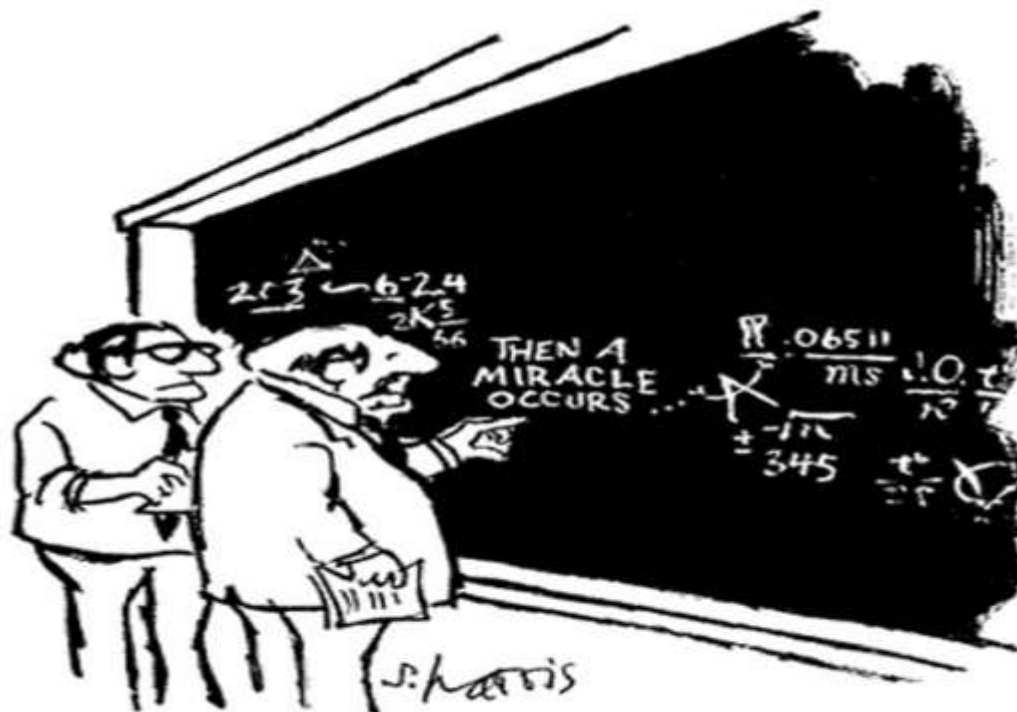


Reframing Diversity and Inclusion: It's a Health and Wellbeing Issue

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What “works” to promote diversity and inclusion in policing?



“I think you should be more explicit here in step two.”

But there was still much to learn

Key themes:

- ❖ Conflation of diversity and inclusion (very little focus on the latter)
- ❖ Inadequacy of single-lens approaches to diversity (and need for intersectional analysis)
- ❖ Lack of a compelling case for change (there is one but we weren't using it)
- ❖ Total disconnect between other “reform” or “change” agendas

Why do we need diverse police organisations?

Three common rationales for increased “diversity and inclusion” in policing

1. Representative democracy
2. Human rights/moral imperative
3. Enhanced business effectiveness

At the same time...

“Fifth tragic workplace suicide of AFP officer”

“AFP suicides: It’s happened again”

“AFP suicides: Another police officer has walked into work and not come out alive”

Organisational factors trump occupational factors

Organisational factors - the contexts in which we operate - are a greater predictor of police mental health and wellbeing than occupational factors, such as cumulative exposure to critical incidents

Yet:

- ▶ Promoting “cultural change” and “organisational and individual health” are currently disconnected agendas

A compelling case for change: Wellbeing

Every human being wants to:

- Feel valued
- Have a say in decisions that affect them
- Contribute their skills and talents
- Feel physically and psychologically safe
- Be treated fairly and with respect
- Feel able to be their authentic selves

So what?

- ▶ Need a holistic view of what a healthy organisational culture and a healthy worker looks like. The first step is defining what success looks like.
- ▶ Connecting efforts to promote inclusive workplaces and organisation health is mutually beneficial. Casting the lens of each over the other helps us to identify gaps and unintended consequences.

A supportive work culture is like giving everyone in the organisation a mental health inoculation (Julia Gillard 2018)