

Outcomes and Next Steps



ASIAN-AUSTRALIAN
LEADERSHIP SUMMIT

12.09-13.09.2019



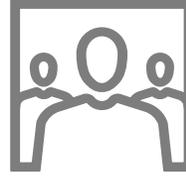
Key Themes of Summit



1. It is an economic imperative for Australia to leverage its Asian-Australian talent for its future sustainability.



2. Significant bias, discrimination and racism exists against Asian-Australians in both work and non-work situations.



3. Asian-Australians are significantly underrepresented in leadership positions due to cultural characteristics or norms, discrimination and stereotyping.



4. Lack of focus to date by senior leaders on leverage Asian-Australian talent.



5. Need an ecosystem approach at multiple levels with strong leadership support to **start to** make transformational change.

We need an ecosystem approach to disrupt the cycle



Ten actions for change in the workplace



Stepping up as leaders

1. It starts with us
2. Hold Lead, Listen and Learn engagement sessions with your people
3. Understand the numbers
4. Tailor your business case for change
5. Profile Asian-Australian role models and champions both externally and internally



Creating accountability

6. Create leadership accountability and measure progress
7. Increase the Asian capability of your workplace



Disrupt the status quo

8. Challenge the leadership model in your organisation
9. Increase awareness of cultural bias and stereotypes, by sharing stories and experiences
10. Actively sponsor culturally diverse talent in your organisation to unlock talent

Next steps

Understand scale of the challenge (data, statistics)

1

Form Champions for Change group (representation from each sector)

2

Within each sector, identify and tap other Champions (include key non-Asian Australians)

3

Champions for Change to meet twice a year in person (non-delegated) and help deliver an ongoing work program

4

Champions for Change to demonstrate strong visible leadership both within and outside their organisations /sectors

5

Principles moving forward



Be inclusive

Talk beyond ourselves (Asian Australians) to the wider Australian community



Be ambitious

Asia capability a competitive advantage in the Asian Century



Be proactive

Sidestep unhelpful controversy (e.g. China hyper-anxiety) and assert our breadth and diversity



Be nuanced

Beware false dichotomies (Asian vs Western), celebrate the best of both

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