

Introducing **THE EDIT** Edition #1

# Diversity Beyond The Divide



**Hello, and welcome to The Edit. We're so glad you're here.**

We're **The Equality Institute** - a social enterprise working to advance gender equality and end violence against women and girls. We bring together research, policy design and creative communications to achieve our vision of a world in which diversity is celebrated, all people are respected, and power and resources are shared.

We are **global experts** on advancing equality. Over the years, we've trained thousands of individuals and supported dozens of organisations, from the United Nations, to women's rights organisations, to government, to apply an intersectional gender lens to their work.

Your organisation, and you, are part of our **Equality at Work community** - which means we're here to support you from wherever you are, as we advance equality, together.

**The Edit** is a place for us to talk bravely and authentically about diversity, equity, and inclusion as we make changes in our workplaces, communities and lives.



**"If you have come here to help me, you're wasting your time. But if you have come because your liberation is bound up with mine, then let us work together."**

**Dr Lilla Watson**  
First Nations Activist, Academic and Artist



**A more diverse and inclusive workplace means a better world. For all of us.**

Over the last few years, movements like 'Me Too' and Black Lives Matter, and in Australia, the Respect@Work national enquiry on sexual harassment in Australian workplaces, have brought more focused attention to injustice - and draw from much longer lineages. They have also been urgent calls to action to confront, in new ways, the inequality that's happening at a deep and systemic level across our lives.

**We know it can feel overwhelming.**

Oppression and discrimination (based on race, gender, class, language, sexual orientation, and more) doesn't just happen at an individual level. It's also captured in our laws, policies, unquestioned norms, education systems, and more. These unequal systems won't be undone by chance. Transforming them will be long-term work, and it can be hard to know where to start.

But here's the thing. When we commit to these issues, it means we're working towards a world - and workplace - where we can express ourselves fully and where everyone feels like they belong. It also means the work you do - your products, services, communications, and more - will be more effective because you're taking into consideration the experiences of everyone, not just one group of people.

Achieving a more just, equitable and liberating world is possible, and we're building it together, every time we show up (*from wherever we are*) to make our workplaces more diverse and inclusive places to be. And we think that's *so* worth it.



Show up!

Now.

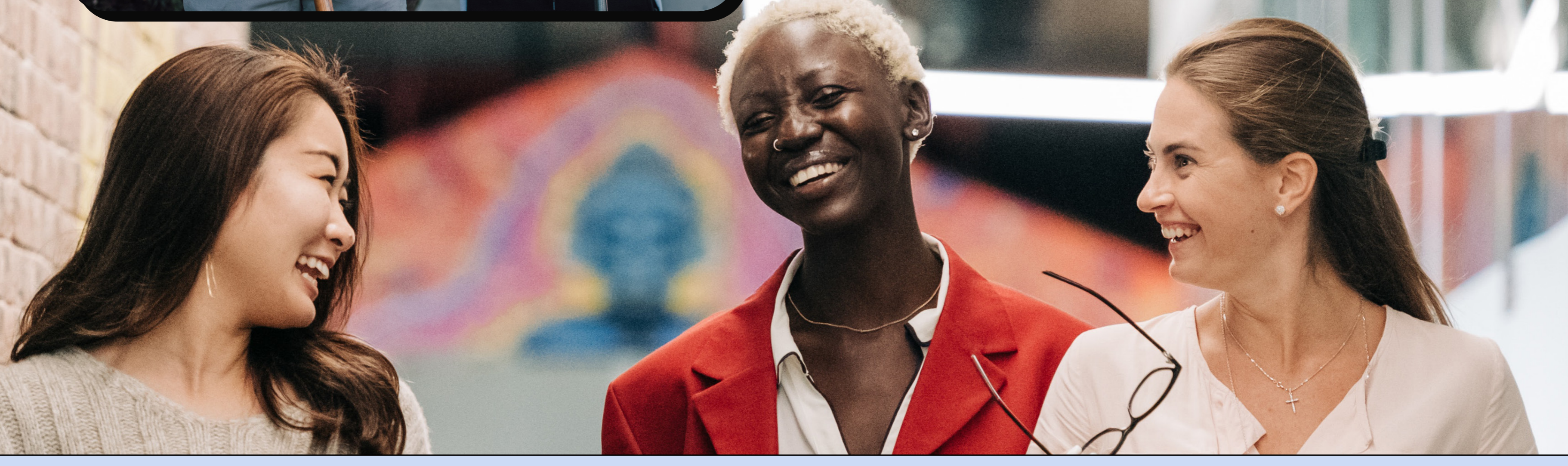
Take action!



**We believe in doing the 'internal work' first - and that can be applied on an organisational level and an individual level.**

For an organisation, that can involve analysis of the workplace and leadership, including policies, processes and products, to identify areas for improvement. For an individual, it can involve self-reflection, and building your knowledge, and skills (for example, in empathy and critical thinking).

This can seem less impactful than making a big statement on social media, because it's less visible. But, in fact, this internal work can be the most challenging and meaningful work we do.



**So where should we begin?**

**1 Read up!**  
Have you reviewed the content you consume lately? How diverse is it? This is the perfect place to start, by considering who you're engaging with on a daily basis and expanding those perspectives. Here's a great reading list to get started: [101 Links to Black Writers and Voices in Australia](#).

**2 Self-reflect.**  
Self-awareness and ongoing reflection is critical in this work. Use [these intersectional writing prompts](#) to start a journaling practice. Or use the questions in your Equality at Work e-learning courses.

**3 Want to become a better ally?**  
This open source guide is a great place to start.

**4 Take a lesson in anti-racism.**  
This one is designed by high schoolers. We think it's pretty great...

**5 Become power literate.**  
Take time to think about your own power and privilege and how it might have shaped your experiences. You might even like to use [this worksheet](#) to apply it in your work.

## WANT TO GO DEEPER?

Can you lead DEI efforts, without lived experience?

Intersectionality and diversity. Are they the same thing?

How do I get buy-in for DEI activities, when my manager isn't interested?

**Listen to our new podcast - Dear, EQ!**

It's an advice show, for your lunch hour. On the show, we answer all your workplace questions related to diversity, equity, and inclusion. We analyse the real systemic issues at play, and serve up practical, actionable advice to help move you forward. On the first episode, we dive into inclusive recruitment practices, and how to take a stand on social justice issues, without seeming performative.

Listen to Episode 1 of the podcast wherever you access Equality at Work.

Submit your question! Stuck on something related to DEI at work? Ask us. Send in your question (you can remain anonymous) via the link below and we'll explore it in the next episode.

[SEND US A QUESTION HERE](#)



**In a recent study, 39% of all respondents say they have turned down or decided not to pursue a job because of a perceived lack of equality and inclusion at an organisation.\***

So what will it really take to achieve equality at work? Read our White Paper to find out.

[ACCESS THE WHITE PAPER](#)

# KEEP AN EYE OUT FOR THE EDIT



- ◆ How do we find the right words, in the face of fear?
- ◆ How can we make sense of diversity in the context of broader social change?
- ◆ How do we apply an inclusive lens to workplace policies?
- ◆ How can we meaningfully lead change in our workplaces?

In future editions, we'll be exploring all these things, and more, as we go deeper into specific aspects of diversity, equity, and inclusion at work. We'll also share exclusive bonus content, up to date analysis and actionable tips to apply what you're learning.

We can't wait to explore all this (and more) with you, so keep an eye out for future editions of The Edit.

Until next time,  
The Equality Institute