



Toolbox Talk

HARMONY WEEK

Harmony Day & Race Relations Day

March 21 2024

Harmony day (AU) and Race Relations Day (NZ) is celebrated annually on 21st March, which is the United Nations International Day for the Elimination of Racial Discrimination. This is a wonderful opportunity for us to celebrate our diversity and come together as a business, embracing inclusiveness, respect, and a sense of belonging for all.

Events held during Harmony Week provide the opportunity for all peoples from all different walks of life to come together, learn from each other, share, celebrate and enjoy the richness of sharing cultural experiences. By recognising and celebrating Harmony & Race Relations Day, we can learn and understand how all people from diverse backgrounds equally belong to this nation and enrich it.

Why is inclusion at work important?

When organisations take action to create a more diverse and inclusive workplace everyone benefits. According to the Diversity Council of Australia 2021 - 2022 Inclusion @ Work Index, employees overwhelmingly want their workplace to be diverse and inclusive with 3 out of 4 employees supporting or strongly supporting their organisation taking action to create a workplace which is diverse and inclusive. Workplace inclusion significantly increases performance and wellbeing, and decreases discrimination and/or harassment. Inclusion at work benefits everyone and is simply the right thing to do.

Employees in inclusive teams are:

- 11 times more likely to be highly effective than those in non-inclusive teams.
- 5 times less likely to experience discrimination and/or harassment.
- 10 times more likely to be very satisfied.
- 4 times less likely to feel work has a negative impact on their mental health.

Diversity Council Australia (D'Almada-Remedios, R., and O'Leary, J.), Inclusion@Work Index 2021–2022: Mapping the State of Inclusion in the Australian Workforce

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Cultural diversity @ Programmed

As a company that employs over 20,000 people we are proud of the progress we are making in ensuring that we continue to deliver on our core value of Diversity and inclusion.

At Programmed we come from diverse backgrounds with over 80 different nationalities and languages, including: Maori, Japanese, Portuguese, Swedish, Turkish, Indonesian, Arabic, Cantonese, Filipino and more.

What can you do?

- Speak up and take action against racism and discrimination when you witness it.
- Be a role model for an inclusive culture.
- Encourage your team to learn and understand more about different cultures.
- Get involved in events in your local community to celebrate the diversity of our people.
- When recruiting, make sure to tap into diverse talent pools to get the best person for your team and consider all candidates, including generational, cultural, gender, LGBTI+ and people with disability.

- ▶ **5.38%** of our Australian workforce identify as First Nations.
- ▶ **6.03%** of our New Zealand workforce identify as Maori.
- ▶ **13.26%** of our workforce identify as coming from a non-English speaking background.
- ▶ **55+** languages are spoken by our workforce.

How can you celebrate?

Celebrating Harmony Day / Race Relations Day can take any form, big or small. Events can be a simple multicultural morning tea or facilitating a group discussion at a team meeting. It creates an opportunity to think, talk about and recognise how our differences and our similarities make our workplace stronger.

- Programmed Food festival. Have a shared meal or morning/afternoon tea. This is a great opportunity to try some new and exciting foods!
- Have a bit of fun and hold a diversity quiz.
- Ask colleagues to share games from their cultural backgrounds.

