How can diversity and inclusion support a healthy workplace?

Organisations enjoy multiple benefits for being diverse and inclusive, and research has shown this includes growing and maintaining the positive wellbeing and mental health of their workforce. A clear advantage of creating an environment open and accepting of diversity is that employees thrive with a greater sense of safety and belonging.

As our workplaces continue to adapt to dramatic changes required due to COVID-19, organisations are evaluating the mental health and wellbeing support they provide their employees, and how they can improve these services.

Mental health and disability

Anxiety, stress, depression, and other mental health conditions can sometimes be recognised disabilities which are incredibly common throughout workplaces, even when they are not always seen.

Globally the past 12 months has seen companies and their employees rely on employee assistance program providers to deliver support and resources around mental health and wellbeing, more than ever before.

Experts agree that ensuring disability is part of diversity and inclusivity strategies and conversations is essential. Increasing diversity and inclusion in the workplace is a major step employers and businesses can take to improve their mental health and wellbeing.

A team approach

"There are multiple benefits of a diverse and inclusive workplace and employers and business leaders shouldn't ignore the incredibly positive impact it can have on the health and wellbeing of their team."

**Fiona Kalaf,
CEO of Employable Me.**

assure

Five benefits a diverse and inclusive workplace has for your employees

- Greater sense of safety and belonging
- Stronger resilience and ability to adapt to change
- More open to discuss and manage mental health issues
- Improved conflict resolution and problem-solving skills
- Increased empathy and understanding of customer needs

Five benefits a diverse and inclusive workplace has for your business

- Stronger team morale
- More positive workplace atmosphere
- More productive and engaged employees
- Higher employee retention and loyalty
- A larger, more diverse recruitment talent pool

How to get started

There are many ways to improve diversity and inclusion of your workplace. Here are some simple ways to get started:

1 Check how diverse and inclusive your organisation is. **Download APM's Disability Diverse and Inclusion Checklist.**

2 Learn more about diversity and inclusion across Australian businesses. **APM's Disability Diversity and Inclusivity Index** provides a score for businesses to measure and includes research and insights on why it matters.

3 Create a business case for greater diversity and inclusion. See **Headspace's six tips for improving inclusion in your workplace.**

4 Engage a Mental Health and Wellbeing Program provider to guide your organisation on fostering diverse and inclusive cultures. See **Assure Programs' Fostering diversity and inclusion tip sheet.**

5 Partner with an organisation like **Employable Me** to find diverse job candidates for your vacancies.

Resources:
Diversity and inclusivity in Australian Workplaces Culture, **APM Disability Diversity Inclusivity Index**:
Heads Up **Building inclusive workplaces for a diverse workforce**