



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

OUR MISSION

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

OUR COMPETITIVE ADVANTAGE

Our consulting and training services use a holistic framework led by research to create sustainable and measurable outcomes.

Our interactive approach facilitates a space for critical reflection, the basis for transformative learning experiences.

Delivered by an entirely multicultural and multidisciplinary team, we offer a unique and fresh perspective on matters of workplace diversity, equity and inclusion. We stand behind the importance and impact of our work for creating inclusive cultures for workplaces and communities.

OUR SERVICES

Research - Comprehensive research captures diversity metrics and identifies strengths and gaps in workplace culture.

Consulting - Reviewing policies and procedures and providing recommendations to align policies with global diversity, equity and inclusion (DEI) Benchmarks.

Training - Interactive training workshops for leaders and staff improve workplace culture, engagement, empathy, and team cohesion. Workshops can be facilitated in-person and live online with customised e-Learning options.

Executive Coaching - Individual and small group leadership coaching options help develop leadership mindsets and skills to lead inclusive and diverse teams, departments and organisations.

Diversity, Equity and Inclusion Workplace Initiatives

Sample Workshop Descriptions

WORKSHOP

DETAILS

CLIENT FEEDBACK

Unconscious Bias, 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.

“
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.

“
The facilitators personal experience, knowledge and qualifications provided for an invaluable training opportunity.
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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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OTHER WORKSHOP TOPICS



Culturally Responsive Leadership



Workplace Anti-Racism and Allyship



Addressing Micro-Aggressions in the Workplace



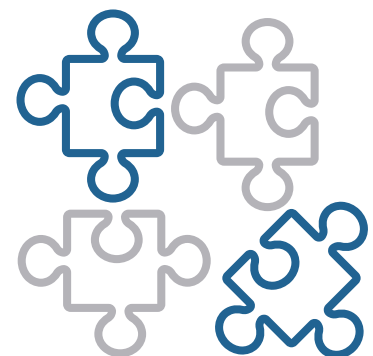
Representative Marketing, Communication and Branding



Inclusive Recruitment and Hiring



You can mix and match workshop topics or request specific training on gender equity, racial, and cultural diversity and inclusion.



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'.



Bron Veale is the Account Manager at Diversity Focus. She has extensive experience as an educator and science communicator in Australia, Canada and Japan. Bron enjoys fostering productive, supportive communities and has taught diverse groups of people of all ages, from early learning to adult education.



Shenali Perera is a Training Facilitator and Coach at Diversity Focus. Her areas of expertise include intersectional diversity and inclusion, youth and community engagement and co-design/social service.



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.



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.



Tahlia La Galia is a Training Facilitator at Diversity Focus. She is passionate about culture and has the ability to relate to people from all cultural backgrounds and walks of life. Tahlia has a background in marketing and human resource management.



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.



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.



Daniel Matabishi is a Training Facilitator at Diversity Focus. He has a background in health science and public health. Daniel has a passion for diversity, equity, and inclusion with a wealth of experience as a facilitator, having worked in various sectors delivering cultural awareness training programs.

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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