

## **DIVERSITY & INCLUSION STRATEGY 2022 - 2024**



## **Goal Statement**

Unlocking collaborative energy through diversity and inclusion to generate improved business outcomes

This Strategy sets clear and measurable objectives for progressing both diversity and inclusion at DMTC. Bespoke insights and analysis provided by *Diversity Partners* to DMTC in May 2021 underpin this. This Strategy will see DMTC progress from the higher end of Level One of the Deloitte Diversity and Inclusion Maturity Model towards Level Four, the final level, which entails 'leveraging difference to create business value'.

Feering Award	Drioritios	Actions	Drioritio	s <sup>Q</sup> Actions	Facus Areas
Focus Areas	Priorities & Actions		Priorities & Actions		Focus Areas
STRATEGY & ACCOUNTABILITY  CULTURE & CAPABILITY	Clear diversity and inclusion strategy with associated objectives, actions, metrics, and strong governance.  A1) Communicate organisational commitment.  A2) Formalise governance.  A3) Establish D&I dashboards	All DMTC Board and team members (including managers) actively promote diversity, consistently support access to flexible working and challenge unconscious bias.  B1) Education programs for DMTC team and Board  B2) 'Speak up' culture in team meetings.  B3) Proactive zero-tolerance approach to sexual harassment and discrimination.  B4) Conduct detailed policy review to embed and enhance flexible working principles so that people can access the flexibility they require.	C  DMTC hires, retains, promotes and supports a diverse workforce.  C1) Embed diversity principles into recruitment procedures.  C2) Visible leadership and organisational commitment to support hiring, retention, and career development for underrepresented groups.	DMTC is acknowledged and respected for its commitment to diversity and inclusion, and embeds D&I principles into its relationships with partners.  D1) Leverage partnerships to advocate for and drive positive diversity and inclusion outcomes.  D2) Meet Web Content Accessibility Guidelines 2.0 level AA (also a metric).	STRATEGY & ACCOUNTABILITY  CULTURE & CAPABILITY
HIRING & PROMOTION  PARTNERSHIPS & PROJECTS	A1.1) Strategy communicated internally and externally.  A2.1) Regular meetings to review progress.  A3.1) Dashboards in place to track representation, inclusion, flexibility.	B1 & B2.1) Inclusive leadership, unconscious bias, LGBTIQ+ awareness training completed by all DMTC team members.  B1 & B2.2) Training (per above) to be completed by all DMTC Board members.  B1 & B2.3) New questions added to engagement survey and assessment of inclusion and demographics annually.  B1 & B2.3) Communicate D&I calendar of events with RUOK? Day, Cultural days of significance and LGBTIQ+ inclusion days such as IDAHOBIT or Wear it Purple.  B3.1) Increased levels of satisfaction as measured through engagement survey.  B4.1) Yearly review to ensure policies align with best practice.	C1.1) Representation of women (new hires, management roles).  C1.2) Develop interview guide with competency-based questions and strengthen manager understanding and awareness of inclusive recruitment practices.  C2.1) Engagement in cross industry mentorship program.  C2.2) Consider internships / graduate intakes to hire emerging diverse talent.  C2.3) Delivery of Reconciliation Action Plan (RAP) commitments.	D1.1) Number of First Nations suppliers and participants; number of female-led businesses as suppliers and participants.  D1.2) DMTC to facilitate alliance of Defence innovation ecosystem partners committed to advancing diversity and inclusion.  D1.3) DMTC to promote diversity and inclusion through its events and conferences, and consider diversity in the invited speakers' lists for each event (initial target: >40% female presenters).	HIRING & PROMOTION  PARTNERSHIPS & PROJECTS















## DMTC Ltd

Wurundjeri Country Level 1 - 620 High Street Kew, VIC 3101, Australia

**Phone** 03 8840 5200

**Email** information@dmtc.com.au

Web dmtc.com.au

Or follow us on **LinkedIn** or on Twitter @**DMTCLtd**