

# The Australian Centre for International Business

## Programme for the Practice of Diversity Management



### Welcome to the Diversity-Network's first Newsletter!

The purpose of this newsletter is to provide information on diversity management for Australian businesses.

The Network aims to bring together diversity practitioners, managers, consultants, educators and other interested parties. We encourage discussion and best practice – the newsletter will provide information on our research, materials available to you via our website, and more general diversity management issues.

#### The Importance of Diversity Management

- 1) Allows firms to operate in culturally-complex environments
- 2) Improves the HR function
- 3) Optimises the efficiency of homogeneous and diverse teams
- 4) Leads to better team problem-solving
- 5) Leads to higher levels of innovation by creating a team and workplace culture conducive to new ways of thinking
- 6) Increases organisational flexibility
- 7) Encourages technological efficiency of diverse teams
- 8) Facilitates organisational efficiency through more efficient production, new sales or marketing and new product/service development
- 9) Improves the transfer tacit and codified diversity know-how
- 10) Furthers mechanisms for control and decision-making allowing for communication and coordination

#### Programme for the Practice of Diversity Management

The Diversity-Network Newsletter is part of the Programme for the Practice of Diversity Management, a collaborative arrangement between the Department of Immigration and Multicultural Affairs (DIMA) and the Australian Centre for International Business (ACIB).

The Programme and is dedicated to meeting the practical needs of business, and is consistent with the Government's New Agenda for Multicultural Australia - promoting the productivity and performance improvements achievable through diversity management.

The Australian workplace is diverse in terms of the culture, language, religion and other attributes of its employees. For employee diversity to be a source of economic benefit, diversity management must be an integral part of an organisation's business planning process.

The Programme will provide best practice diversity management information to Australian business, including large firms, small and medium sized enterprises, and regionally based companies. Partnerships with Australian industry will be a hallmark of the Programme, including ensuring that the special needs of Indigenous Australians in diversity management are addressed.

**"Our diversity is a source of competitive advantage"**  
... Prime Minister John Howard

#### The Australian Centre for International Business

The Australian Centre for International Business (ACIB) is a collaborative venture between The University of Melbourne and the University of New South Wales.

The Centre delivers leading edge international business research, teaching and consultancy. Drawing on the strengths of the two Universities, ACIB is eclectic in its interdisciplinary areas, studying the international aspects of strategy and management, human resource management, industrial relations, corporate history, accounting, finance, information systems, organisational behaviour and marketing.

Members of the Australian Centre for International Business have published over 20 books and 200 research papers, conference proceedings, chapters in books and consulting reports spanning all fields of international business research

**"The mission of the Centre is to conduct leading edge research in international business, educate future international business leaders, and consult with business and government"**  
... Prof. Stephen Nicholas

#### How do you get involved?

- 1) Join the Diversity-Network: You will receive an emailed newsletter every three weeks. The newsletter will provide summaries and abstracts from our latest research, academic reviews, up-to-date diversity information, brief case studies from overseas and Australia, and links to material at our website and across the World Wide Web.
- 2) The Network is designed to be interactive in that we seek feedback from our network participants and hopes to draw on your experiences of diversity management.
- 3) We hope to feature the network members' experiences in the newsletters and on the website. The Network should also provide an opportunity to spread the word about any diversity management "events".

#### More Information

Please direct other interested individuals or organisations to our website to join the Diversity-Network.

<http://www.ecom.unimelb.edu.au/acib/diverse/home.html>