

“CHANGE THE COURSE” - CULTURE, GENDER AND DIVERSITY

Ms Julie McKay, Lead Partner Diversity & Inclusion, PwC Australia and Chair, The Women’s College, The University of Sydney and Advisor to the ADF on Cultural Change

Speaking from her experience as adviser to the ADF on Cultural Change, Julie advised firstly to establish our goal and to start with the end in mind. That is, how would we define success in relation to the cultural change we want to see in our colleges and halls of residence?

Julie noted that, as a country, although we may have the right policies in place to support equal opportunity, our attitudes remain sexist. College members, including by-standers need to be made accountable. She advised that College Council members need to step in and that risk awareness on Council is critically important. Heads should enlist ‘outsiders’ to perform the ‘critical friend’ role, for example, a CEO who works in another industry. Such a person can view the college’s cultural norms more objectively. Heads also need to share best practice with other CEOs.

Julie added that many employers now insist that their young graduates be trained in diversity and inclusion and should this not be the case, the employer will not recruit these students.