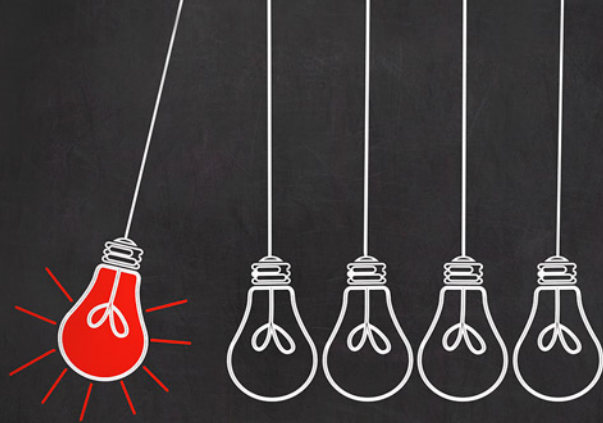


# MAKE THE SWITCH FOR **CHANGE** AT WORK

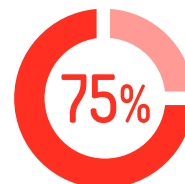
DESIGNING DIVERSITY & INCLUSION DIFFERENTLY  
TO ACHIEVE ORGANISATIONAL CHANGE



## HOW EFFECTIVE IS D&I CHANGE MANAGEMENT IN AUSTRALIA?

**Three out of four (75%)**

D&I practitioners and change agents report that D&I change management is never, rarely, or only sometimes implemented effectively

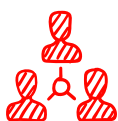


## SO, WHAT'S GOING WRONG? AND HOW CAN WE DO BETTER?



**USE MODELS  
OF CHANGE**

**ONLY 6%** of practitioners indicated they used a model of organisational change when designing and implementing D&I initiatives and were able to nominate this



**TARGET  
TEAMS**

**ONLY 14%** often or always implement D&I change initiatives at the team level



**CULTIVATE  
CAPABILITIES**

**ONLY 17%** often or always train staff to develop their change management capabilities



**RECOGNISE  
READINESS**

**ONLY 24%** often or always investigate organisational readiness for change prior to implementing D&I change initiatives



**LEARN FROM  
HISTORY**

**ONLY 30%** often or always examine past successes and failures to inform new D&I change initiatives



**SET  
REALISTIC  
GOALS**

**ONLY 40%** report that their organisation often or always sets realistic D&I change-related goals



**EVALUATE  
IMPACT**

**ONLY 37%** of practitioners report that their organisation often or always monitors and evaluates the impact of its D&I change initiatives

# CHANGE AT WORK: A MODEL FOR D&I ORGANISATIONAL CHANGE

DCA recommends that organisations seeking to create and sustain meaningful D&I change should craft their approach around the evidence-based model of D&I organisational change represented below. Our review of the latest empirical research in the field of organisational change indicates this approach will enable organisations to more effectively achieve D&I outcomes in the workplace.

