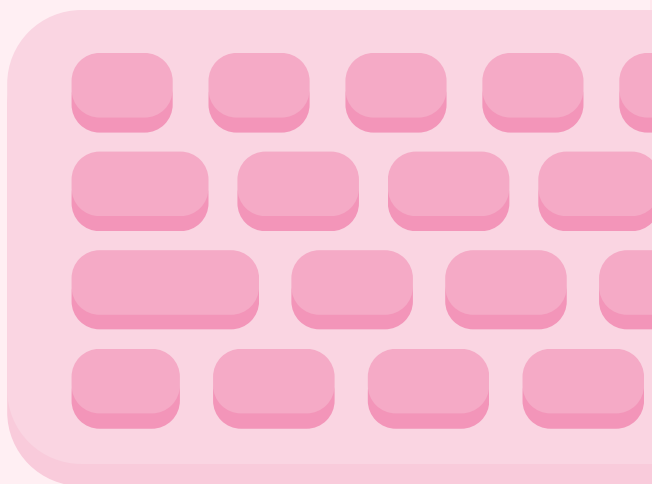


Attraction

Diversity

statements - Handout



Diversity statements

A diversity statement

- Helps people inside and outside your organisation to be aware of your commitment to creating and maintaining an inclusive workplace.
- May also be referred to as an Employment, Inclusion and Diversity Statement.

Why include a diversity statement in your position description?

- Diversity statements are important because they tell current and future employees how your organisation is inclusive, and open to employing people from diverse backgrounds.
- Research suggests that including a diversity statement encourages people from diverse backgrounds to apply and will broaden the reach of job advertisements.¹

What should a diversity statement include?

- Your organisation's commitment to inclusion and diversity.
- A statement of the opportunities available for people from diverse or underrepresented communities.
- A link to further information about your organisation's inclusion and diversity policies.
- Clear and concise language.

Diversity statements often include examples of diverse or underrepresented communities. Consider specifically mentioning that

¹ [Alahakoon et al., 2024](#)

your organisation welcomes applications from people who have communication access requirements.

Examples:

Scope

Scope is actively working to maintain a diverse workforce that reflects the diverse needs of the people we support. We are an equal opportunity employer and encourage applications from people with a disability, and from culturally and linguistically diverse backgrounds including Aboriginal and Torres Strait Islanders, and the LGBTIQ+ community.

Australian Government Department of Home Affairs

We commit to building and valuing a diverse, professional and empowered workforce that authentically represents the community we serve – a workforce that fosters a culture of inclusiveness and embraces the diversity of its people, such as neurodiversity, differences in cultural backgrounds, race, ethnicity, disability, age, gender identity or sexual orientation.

We support our staff by realising their full potential through removing employment-related disadvantage and barriers to participation to contribute their best.

We will drive innovation, performance and productivity by empowering our diverse workforce to utilise the unique skills, ideas, perspectives and qualities that they contribute every day by creating an environment where staff feel valued and safe.

We will encourage applications from a broad range of suitably skilled people to deliver our diverse responsibilities and to perform our many complex roles by offering flexible work arrangements, through diversity networks, and by implementing relevant diversity action plans.

You can access the full statement on the [Australian Government Department of Home Affairs website](#).

VALID

VALID celebrates, values and welcomes people of all backgrounds, genders, sexualities, cultures, religions, ages, bodies and abilities.

We strive to reflect and make real the values of inclusion and diversity in all that we do.

We commit to making our programs and services, and our workplaces, truly safe spaces in which all people can think, act and express themselves freely.

You can access the full statement on the [VALID website](#).

Woolworths Group

At Woolworths Group, we recognise the value our team's diversity brings to our business, and our customers. As one of Australia's largest employers, we believe that creating a safe and inclusive workplace – where diversity in all its forms is valued, and every team member can be their best self – is critical to creating better experiences together for a better tomorrow.

Our inclusion strategy prioritises gender equity, LGBTQ+, disability, First Nations, and cultural inclusion. We recognise that people often have intersectional lives and therefore may have lived experience across multiple pillars of our strategy. We are focused on celebrating diversity, building organisational capability and promoting career pathways for diverse talent.

Flexibility has always been important to us and we recognise that our diverse teams will have differing needs when it comes to flexibility and ways of working. We support our team to discuss their flexible work needs with their leaders. With over 200,000 team members, Woolworths Group has varied flexible work options depending upon the roles and personal circumstances of our team members.

You can access the full statement on the [Woolworths Group website](#).

Top tip:

Make sure your diversity statements are accessible and written in plain language at a minimum to ensure as many people as possible will understand the content.

For more information about writing in plain language:

- [Plain Language and word choice](#)
- [Plain Language checklist](#)
- [Scope's Easy Read Service](#)

DRAFT

Scope's Building Employer Confidence is made possible by an Information and Linkages Capacity Building Project funded by the Department of Social Services and the National Disability Insurance Scheme. This training has been co-designed with the valuable input of people with communication access requirements, pilot organisations and our valued partner, Thriving Communities Australia. Contributions from co-designers have directly influenced its design, ensuring it is informed, inclusive and reflective of diverse experiences. We recognise and appreciate the personal stories shared in shaping this impactful learning experience.

This information provides guidance on how to support communication in the workplace with people who have communication access requirements. It should not be relied upon in relation to employment law matters - independent advice should be sought.