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## Diversity and Culture in the Australian Workplace

# 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

# 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

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

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