



# FIA Conference 2023

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# Raising and Giving in Turbulent Times

FUNDRAISING HOW TO – START YOUR DIVERSITY  
AND INCLUSION JOURNEY

Dr Ryan Storr  
The Diversity Storr

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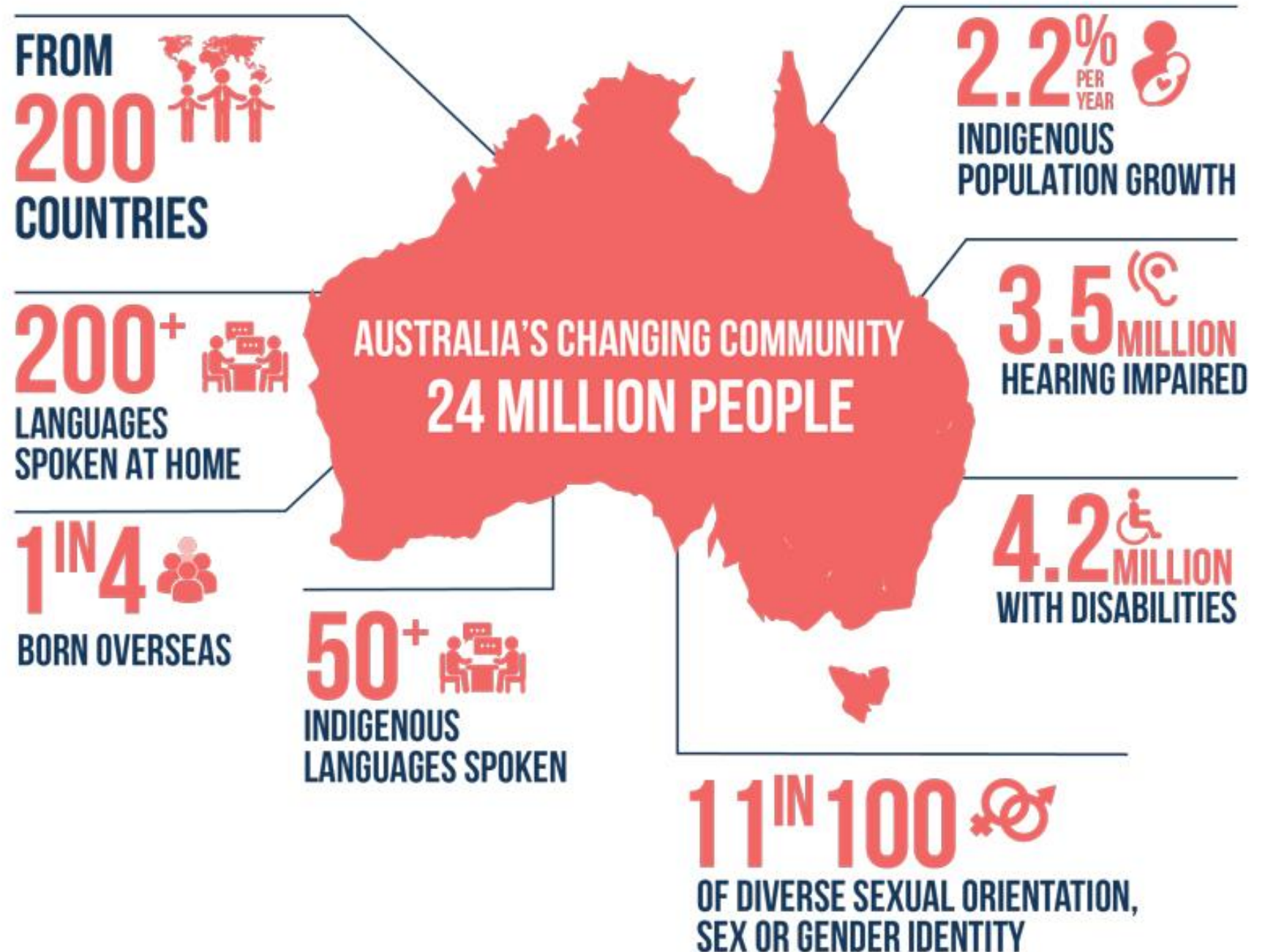
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## Diversity in Australia

- Australian communities are socially and culturally diverse – organisations should reflect this diversity.
- Some forms of diversity are not always visible or known, so avoid making assumptions.
- Diverse communities are opportunities to diversify operations, funding sources, and impact.



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## **THE GOOD – SOCIAL PROGRESS**

**These employers are giving their staff the choice to work on 26 January. Will others follow?**

**Dylan Alcott named Australian of the Year, becomes first person with a disability to win award**

### **Australia news**

**Housing, Indigenous and domestic violence services to receive extra \$560m in federal budget**



**Australian drama Heartbreak High wins hearts around the world with its authentic representation**

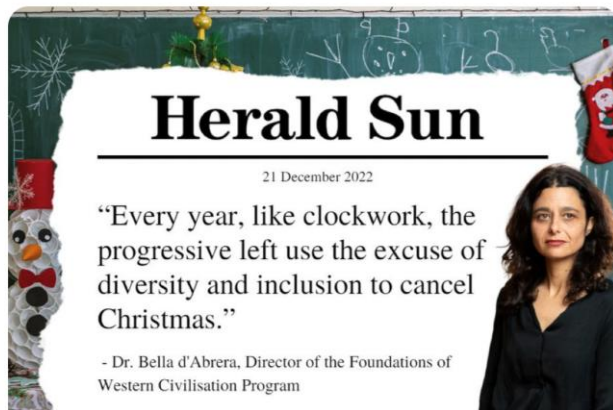
**MARRIAGE EQUALITY:  
FIVES YEARS ON AND  
OVER 7,500 COUPLES  
HAVE TIED THE KNOT**

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# The Sexual Abuse Scandal Rocking Australia's Parliament Is the Tip of the Iceberg

"The 2021 Census told us that nearly 45% of Australians identify as Christian yet calls to ban Christmas grow louder. It seems 'diversity' and 'inclusion' includes everyone except Christians," said the IPA's Bella d'Abrera in today's [@theheraldsun](#) [#auspol](#)



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## THE BAD/ UGLY – RESISTANCE

### Queen of woke leaves a trail of chaos in her wake

GREG SHERIDAN



Illustration: Johannes Leak



**DiversityCouncilAust** @DivCou... · 2d ...  
The latest report by [@WGEAgency](#) shows women still earn \$26K less than men. The [#genderpaygap](#) has stagnated & remains stuck at 22.8%.

"Stalled progress should encourage employers to take action," says [@Mary\\_Wooldridge](#).

## — Opinion

### The shortlived era of the woke CEO is already over

Corporations are realising they overestimated the goodwill generated from their CEOs' public stance on issues such as gender rights.

Beth Kowitt

Andrew Tate: research has long shown how feminist progress is followed by misogynistic backlash

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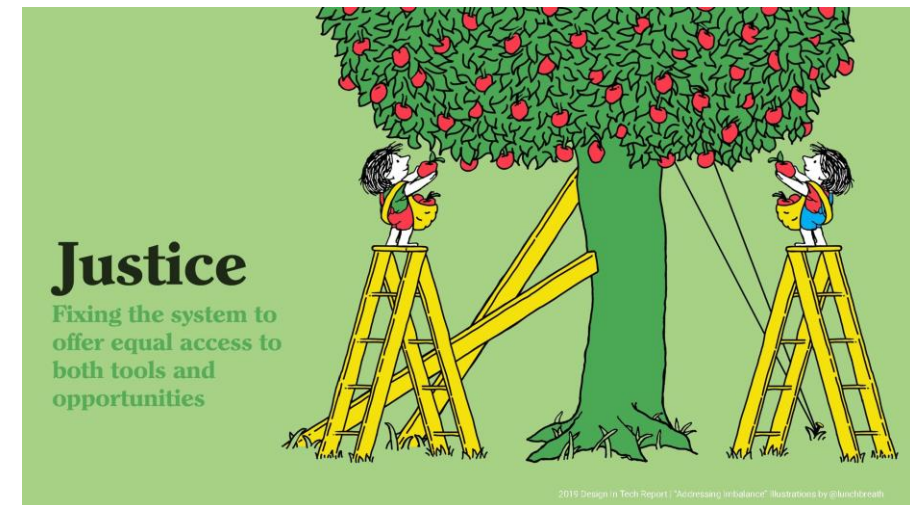
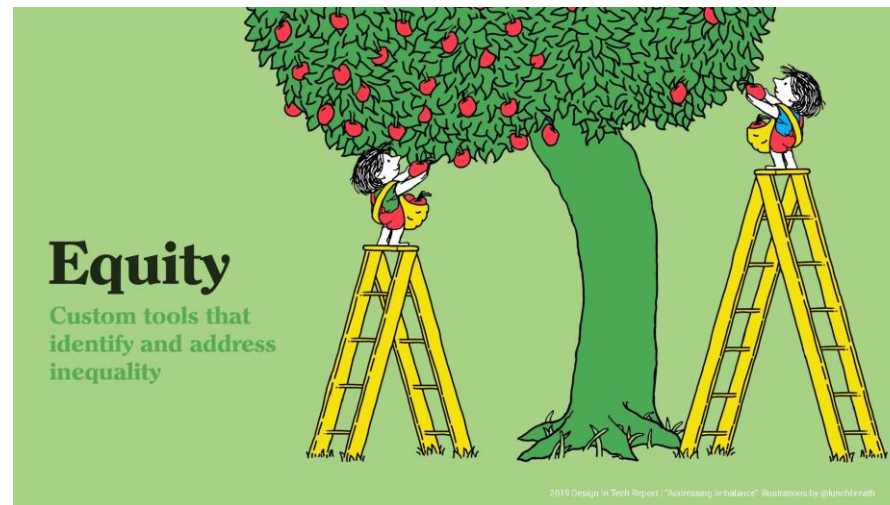
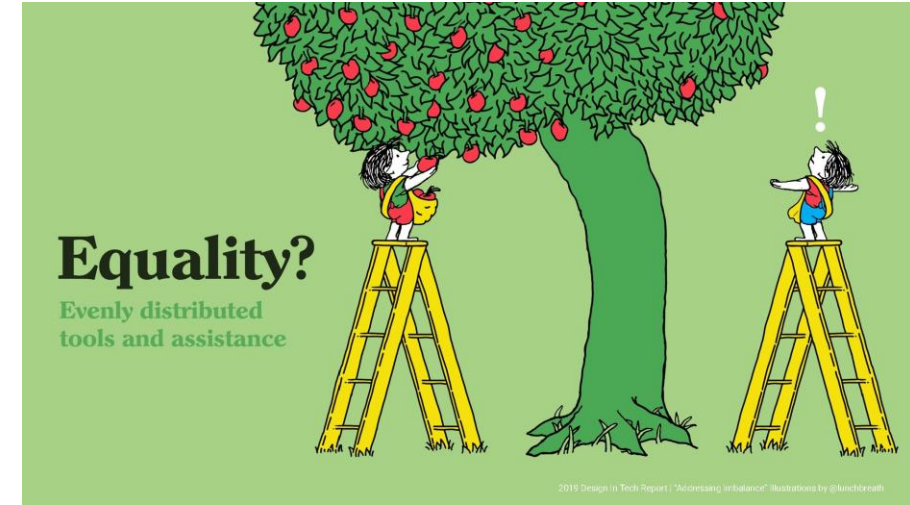
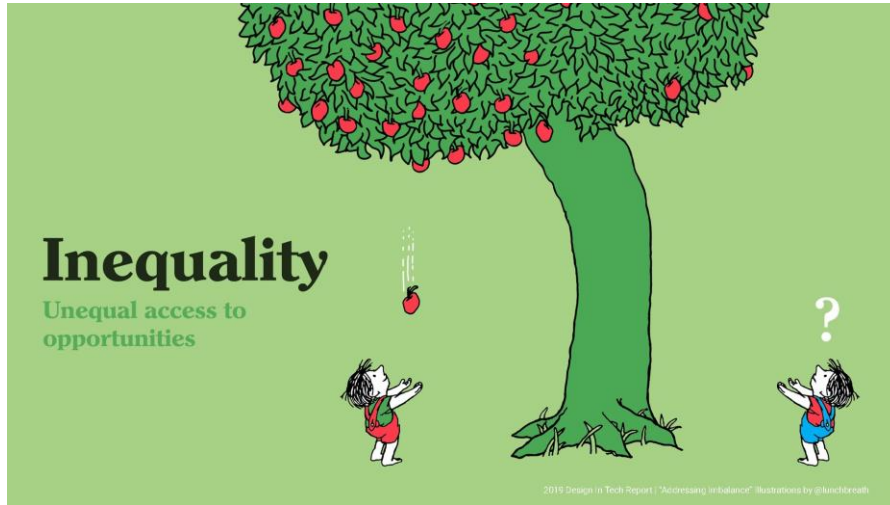
# Australia's Gender Pay Gap



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# Equity Vs Equality



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**No Market,  
No Money:  
Big Problem!**



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# Diversity ROADMAP



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# Engagement

Aēsop®

Amplifying queer voices

## The Aesop Queer Library

Founded on a belief in the transformative power of queer storytelling—its ability to broaden minds, embolden individuals and unite the community and its allies—the Aesop Queer Library returns to Australia at Aesop Collins Street in Melbourne from 1-8 February and Aesop Sydney from 22 February to 1 March, offering complimentary books by LGBTQIA+ authors.

## **‘Every day is like a party’: the Melbourne cafe where people with a disability set the tone**

Research shows 93% of unemployed people with disabilities have problems finding jobs. All Things Equal hopes to change that

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## **Bonds takes next step in diversity and inclusion mission**



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# Rainbow Washing

corporations during pride month:



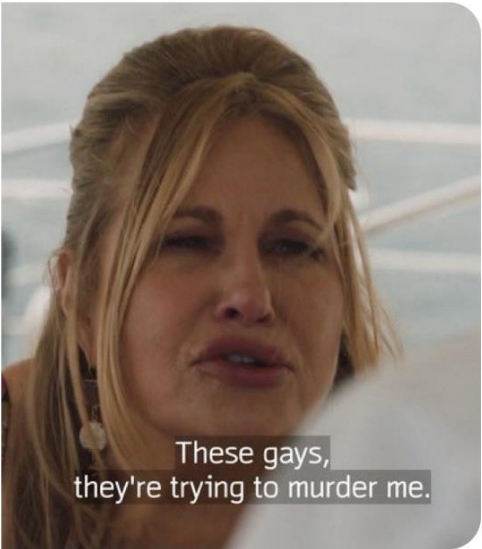
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@heyjaeee



Companies during pride month vs July 1st



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# Gender Pay Gap



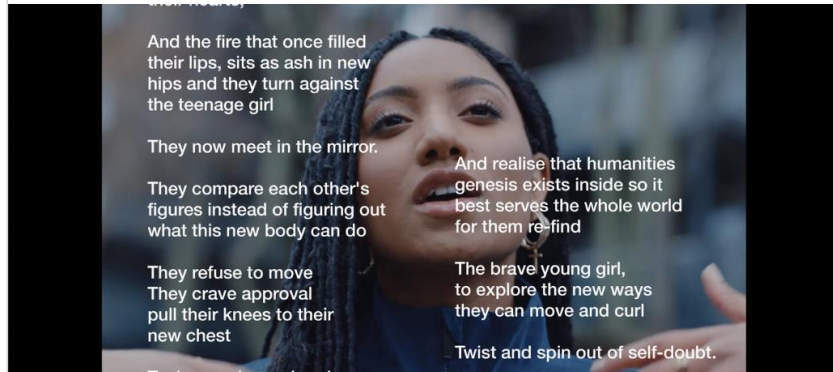
**Gender Pay Gap Bot** ✓  
@PayGapApp · Follow



In this organisation, women's mean hourly pay is 63.9% lower than men's. [@sweatybetty](#) #IWD2021

🔴 **Sweaty Betty** ✓ @sweatybetty

This #IWD we're celebrating the journey to womanhood. To bring our message to life, poet @SophiaThakur drew on her own experiences to create this powerful piece. Help us celebrate today by retweeting and tagging a woman who has been part of your own journey...



**Gender Pay Gap Bot** ✓  
@PayGapApp · Follow

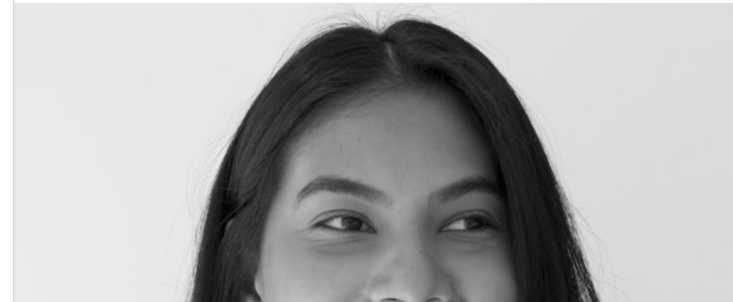


In this organisation, women's median hourly pay is 36.8% lower than men's.

🌐 **Goldman Sachs** ✓ @GoldmanSachs

This International Women's Day, we're celebrating the women across our global firm who lead with brilliance, passion and superpowers every day.

Throughout #WomensHistoryMonth you'll meet some of the women of Goldman Sachs and the qualities that make them exceptional. #IWD2022





## Opportunity into Action

- It is important to engage in current topics and news cycles, in case you can strategically respond to current events or opportunities
- A good recent example is from the UK and the LGBTIQ+ charity Stonewall



## Starting your diversity journey

- ❖ Start with an assessment to understand where you are – engaging with data and evidence. You might be engaging with some forms of diversity well – some may need attention.
- ❖ Once your assessment is done, consider what some low hanging fruit may be. Can you update registrations forms and terminology to be more inclusive of all genders?
- ❖ Education then crucial to effectively engage with and execute a diversity strategy – everyone needs to understand the why, to bring people along on the journey
- ❖ Community consultation and engagement important to help receive feedback on a strategy.
- ❖ Devising a strategy and execution plan paramount.





## Values driven campaigns and policies



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Sport > Netball

## Netball Australia announces new \$15 million sponsor after Hancock Prospecting saga

Netball Australia has landed a new \$15 million sponsorship deal in a huge boost to netball after Hancock Prospecting pulled its funding.

## Snow Medical Research Foundation bars University of Melbourne from funding program after 'six white men' sole recipients of honorary doctorates

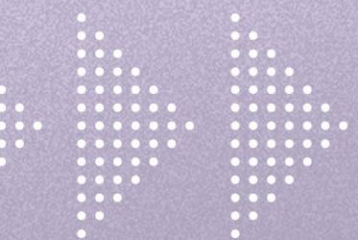
**Players rebel at news Saudi Arabia wants to sponsor Women's World Cup**

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# Thank you

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