

QC63 Diversity and Equity for Workplace Wellbeing

Commented [LF1]: Leisa has reviewed, I changed " quotes to singles. I added a little space in between the table cells to spread the text out a bit.

Transcript 2: Is diversity the problem?

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| Vimeo link | https://vimeo.com/1157378333/b66d91f1cd |
| Dominic | Morning Ken, you look stressed mate, what's going on? |
| Ken | Well, you know how I've been getting that leadership mentoring with Rachel from the exec team? Well, she reckons the issues going on in my team could be because of culture. |
| Dominic | Culture? Really? |
| Ken | Yeah, culture. She got me to write down things about myself to describe my 'identity and cultural background' and how it might impact me at work. I was thinking to myself 'I'm not impacted at work thanks very much, you know, it's the team that are having the issues', but I know she knows her stuff, so I did it. |
| Dominic | So, what kind of stuff did you have to write down? |
| Ken | My role, qualifications, you know, the stuff we put on resumes. But – but then she also asked a bunch of personal questions, like where I was born, or what I do outside of work. And my gender, like... isn't it obvious? It felt... off-topic. |
| Dominic | So, what did that have to do with what was going on in the team? |
| Ken | Well, then I had to think about what the people in the team might write down about themselves. I mean I knew the work-related stuff, sure. But as the boss, I try and keep all that personal stuff separate. |
| Dominic | Right... I mean, you know, maybe she was trying to show how the personal stuff influences the professional? |
| Ken | But when it comes to work, shouldn't it just be about the job? You know, I feel like she was saying I'm supposed to factor in their religion, culture, gender, background – whatever, you know, like, shouldn't they be factoring that in for themselves? I mean, the more I think about it, the more I feel like all this difference is what's causing the problems. |
| Dominic | Problems? Do you mean those high unplanned leave rates I've been seeing on the divisional stats? |
| Ken | Yeah, that, and the Working for Queensland survey – I mean there's some pretty tough feedback there. Some people are clearly not happy. And it's got me thinking, maybe it's all this diversity that's making things harder. |
| Dominic | Hmm. I mean I don't think the diversity is the problem... |

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| Ken | My team are just too different, they come at problems from completely different directions. Including me apparently. I mean, I thought the goal was cohesion, right? Teamwork? And now we're emphasising how different we all are. And it just feels kind of counterproductive.... |
| Dominic | I mean, I get that. But I've just been reading this leadership article that said different perspectives can actually strengthen a team – you know, as long as the culture is right. |
| Ken | Leadership articles huh? Really trying to lock in that manager role, aren't ya? |
| Dominic | Yeah, nah, I'm serious yeah. |
| Ken | Good on you. Good on you. But Rachel sent me some of that research too. Apparently, the data backs it up, but like she said, the evidence shows diverse teams consistently get better performance and better outcomes.... but that's – I don't know. Maybe I'm just missing something. Cos right now, it feels like instead of helping, all this 'embracing difference' stuff is just complicating things. |

Time stamp: 00:03:17