

AOD LEADERSHIP ACCELERATOR PROGRAM

WORKSHOP 5 – LEADING WITH INCLUSION

DAY 1



Acknowledgement of Country

RMIT University acknowledges the people of the Woi wurrung and Boon wurrung language groups of the eastern Kulin Nation on whose unceded lands we conduct the business of the University.

RMIT University respectfully acknowledges their Ancestors and Elders, past and present.

RMIT also acknowledges the Traditional Custodians and their Ancestors of the lands and waters across Australia where we conduct our business.

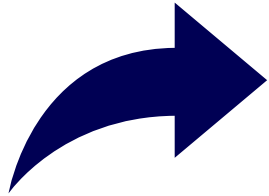
Artwork 'Sentient' by Hollie Johnson

Hollie is a Gunaikurnai and Monero Ngarigo woman from Gippsland who graduated from RMIT with a BA in Photography in 2016.

OVERVIEW

OF THE DAY

OVERVIEW OF TODAY



LEADING WITH INCLUSION

- Inclusive Leadership
- Aspects of Diversity
- Designated Roles
- Physical Inclusivity

OVERVIEW – WORKSHOP 5

DAY 1 – LEADING WITH INCLUSION

- 9:30am-10:30am – Aspects of Diversity

Morning Break (10:30am -10:45am)

- 10:45am-11:45pm – Guest Speaker
- 11:45am-12:30pm – Designated Roles

Lunch Break (12:30 – 1:00pm)

- 1:00pm-2:45pm – Guest Speakers

Afternoon Break (2:45pm-4:00pm)

- 2:45pm-4:00pm – Physical Inclusivity
- 4:00pm-4:30pm – Workshop Conclusion

End of Day 1



ASPECTS OF DIVERSITY

CHARACTERISTICS OF DIVERSITY

DIVERSITY

Diversity describes the many differences between people. It is more than just acknowledging these differences. It refers to our acceptance, appreciation and respect of differences. Each person is unique. By learning to relate to people with different characteristics and experiences, we help to create an environment that is fair and respectful.



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CHARACTERISTICS OF DIVERSITY

VISIBLE DIVERSITY

Visible diversity refers to the outer appearance of people. We cannot change these things, such as race, age and other physical features.

INVISIBLE DIVERSITY

Invisible diversity includes characteristics that are harder to see, including educational achievements, income or political beliefs.

- Characteristics also include physical ability, religious beliefs, gender identity, sex characteristics, age, and sexual orientation.
- Australians come from many cultural and language backgrounds. People may have specific cultural needs when it comes to diet, activities, languages or spiritual practise.
- It is important that you are aware of the different needs of the people so that you can provide appropriate leadership.

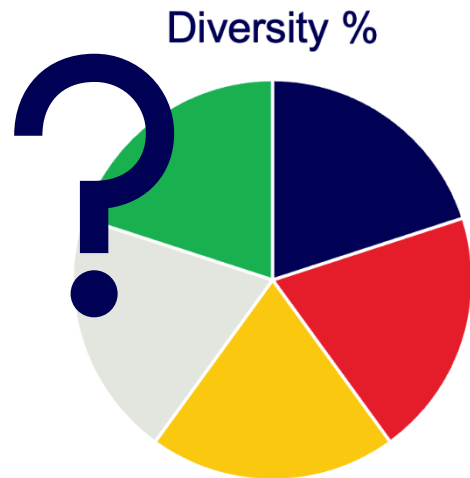
AOD WORKFORCE DIVERSITY BREAKDOWN



Reflect

What do you think the breakdown is?

- For your clients and families accessing your service
- For your organisation, service and team?



■ First Nations ■ Disability ■ LGBTQUIASB+ ■ CALD ■ Gender Equity

DIVERSITY IN OUR WORKFORCE

Gender and sexual identity

- The LGBTQIA+ workforce represents ~24% of the total workforce
- 65.7% identify as women
- 28.6% identify as men

Age

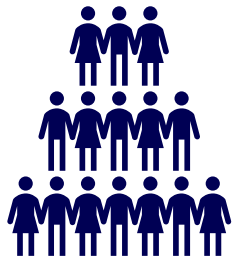
- 76.2% 36+ years
- 45% 45+ years
- 8.4% 61+ years
- 2.3% 21-25 years

Experience

- 65% have had 4 or more years experience
- 25.4% less than 3 years

*VAADA Workforce Development Survey
2023*

CULTURAL DIVERSITY



First Nations

Each year, Victoria's AOD treatment and support system helps around 40,000 people who are dependent on AOD – of this, **10% identify as Aboriginal and Torres Strait Islander**.

AOD harms disproportionately affect Aboriginal and Torres Strait Islander communities.

Only **1.28% of the AOD workforce identified as Aboriginal or Torres Strait Islander**.

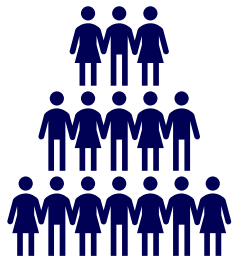
Approximately 1.2 First Nations AOD workers for every 1,000 First Nations clients in Victoria, indicating a lack of cultural capacity to respond to treatment demand in Victoria.

Sources:

[VAADA's submission to the Yoorrook Justice Commission](#), VAADA Workforce Development Survey 2023



CULTURAL DIVERSITY



Culturally and linguistically diverse (CALD) communities

There are **multiple 'at risk' groups within CALD communities** who are subject to AOD harms, including asylum seeker and refugee populations (especially young people)

Admission rates of CALD clients into AOD treatment are due to an **under-utilisation of services** rather than a lower need.

- 19.2% of workers speak a language other than English
- 4.2% speak a second language as part of their role in the AOD sector
- Only 45% felt competent in using interpreter services

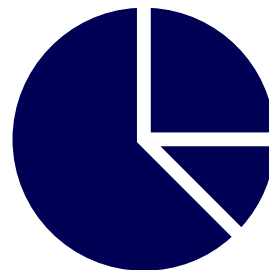
Sources:

CALD AOD Report 2016, VAADA Workforce Development Survey 2023

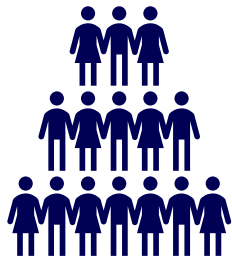
DESIGNATED ROLES IN THE AOD SECTOR

These positions play a crucial role in improving engagement with clients and their families, particularly within priority population.

While the benefits of these roles are clear, they often operate within existing Western mainstream systems and leadership which can present significant challenges.



LIVED AND LIVING EXPERIENCE (LLE)



85% reported having lived experience with AOD

- 39.6% personal experience
- 45.5% family member or partner
- 5.3% are in AOD peer worker roles

VAADA Workforce Development Survey 2023

Often encounter unique challenges in professional settings:

- Stigma
- Emotional labour
- Role clarity
- Scope creep

Recognising and addressing these challenges are crucial steps for leaders aiming to create an inclusive and supportive environment for LLE team members.

BREAK



MATTHEW CORBETT

GUEST SPEAKER

**SUBJECT MATTER
EXPERT**



DESIGNATED ROLES

A **designated role** in Australia refers to a position that is specifically identified for a particular group of people based on legislative, cultural, or organisational requirements.

Legalities: The Equal Opportunity Act 2010 makes it clear that special measures are allowed and are not discrimination. The law recognises that disadvantaged groups may need special assistance to ensure they receive the same opportunities as everyone else. A special measure has three requirements.



Why are designated roles important?

- Improve cultural safety and inclusion
- Addresses systematic disadvantages, inequities and underrepresentation
- Ensures diversity of perspectives, worldviews and practices is embedded
- Strengthen workforce diversity and representation

SPECIAL MEASURES



EXAMPLE 1:

The Darebin City Council Youth Services

The council sought an exemption from the Equal Opportunity Act 2010 so that it could **host two women-only events**, targeting young women within the Darebin community who, due to cultural and religious reasons, would not otherwise have the opportunity to attend mixed-sex events.

The council also sought an exemption to employ only women for the duration of the two events.

The council's conduct was a special measure.

SPECIAL MEASURES



EXAMPLE 2:

Moonee Valley City Council

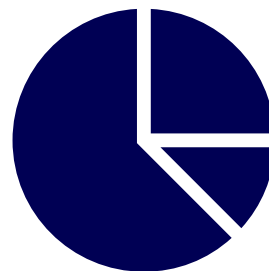
The council sought to advertise and employ only people with disabilities for five trainee positions in a cafe established by the council as a social enterprise, in accordance with its Disability Action Plan, to address the under-representation of people with disabilities in the workforce.

The conduct was a special measure.

DESIGNATED ROLES IN THE AOD SECTOR

What it currently looks like in our sector:

- Bicultural worker
- Aboriginal AOD worker
- Peer workers
- Cultural lead
- Chief Aboriginal Health Advisor at Department of Health
- Cultural liaison officers



LUNCH



**JASMINE PHILLIPS
&
FIRDOS SALEH**

GUEST SPEAKERS

**SUBJECT MATTER
EXPERTS**



BREAK



PHYSICAL INCLUSIVITY

DISABILITY – EQUITY & INCLUSION



Inclusive Towns Project:

<https://universaldesignaustralia.net.au/inclusive-towns-business-tourism-employment/>



DISABILITY – EQUITY & INCLUSION



Activity

Conduct a workplace audit

What does your org, do well?

Where is room for improvement?

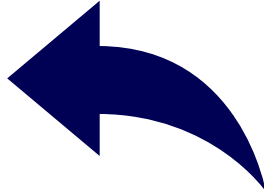
What adjustments are realistic and what are not?

- Wheelchair access
- Visual
- Hearing
- Sensory
- More....

WORKSHOP

CONCLUSION

RECAP OF WORKSHOP 5



LEADING WITH INCLUSION

- Inclusive Leadership
- Aspects of Diversity
- Designated Roles
- Physical Inclusivity

END OF DAY 1

