

# Leading for change

A blueprint for cultural diversity and inclusive leadership\*

**32%**  
of Australians have a **non-Anglo-Celtic** background, yet they only represent:

  
**<5%**  
of ASX200  
CEOs

 **<4%**  
 **0%**

of elected members of *Australian Parliament*

of Australian University *Vice-Chancellors*



**Do we have leadership that is fit for today's Australia?**

*Achieving change is never easy, but it can be done. We believe it requires action in three areas: leadership, systems and culture.*



1

## Leadership

Those leaders who are most successful in advancing diversity understand it both as a moral and business imperative



2

## Systems

Gathering and reporting data on cultural diversity gives a baseline for measuring future progress. What gets measured gets done



3

## Culture

None of us is free from bias or prejudice. Organisations may need to redefine their assumptions about leadership

\*Source: Australian Human Rights Commission publication, 'Leading for Change - A blueprint for cultural diversity and inclusive leadership'.

# “Progress takes time – and demands leadership.”

## *The way forward for Australian businesses*



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