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<div style="display: flex; flex-direction: column"> <div style="width: 120%; margin-top: -300px; margin-left: -150px; opacity: 0.45; margin-bottom: -120px; z-index: -1;">
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 Diversity_Banner

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</div> <div style="flex: 0.5"> <div style="background-color: white; opacity: 0.9; border-radius: 0.5rem; align-text: center; text-align: center">
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Diversity and Culture in the Australian Workplace

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*A study on the **age** and **cultural** diversity from the perspective of a **Teaching Staff** at a **University**.*

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Background on Age and Cultural Diversity

	Age Diversity	Cultural Diversity
Description	Age groups	Countries of Origin
Example	Older staff members working alongside students or younger staff	International and Australian staff / students
Challenges	Communication and Technology	Language and Cultural Barriers

Similarities: Environment, Goals and Values - Offering and receiving quality education

Impact and The Australian Industrial Relations Laws

Positive Impact of Diversity:

Age	Culture
Maturity: experience, knowledge and wisdom	International: perspectives and exploring opportunities
Youth: enthusiasm, creativity and innovation	Local: knowledge and understanding of Australian culture and processes

All individuals must be **treated fairly and have equal opportunities:** **Age**

Discrimination Act (ADA) 2004 and Racial Discrimination Act (RDA) 1975

Strategies to Respond to Diversity Issues

<div style="margin-top: -20px">

Communication is key

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Age	Culture
Documentation on technologies	Raise Cultural Awareness such as

Comparison with **Vietnamese** practices:

- Vietnam: **Respect for Elders** and workplace **Hierarchy**.
- Australia: **Equality** and **Inclusivity**.

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Legislative Requirements

Both **Age** and **Racial Discrimination Acts** aim to provide **equal employment opportunities (EEO)**, making it unlawful to, based on age or cultural background:

- Hire, fire, or treat someone unfairly
- Harass or bully someone
- Deny or limit access to services, resources or benefits

Fair Work Act 2009 provides safety net of **minimum entitlements** and **fairness at work**, covering unfair dismissal, bullying and general protections.