



**D I V E R S I T Y F O C U S**  
research | consulting | training

SPECIALISTS IN DIVERSITY, EQUITY, AND INCLUSION (DEI)  
RESEARCH | CONSULTING | TRAINING



[WWW.DIVERSITYFOCUS.COM.AU](http://WWW.DIVERSITYFOCUS.COM.AU)

## OUR MISSION

To empower workplaces to create equitable and inclusive cultures through research, consulting, and training.

## OUR COMPETITIVE ADVANTAGE

### Unlocking Measurable Outcomes:

Our consulting and training services utilise a research-based, holistic framework for tangible and lasting results. Our interactive approach fosters critical reflection which facilitates transformative learning experiences.

Our services are delivered by a diverse and multidisciplinary team, offering a fresh perspective on matters of diversity, equity, and inclusion. We stand behind the significance of our work in transforming workplaces and communities.

## OUR SERVICES

**Research** **Uncovering Workplace DEI Insights:** Our research explores diversity metrics and the state of inclusion to provide valuable insights that help identify strengths and gaps within workplace culture.

**Consulting** **Enhancing Workplace DEI through Policy and Framework Development:** Our consulting includes reviewing and developing policies and frameworks that align with global diversity, equity, and inclusion (DEI) benchmarks.

**Training** **Elevating Workplace Culture and Collaboration:** Our interactive workshops empower leaders and staff to enhance workplace culture, boost engagement, foster empathy, and strengthen team cohesion. Workshops can be facilitated in-person or live online, with tailored e-Learning options available for customised learning experiences.

**Executive Coaching** **Cultivating Inclusive and Effective Leadership:** Our executive coaching services offer individual and small group options to develop leadership mindsets and skills, enabling leaders to effectively guide diverse, equitable and inclusive teams, departments, and organisations.

# Diversity, Equity and Inclusion Workplace Initiatives

## Sample Workshop Descriptions

### WORKSHOP

### DETAILS

### CLIENT FEEDBACK

#### From Unconscious Bias to Conscious Inclusion

Through immersive activities, vignettes and interactive case studies, participants are challenged to explore what it means to be consciously inclusive in the workplace. Staff participation in facilitated dialogue develops knowledge to create inclusive teams that cultivate a sense of belonging, meaningful engagement, and shared responsibility.

Workshops help employees work towards inclusion by becoming more aware of hidden biases and taking practical steps to reduce the effects of biases on others.

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The training covered cultural diversity so well, very helpful. The unconscious bias was really helpful to reflect on.

#### Cultivating Organisational Culture

Using collaborative and engaging activities, participants critically engage on workplace culture and how it develops and evolves through organisational values, expectations and practices. Participants explore how to sustain inclusive cultures and foster a healthy, high-performance culture.

This workshop helps build belonging through shared values while developing strategies that foster understanding and cohesion.

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The facilitators personal experience, knowledge and qualifications provided for an invaluable training opportunity.

Click [here](#) for more workshop descriptions.

# Diversity, Equity and Inclusion Workplace Initiatives

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*The presentation to our Board and Strategic Leadership Team was engaging, thought-provoking, and very interesting. The facilitator's passionate, considered, and research-based delivery engendered genuine and lovely conversation, and even now, we are still referencing some of the gems we took away with us.*

**Pippa Cebis - CEO, Mosaic**

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## FULL LIST OF WORKSHOPS ON OFFER

- From Unconscious Bias to Conscious Inclusion
- Safe and Respectful Workplaces
- Cultivating Organisational Culture
- Culturally Responsive Leadership
- Workplace Anti-Racism and Allyship
- Addressing Micro-Aggressions in the Workplace
- Representative Marketing, Communication and Branding
- Inclusive Recruitment and Hiring
- Workplace Safety: Domestic Family Violence

Click [here](#) for full workshop descriptions or to download workshop syllabus.



**Please note that all workshops are customised to participant learning and development needs.** You can also mix and match topics or request specific customised training!



## OUR PEOPLE



**Elizabeth Lang** is the CEO and Lead Consultant at Diversity Focus. Her areas of expertise include intersectional diversity and inclusion, domestic and family violence, and human rights. Elizabeth has also published on international advocacy and domestic and family violence and is the author of the upcoming book 'Wired for Bias'.



**Elizabeth Tekanyo** is the Director of Operations. She oversees the development and implementation of operational plans, policies and procedures. Elizabeth is passionate about creating healthy, inclusive work environments that foster engagement and well-being.



**Sanyulandy Leowalu** is the Research Development Officer at Diversity Focus. She developed a passion for training and research through discussions with marginalised communities on various sensitive topics. She believes in fact-driven, evidence-based teaching practices and is fascinated by the nuances and changing nature of human interaction.



**Darrel Horrocks** is a Training Facilitator and Coach at Diversity Focus. Darrell has worked with corporate and tertiary education providers in IT. He is fascinated by how technology drives bias and the intersections of artificial and human intelligence. Darrel is passionate about people, gender equity, diversity, and inclusion.



**Shenali Perera** is a Training Facilitator and Coach at Diversity Focus. Her areas of expertise include intersectional diversity, equity, and inclusion, youth and community engagement and co-design/social service. Shenali uses visual arts and alternative methods of engagement connect and facilitate learning and development.



**Ben Hawksworth** is a Training Facilitator and Coach at Diversity Focus. Ben has a background in youth work and functional training. Ben has worked with at-risk young people for almost two decades with the Department of Child Protection and as an outreach worker on the Northbridge project. Ben has a passion for health, fitness and building strong communities.



**Tinsae Teshome** is a Training Facilitator at Diversity Focus. She has a background in behavioural science and is passionate about critical consciousness of contemporary matters to create social change. Her interests include race relations, community work and combating the stigma in mental health.



**Bron Veale** a Training Facilitator at Diversity Focus. With extensive experience as an educator and science communicator in Australia, Canada and Japan, Bron enjoys fostering productive, supportive communities. She has taught diverse groups of people of all ages and backgrounds, from early learning to adult education.



**Charlotte Round** is a Training Facilitator. She has gained a deep understanding of the intrinsic advantages that a culturally diverse workplace has to offer from twenty years in the hospitality industry. Her dynamic personality, multicultural background, education and experience allow her to bring a multi-faceted flair to her approach.



**Kim Veale** is a Training Facilitator and Coach at Diversity Focus. Kim has over twenty years of experience as a trainer, delivering on a range of topics from leadership and business management to financial literacy and entrepreneurship. Kim has volunteered as a mentor with the School for Social Entrepreneurs (Australia) and currently mentors start-ups through the federally funded Boosting Female Founders Initiative.



# CONTACT US

If you have any questions or enquiries, please do not hesitate to email or call and speak with a team member today.

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