

## The DCA-Mercer Diversity & Inclusion Program: Strategies for Driving Change

### Workshop Agenda

Session	High level description
Welcome & Introductions	<ul style="list-style-type: none"> <li>Workshop objectives, expectations and outcomes – what do we want to achieve?</li> </ul>
Setting the Stage	<ul style="list-style-type: none"> <li>Refining diversity and inclusion practice and its relation to dynamic regulatory and legal mandates</li> <li>The additional challenges of local, regional and global diversity</li> <li>The current and proposed regulatory environment within Australia</li> </ul>
Engaging Partners and Generating Energy in Diversity	<ul style="list-style-type: none"> <li>Strategies for engaging the organisation, top to bottom</li> <li>Structuring and monitoring the diversity initiative</li> <li>Special concerns regarding local, regional and global diversity structure</li> <li>Mechanisms for tying all the roles and groups together</li> </ul>
Reaffirm the Business Case(s) and Setting Goals	<ul style="list-style-type: none"> <li>The Mercer model for creating and maintaining diverse, inclusive organisations</li> <li>How to achieve and maintain a compelling business case in your world</li> </ul>
Action Planning	<ul style="list-style-type: none"> <li>Integrating diversity with business and people management systems</li> </ul>
Managing the Journey	<ul style="list-style-type: none"> <li>Metrics and accountability</li> <li>Communications</li> <li>Putting it all together:               <ul style="list-style-type: none"> <li>Continuing Role of Leadership</li> <li>Competencies for the local, regional and global Diversity &amp; Inclusion Change Agent</li> <li>Tips for Success</li> </ul> </li> </ul>
Where to From Here?	<ul style="list-style-type: none"> <li>Diversity Alumni workshops               <ul style="list-style-type: none"> <li>Purpose and objectives</li> <li>Participants</li> <li>Format and timeframes</li> </ul> </li> </ul>
Summary and Close	<ul style="list-style-type: none"> <li>Confirm achievement of workshop objectives</li> </ul>