



**Multicultural  
NSW**

## TOOL: Making the business case

One of the challenges of cultural diversity planning is to ensure plans are connected to strategic and organisational drivers and that leaders are committed.

Use this series of questions to help you document the business case for your organisation.

What are the priorities for your organisation in the next year?	
What are the priorities in relation to the role of your organisation?	
How does your ability to engage with diverse communities link or support the potential for achievement of these priorities?	
How can you access data linking community demographics, staff demographics and organisational KPIs?	
What are hot spots for cultural diversity and service delivery? Provide evidence of the risks if these issues are not addressed	
Can you access other frameworks, policies or strategies which you could reference or align to support your efforts?	



What are the points of intersection or alignment with these?	
What are the reporting requirements?	
What is the value of multicultural planning to your organisation?	
What evidence do you have of what is working and the impact your efforts are making in this area?	
How will you highlight, retain and amplify what is working?	
What are the points of influence or contact you have with leaders of your organisation? How can you increase your influence?	
When and how do you engage the leaders of your organisation in the planning process? How can you ensure their involvement?	

