



Resources to get you started on your DEI journey

Understanding the business case:

- Improved performance – Companies with ethnic representation in the top quartile have a 39% increased likelihood of outperformance compared with the bottom quartile. Companies with gender diversity in the top quartile are significantly more likely to financially outperform those with 30% or less female representation. (McKinsey & Co *Diversity matters even more: The case for holistic impact* 2023 <https://www.mckinsey.com/featured-insights/diversity-and-inclusion/diversity-matters-even-more-the-case-for-holistic-impact>)
- Retaining staff - 69% of Millennial and Gen Z workers are likely to stay five or more years with a company that has a diverse workforce. (Deloitte 2025 *Gen Z and Millennial Survey* <https://www.deloitte.com/global/en/issues/work/genz-millennial-survey.html>)

Understanding equity v equality

Australian Human Rights Commission *Let's talk about equality and equity* 2023
<https://www.youtube.com/watch?v=9isVHRDeGis>

Identifying your DEI 'why?'

Mia Henry *Doing DEI work in your workplace? Start with Justice.* 2023
<https://miahenry.medium.com/doing-dei-work-in-your-organization-start-with-justice-2f844653d877>

Ella F Washington *The Five Stages of DEI Maturity* 2022 Harvard Business Review
<https://hbr.org/2022/11/the-five-stages-of-dei-maturity>

Tools for developing DEI leadership and culture:

Harvard Business School Online *10 Reasons Why DEI Is Important For Businesses And How It's Evolving* 2023 <https://online.hbs.edu/blog/post/what-is-dei>

Champions of Change *Seven Switches – A Guide for Inclusive Gender Equality by Design* 2024 <https://championsofchangecoalition.org/resource/7-switches-a-guide-for-inclusive-gender-equality-by-design/>

Champions of Change *Equity by Design* 2025
<https://championsofchangecoalition.org/resource/equity-by-design/>

For help and more information, contact Helen at www.helendalleyfisher.com.au.