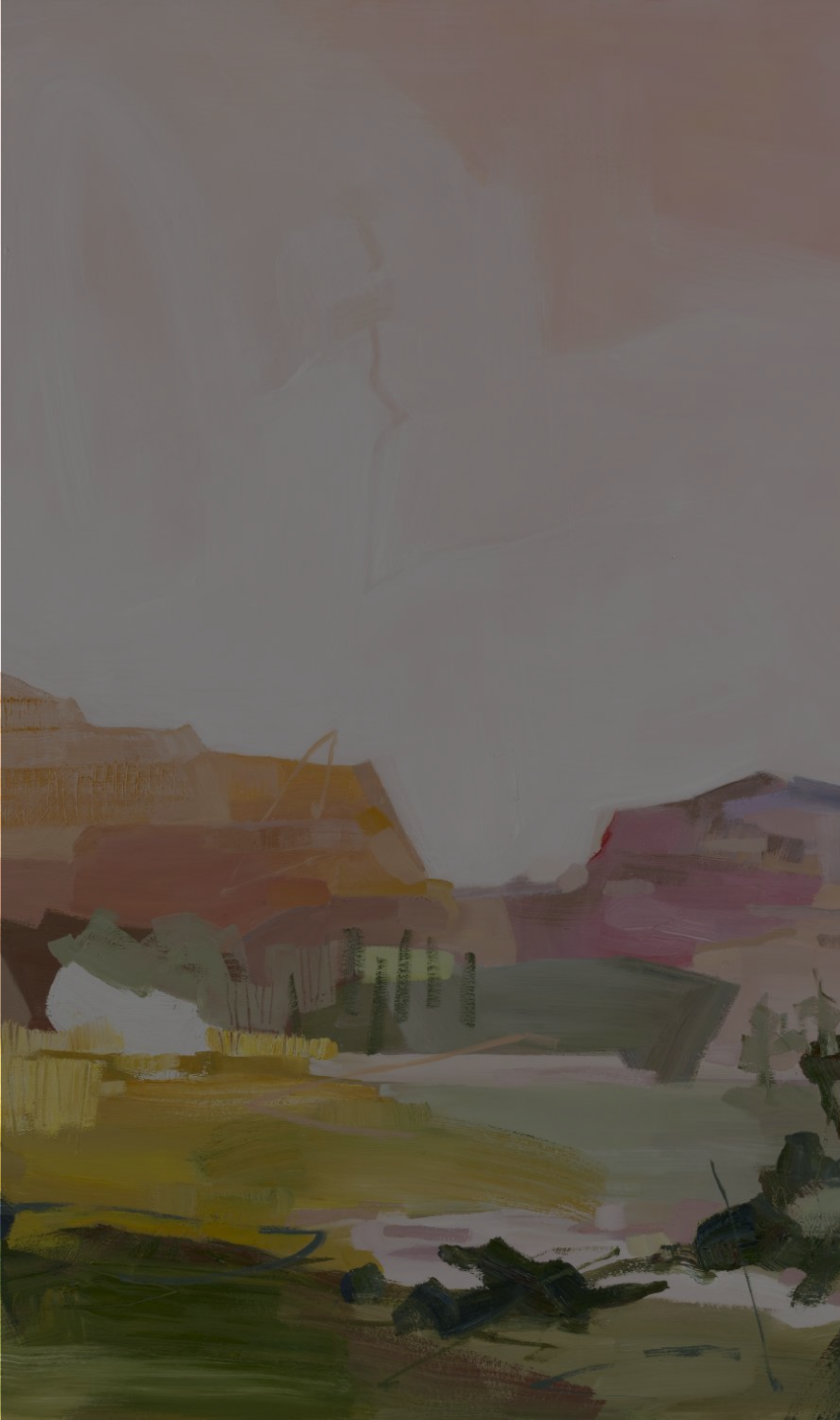
WORKPLACE GENDER EQUALITY

Mandatory reporting of gender pay gaps



COERCIVE CONTROL

NSW: A legal definition of domestic abuse
Creation of a coercive control offence



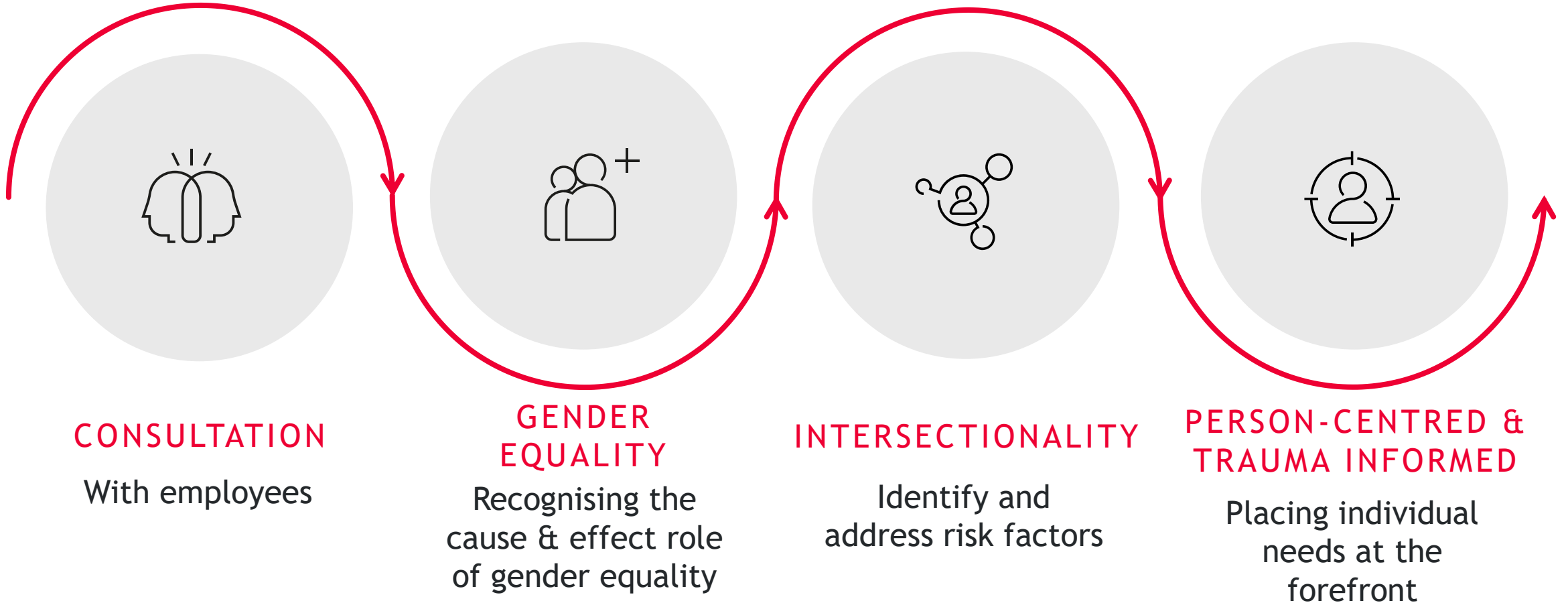
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WHAT THESE CHANGES MEAN FOR DEI

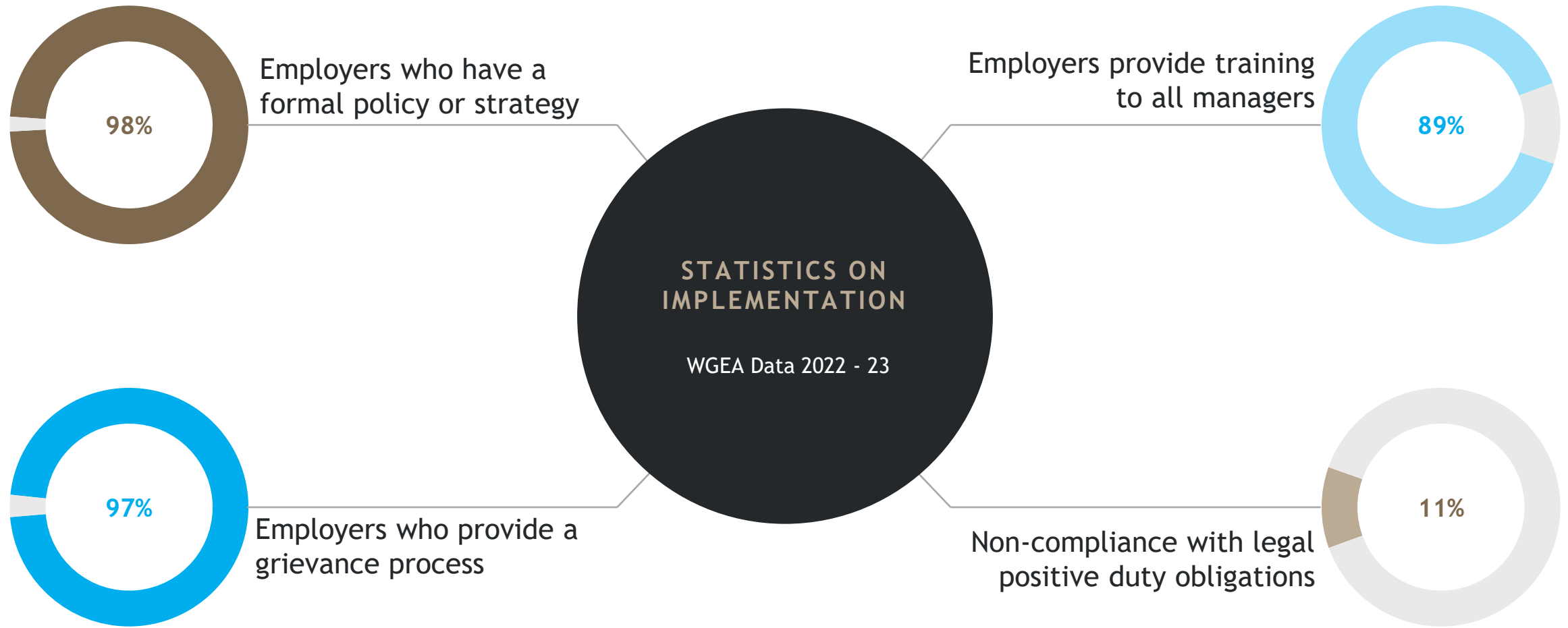


POSITIVE OBLIGATIONS

GUIDELINES FOR POSITIVE DUTY

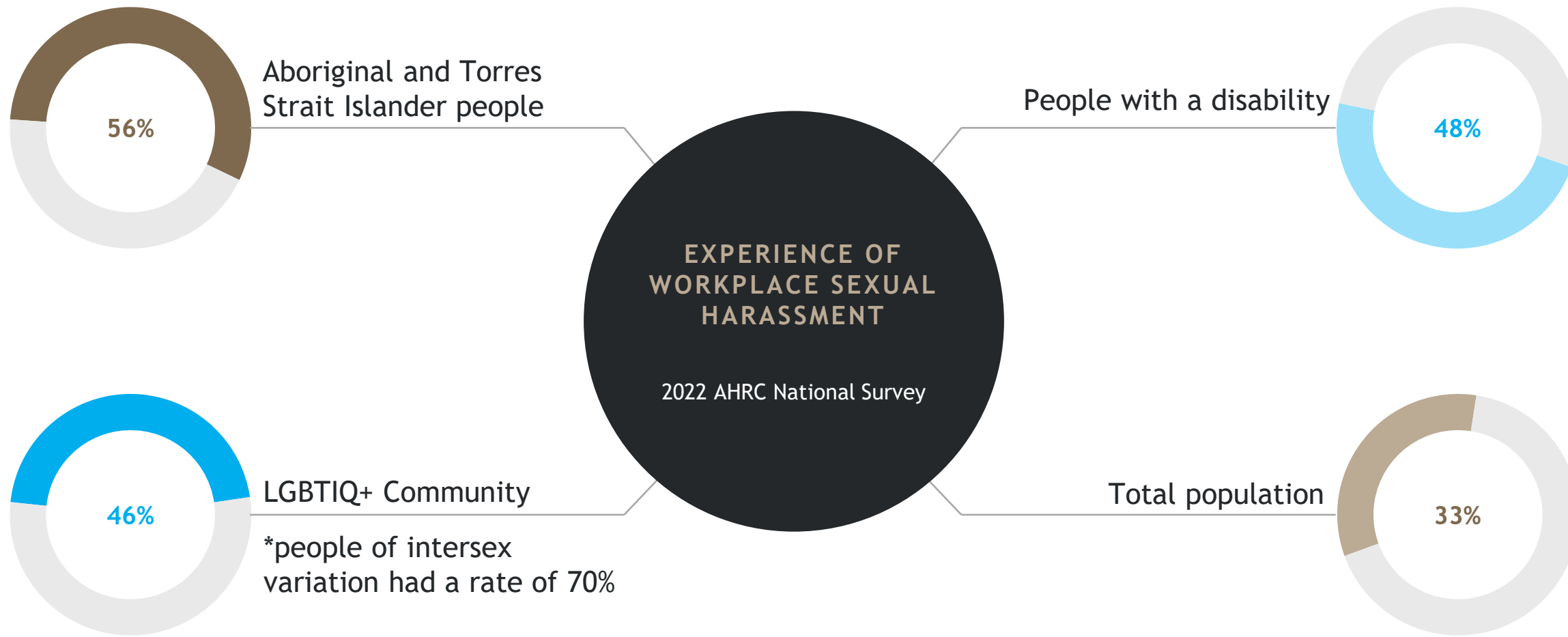


POSITIVE DUTY: IMPACT



GENDER AND SEXUAL HARASSMENT

GENDER AND SEXUAL HARASSMENT



FAMILY DOMESTIC VIOLENCE

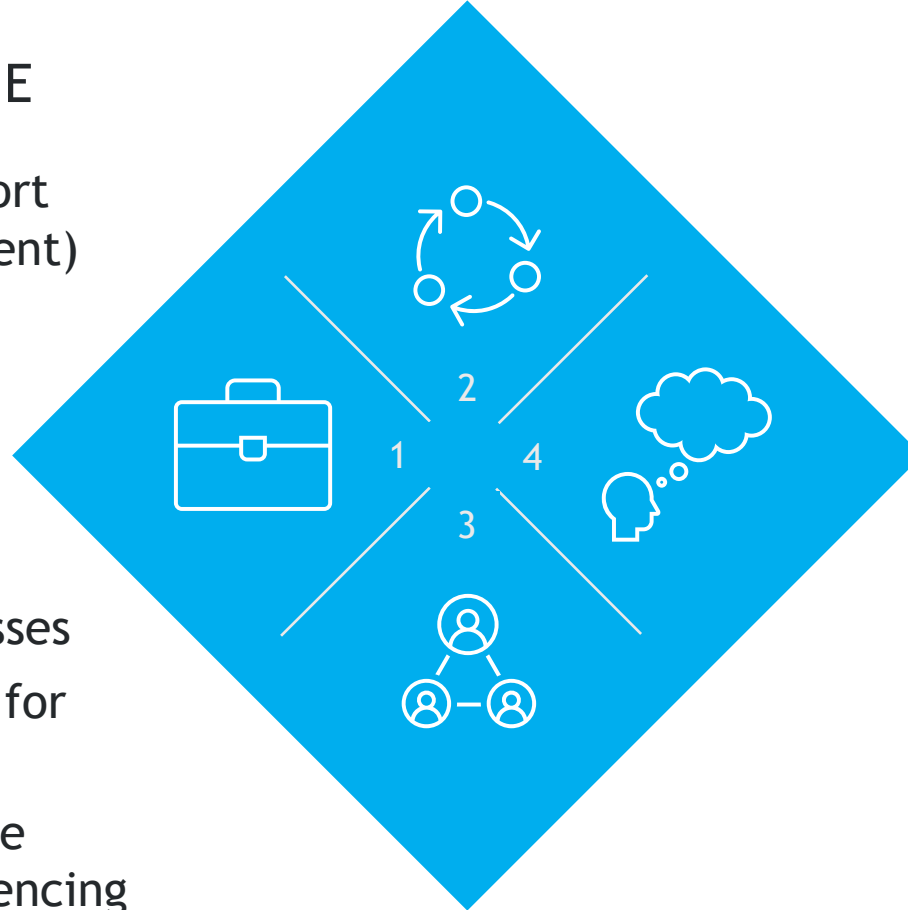
FDV | KEY POINTS

1 FDV & THE WORKPLACE

- How workplaces can support (above statutory entitlement)
- Role of leaders and P&D
- DEI driven approaches

2 PRACTICAL STEPS

- Robust policies and processes
- Materials and frameworks for response
- Consider supports available including for those experiencing FDV and users of FDV

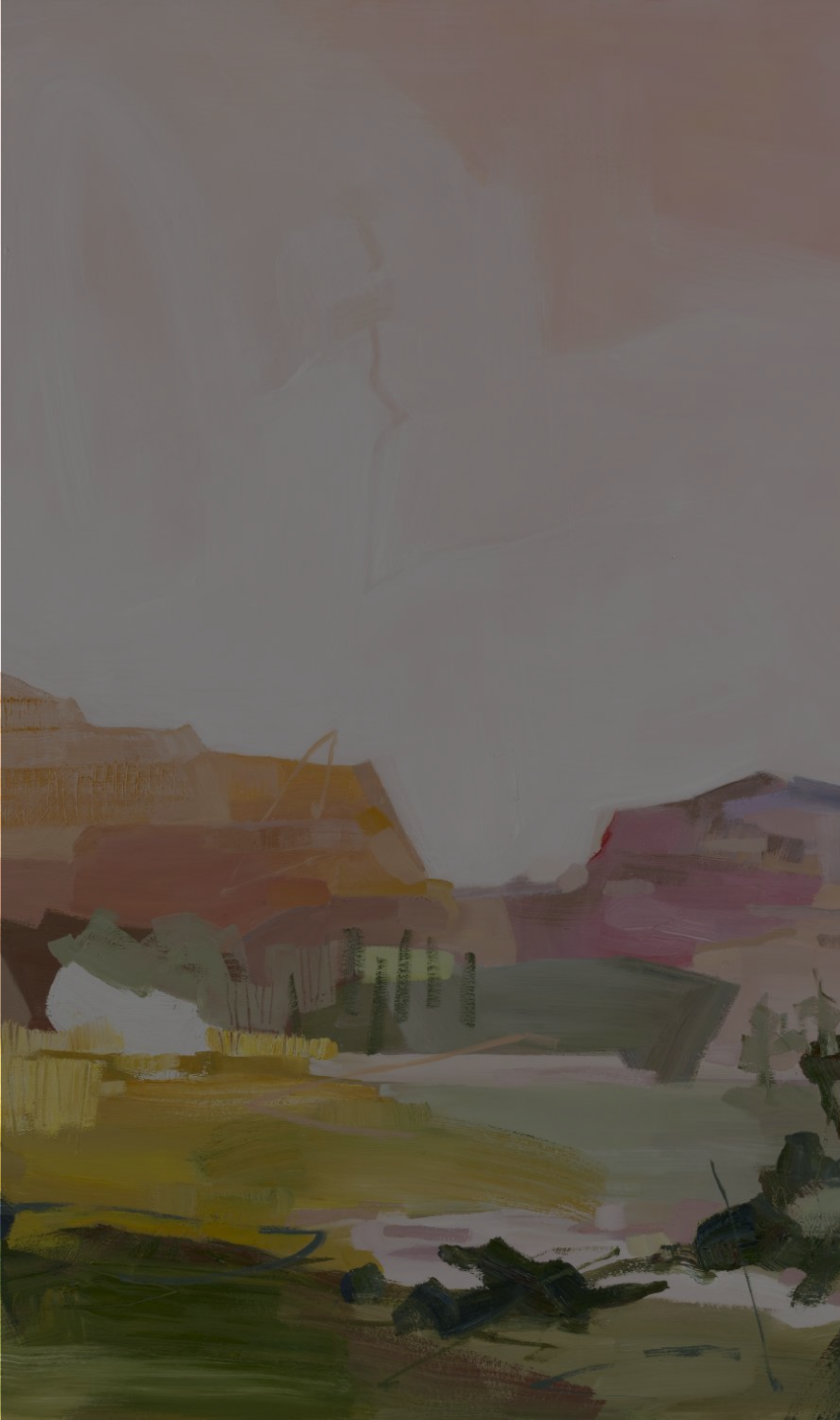


3 PROCESS

- The role of D&I
- Safety plans
- Confidentiality

4 CALD CONSIDERATIONS

- Understanding of rights and support materials
- Tailored supports
- CALD specific FDV risks
- Career concerns



3

STRATEGIC FOCUS MOVING FORWARD



CULTURAL LOAD

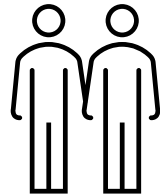


CENTRING VOICE IS NOT...



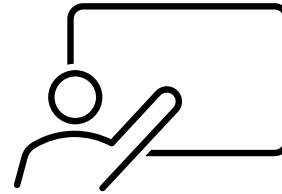
Exclusion

No consultation



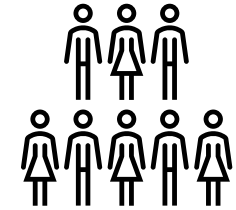
Tokenism

A few people (1 or 2) are consulted



Consultation

Some people with lived experience are consulted



Centring Voice

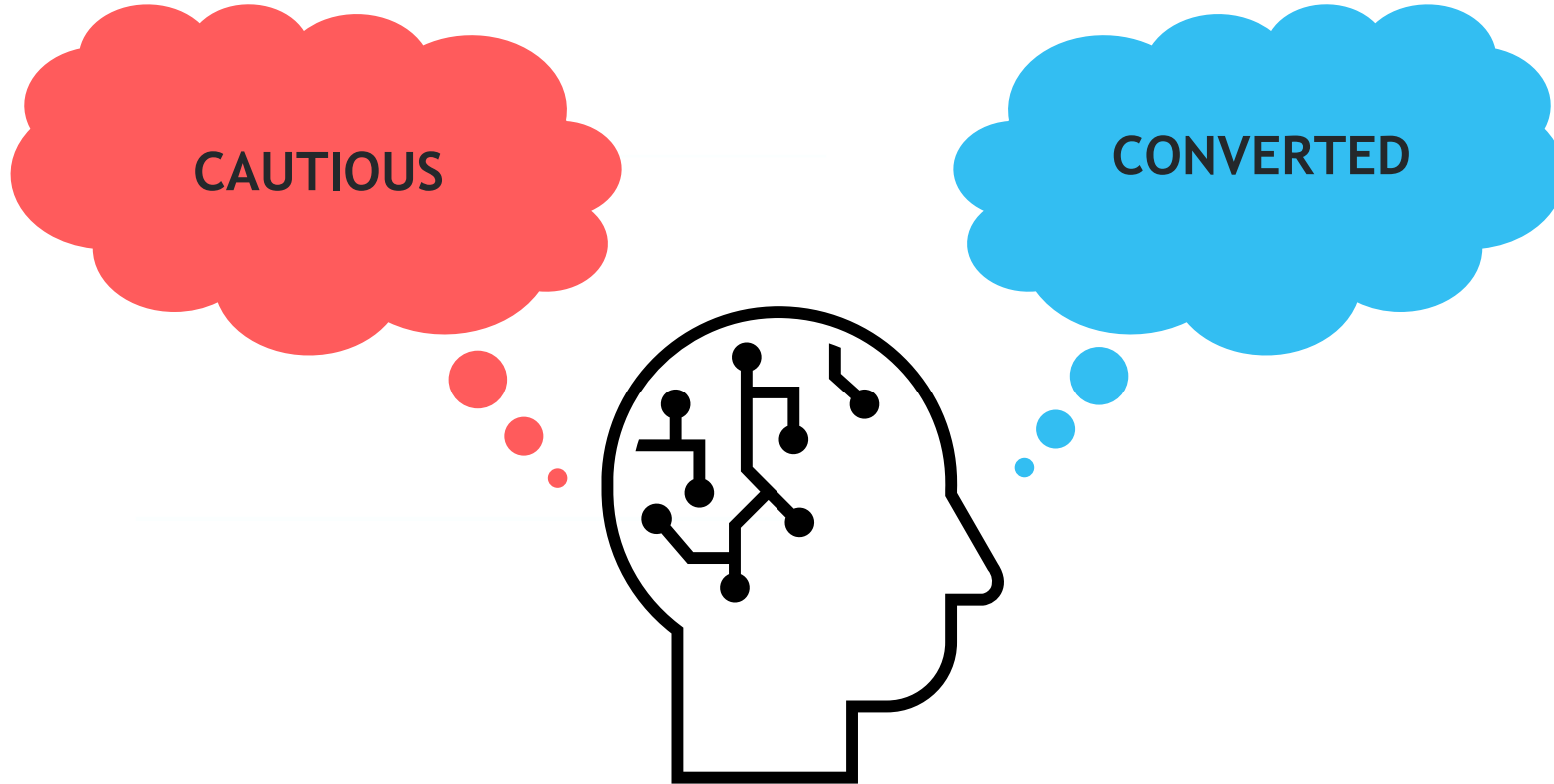
A critical mass are consulted and engaged actively and meaningfully



UNCONSCIOUS BIAS



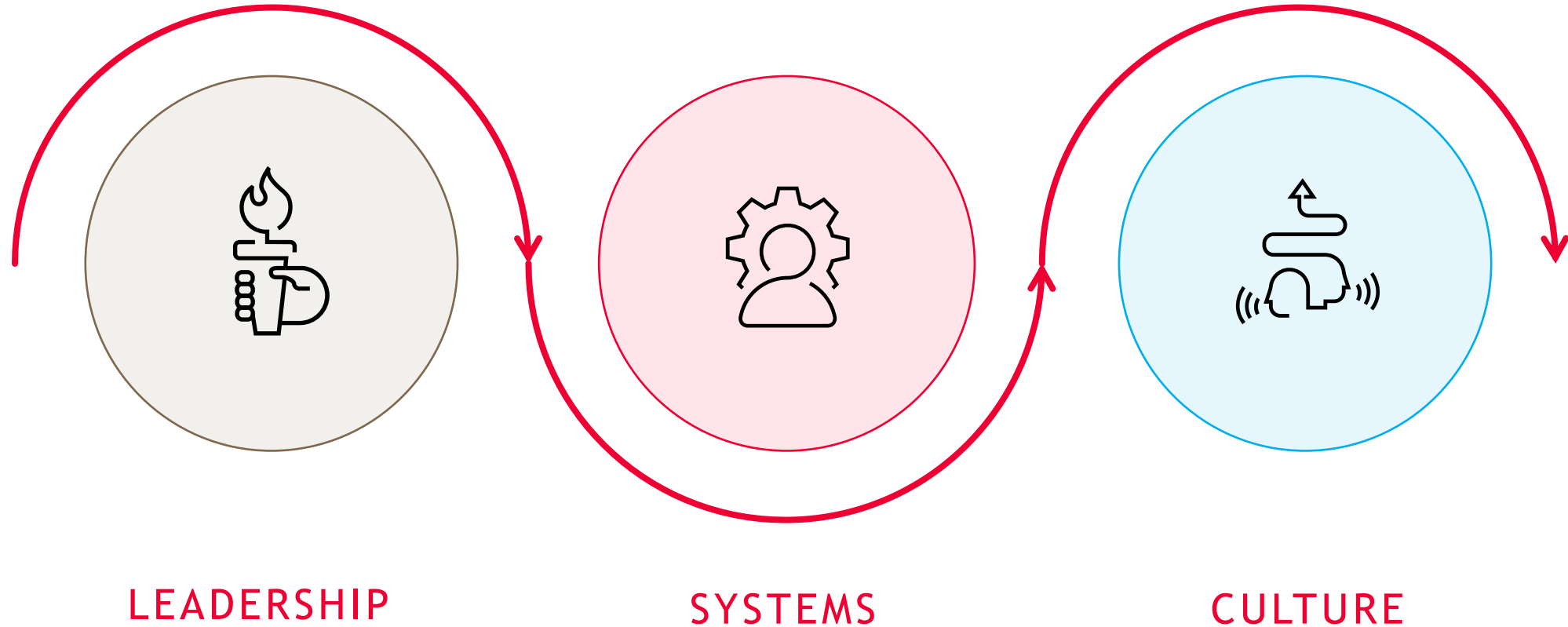
USE OF ARTIFICIAL INTELLIGENCE



1 in 3 Australian organisations reported that they used AI recently



TIME FIXES NOTHING- DRIVING CHANGE



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