

SECURING the FUTURE OF FINANCIAL SERVICES THROUGH IMPROVED DIVERSITY

Recording DIVERCITY PODCAST

BARRIERS to CHANGE

99% of SUCCESSION PLANS EXCLUDE WOMEN from TOP 3 ROLES

ACCELERATORS of CHANGE

★ LEADERSHIP

KEEP YOUR FOOT ON THE GAS!

★ PERFORMANCE in DEI BUILT into REWARD

★ EXPANDING OUR FOCUS

★ PUSH RECRUITERS to FIND CANDIDATES



50% WOMEN in LEADERSHIP ROLES at WESTPAC

LOOK at RE-ENTRY

NEED PEOPLE who **THINK** DIFFERENTLY



YOUNGER GEN. WILL DEMAND EQUALITY

THIS is BECOMING a GLOBAL FOCUS



WE MUST ADDRESS **BACKLASH**

= PERCEPTION THEY'RE BEING PASSED OVER for THOSE ON TARGETS

THE PEOPLE SIDE IS MORE IMPORTANT THAN EVER



SAM TURNER

PROGRAM for PEOPLE on THE AUTISM SPECTRUM

LINGUISTIC & CULTURALLY DIVERSE BACKGROUNDS

UPWARD FEEDBACK MECHANISMS

WAR on TALENT IS AN ISSUE OF FOCUS

ADDRESSING UNCONCIOUS BIAS

INCLUSIVE LEADERSHIP TRAINING

HELPING MIDDLE MGMT BE MORE INCLUSIVE

ROSEMARY STONE

RAE COOPER

JULIA STREETS

YOUNG WOMEN and THE FUTURE of WORK

WOMEN working in HYPER-MASCULINE FIELDS
i.e., INVESTMENT MANAGEMENT, AUTO MECHANICS



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SWIFT Institute