



6 December 2011

How well are Australian organisations ‘capitalising on culture’ in the senior ranks?

In its survey of over two thousand executives and their direct reports, a landmark research study conducted by Diversity Council Australia (DCA) and launched today by Senator Kate Lundy, Parliamentary Secretary for Immigration and Multicultural Affairs and writer, broadcaster Waleed Aly, has measured just how culturally diverse the executive ranks and immediate pipeline are in a key part of the professional services sector and ANZ in Australia.

Nareen Young, DCA’s CEO said findings showed an encouraging depth and breadth of cultural and linguistic diversity at the most senior levels and in the leadership pipeline, but also revealed a need to capitalise more on talent who possess a non-English speaking cultural identity:

“Today, Australians come from more than 200 countries, identify with more than 270 ancestries and speak almost 400 languages including 164 Indigenous languages. If Australian organisations are to leverage fully the business opportunities of culturally diverse local, regional and global markets, they need to genuinely value cultural diversity and the inter-cultural capabilities this can bring, and tap into Australia’s culturally diverse talent pool. Our research findings underscore the need for employers to build understanding and engagement around cultural diversity,” said Nareen.

DCA, corporate sponsors Deloitte, ANZ, Mallesons Stephen Jaques and Goldman Sachs, and participating organisations hope this project and its findings will constitute a ‘call to action’ for Australian organisations to better measure and capitalise on cultural diversity in the workplace.

[Read more for key survey findings...](#)