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CUDA 2021 Summer Edition: Workplace Diversity and Inclusion

This is the third in our Summer Season of Newsletters. If not back at work already, most will be thinking about it. So this week's newsletter is focused on the workplace.

[Designing for workplace diversity](#)

An inclusive workplace is one that values individual differences and makes people feel welcome and accepted. Workplaces and workplace policies need to think about how to be inclusive from the outset. As Pragya Agarwal says in her article on Forbes website, "Inclusive Design is not an afterthought... it has to be planned beforehand..." This also means that employees are not ...

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[Diversity and inclusion: why don't they care?](#)

The Fifth Estate has published a very interesting article titled, Why people hate on diversity and inclusion (and how to get them not to). It's by the CEO of Diversity Council Australia, Lisa Annese. She argues that when diversity and inclusion fall on certain ears it raises hackles as being a problem. She quotes David Gaider, "Privilege is when you think ...

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[From diversity to inclusion at work](#)

When it comes to workplace diversity and measuring business performance there is no one right way to do this. According to a systematic review, equality and diversity need to be "embedded in the business strategy, not treated as an ad-hoc addition". As with all universal design thinking - it has to be thought of from the outset and then thought ...

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[Engineering diversity and inclusion](#)

The American Society of Civil Engineers has acknowledged that they have work to do on diversity and inclusion within their ranks and the people for whom they design solutions. While the focus of the Special Collection Announcement publication is about educating engineers, it is interesting to see that they are taking the matter seriously and introducing a new section to their ...

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[Design and Diversity: Getting started](#)

As the Black Lives Matter movement continues across various industries, it becomes clear that white people still dominate. According to one survey in the US, just 3% of designers identify as Black. Consequently, things we use every day are designed from white experience. And young people don't see designers who look like them. But just employing more people of colour ...

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[Ageing and work: debunking the myths](#)

Age discrimination is illegal in Australia, but when it comes to employment things get tricky. And then there is the question of the government wanting people to work to a

later age. However, what are the real facts on this issue? Philip Taylor is a researcher in this field and challenges the many long-held notions about older people and employment. ...

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[Diversity, Disability and Disbelief](#)

Requiring accommodations for inclusion can be an invasive process. When the disability isn't obvious, disbelief by others becomes another barrier to inclusion. Owning up and spelling out what you need is painful enough. So not being believed is the final straw. If you have a mental health condition this can be devastating. A personal story by a library employee highlights ...

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[Embracing diversity is good business](#)

The Human Rights Commission's latest report, Missing Out: The business case for customer diversity raises two questions: can organisations afford to ignore the diversity of their customer base? And, what impact will this have over time? The research used for the report shows that organisations that are inclusive enjoy repeat business from their diverse customer base and strong recommendations to others. ...

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[Hidden Talent: Autism at Work](#)

You're missing out by not hiring staff with autism. This is one of the points made in a FastCo article, about the ways to support staff with autism. It's possible you already work with them now, but neither of you know. Common behaviours are social ineptness, lack of eye contact and blunt remarks. Sound familiar? The article gives a brief ...

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