

# TOOL: Where are we now?

This tool helps identify where your organisation sits in terms of cultural capability and delivering multicultural plans. It is normal for different organisations to be at different stages along the journey to cultural capability and inclusion.

Level	Compliance	Recognition	Engagement	High performance
				
<b>Characteristic</b>	Ensures compliance with Equal Employment Opportunity legislation	Acknowledges cultural diversity exists and is important to the organisation	Recognises cultural diversity is about organisational performance and results in better employee engagement and service delivery	Diversity is 'business as usual'. The organisation is responsive to community and stakeholder needs
	Reports against required obligations	Focuses on food and festivals to celebrate diversity	Gathers comprehensive data, research and links to internal business performance	The challenges of diversity are understood and an organisational culture of trust and engagement promotes critical conversations



	Leadership engagement on annual reporting	Cultural diversity is part of Diversity and Inclusion or Human Resources and not considered part of core service delivery or organisational performance	Focuses on building inclusion to tap into the capability of all staff and responds more effectively to the diversity of the community	Innovation, high performance and agility result from accessing and leveraging diversity
<b>How to progress to the next stage</b>	Gather data	Build the business case for diversity as part of core organisational outcomes	Continued momentum of incorporating cultural diversity into organisation's core business	Share successes with other organisations
	Build your business case (use the <b>Making the business case Tool</b> in the <b>Leadership</b> section)	Reach out to other parts of the organisation or sector	Publicise your successes	Look for ways to champion diversity beyond your organisation
	Build a network of diversity champions	Look at best practice from across your industry	Embed best practice so it becomes 'business as usual'	Look for potential public recognition or award opportunities

