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## Diversity and Culture in the Australian Workplace

QIBA - Module 2

Australian Workplace Culture - Diversity

# Background on Age and Cultural Diversity

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

**Similarities:** Environment, Goals and Values - >Offering and receiving quality education</span>

# Impact and The Australian Industrial Relations Laws

## Positive Impact of Diversity:

Age	Culture
<b>Maturity:</b> experience, knowledge and wisdom	<b>International:</b> perspectives and exploring opportunities
<b>Youth:</b> enthusiasm, creativity	<b>Local:</b> knowledge and understanding of Australian

All individuals must be >treated fairly and have equal opportunities:</span> **Age Discrimination Act (ADA) 2004** and **Racial Discrimination Act (RDA) 1975**

# Strategies to Respond to Diversity Issues

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Communication is key

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Age

Culture

Comparison with **Vietnamese** practices:

- Vietnam: <span class="slide-in">**Respect for Elders** and workplace **Hierarchy**.</span>
- Australia: <span class="slide-in">**Equality** and **Inclusivity**.</span>

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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