



INVITATION TO PARTICIPATE

Diversity and inclusion Toolkit for STEM-focused SMEs

Businesses with cultures of diversity and inclusion outperform businesses who don't.

Research shows that employing a diverse workforce has many business advantages, including higher profitability, greater creativity, and stronger governance.

Businesses which are culturally and gender diverse are more likely to have financial returns above the national industry average.* Employees with diverse backgrounds bring their lived experiences, ideas and perspectives to their work, and in doing so, foster creativity and resilience in the workplace.

While there are a range of existing resources to help improve diversity and inclusion in large businesses and organisations in Australia, there is an apparent lack of tools for small and medium businesses to address this issue.

The Australian Academy of Technology and Engineering (ATSE) is developing a Diversity and Inclusion Toolkit for small to medium enterprises (SMEs) in the science, technology, engineering and maths (STEM) sector.

The Toolkit contains three guides to support small businesses to recruit, retain, and develop a diverse workforce. ATSE will test the toolkit in a pilot phase with a small group of SMEs in 2021, before officially launching the toolkit in 2022.

ATSE is now engaging with businesses who are interested in participating in the pilot. Participants will use the toolkit to develop their skills in D&I management to improve diversity and inclusion in their business.

INTERESTED IN PARTICIPATING IN THE PILOT?

Find out more by contacting the ATSE Project Team — AcademyPolicyTeam@atse.org.au

*McKinsey & Company (2015) Why diversity matters. <https://www.mckinsey.com/business-functions/organization/our-insights/why-diversity-matters>



Australian Academy of
Technology & Engineering

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