

Jessica Vera

Regular Giving Specialist

RSPCA QLD



SuperBolt

A stylized black lightning bolt graphic pointing downwards, positioned below the letter 'o' in the word 'SuperBolt'.

Jess Vera

RSPCA Queensland

Diversity, Equity & Inclusion

Acknowledgement of Country



Diversity Equity Inclusion

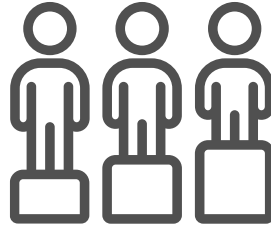


What is it?



Diversity

The presence of differences within a given setting.



Equity

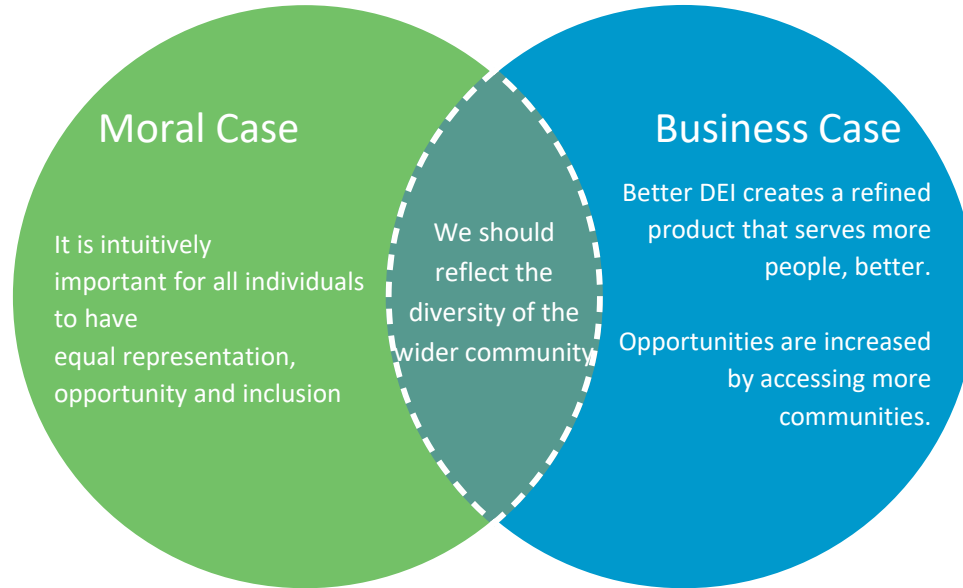
Ensuring all factors are fair, impartial, just and provide equal outcome opportunities for every individual.



Inclusion

A sense of belonging for each individual.

Why is it important?



The Moral Case



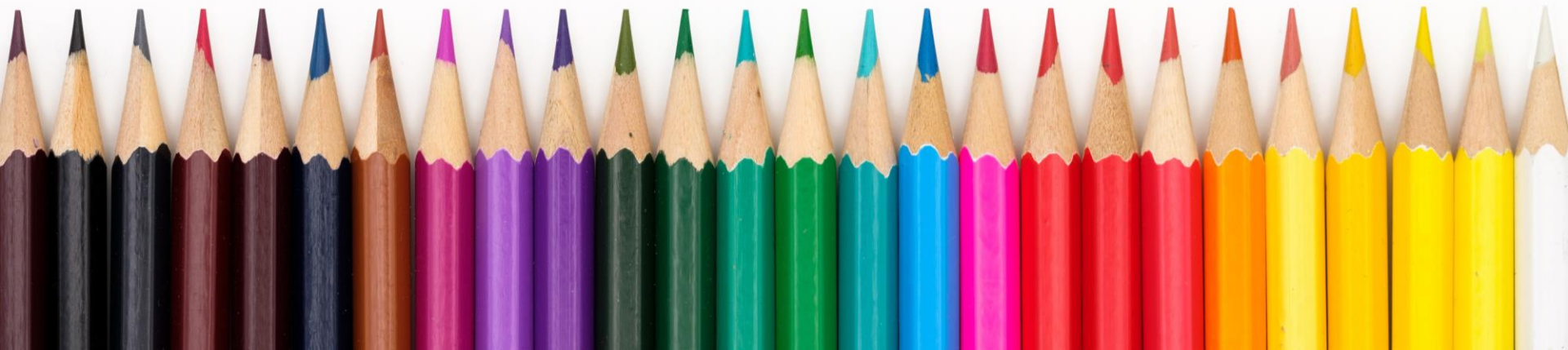


Where are you from?

Ethnicity Estimate

● Southern China	27%
● Samoa	21%
● Melanesia	18%
● Tonga	16%
● England & Northwestern Europe	9%
● Scotland	5%
● North East Scotland & the Northern Isles	
● Wales	2%
● Ireland	1%
● Eastern Polynesia & New Zealand Maori	1%
● Polynesian Islands	
● Hawaii, Tonga, Samoa, Fiji & New Zealand	
● Tonga, Samoa & Fiji	







normal

/ˈnɔːm(ə)l/

See definitions in:

All

Geometry

Medicine

Chemistry · *Dated*

Geology

Sociology · *Informal*

adjective

1. conforming to a standard; usual, typical, or expected.
"it's quite **normal** for puppies to bolt their food"

Similar:

usual

standard

typical

stock

common

ordinary

customary





The Business Case

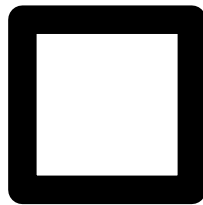




Salary



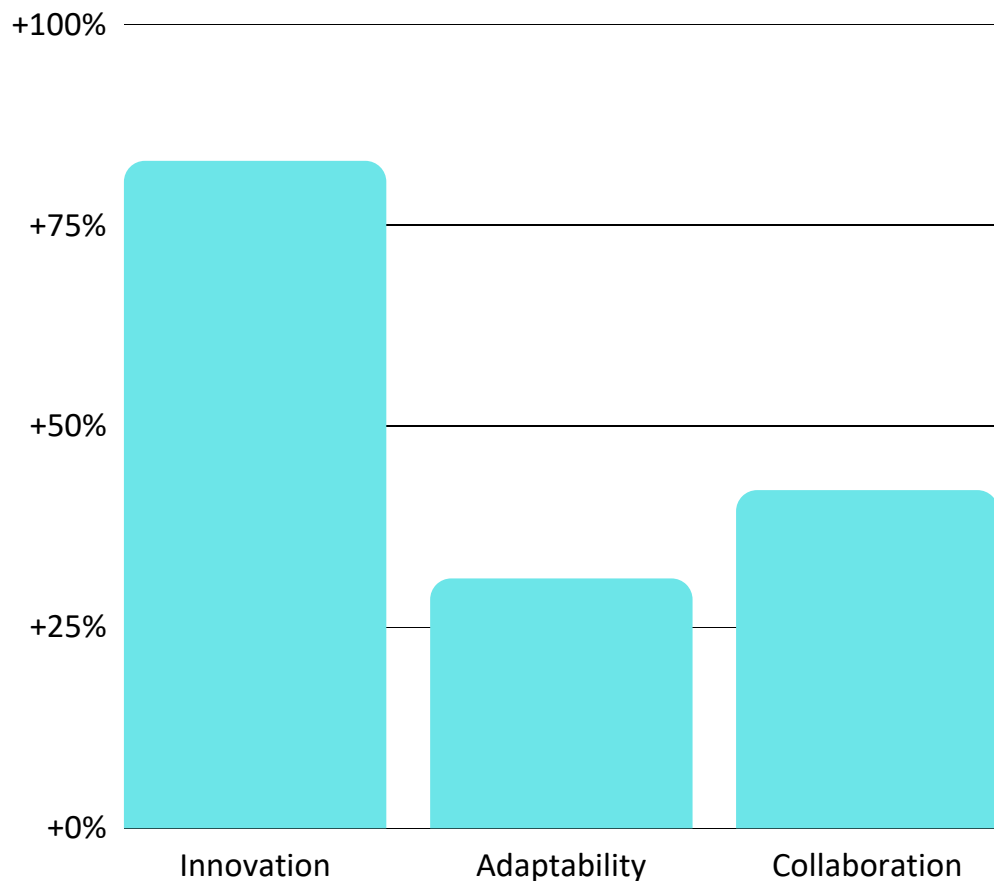
Career growth



Value alignment



Better business performance is reported when employees recognise commitment to improving DEI.



suburban High income
families mature Gen x
older traditional
wealthy Baby boomers
Expensive property

Don't get left behind



What can we do?

The Deloitte Inclusive Leadership Competency framework

2. Advanced proficiency

Example behaviour

Displays inclusive behaviours that exemplify the values of the organisation

Measurement

360° feedback



3. Mastery proficiency

Example behaviour

Identifies and creates opportunities for diverse team members to work together to solve problems

Measurement

Number of projects identified

1. Basic proficiency

Example behaviour

Provides diverse talent with development opportunities through a mentoring program

Measurement

Representation of diverse talent in mentoring program

Think about:



**Identify your
'why'**



Remain authentic



**Commit to
learning**

SuperBolt

