



## DIVERSITY MATRIX

### NEED FOR A DIVERSE COMMITTEE

An Advisory Group and Core Design Group (Lived Experience) is essentially a group of individuals working together, thus the Committee must be a fine blend of individuals drawn from different walks of life & diverse sections of community. It is sometimes observed that when members are too alike, the overall thought process becomes stereotyped and predictable. Therefore, it may hamper the decision making process, since others ideas/issues are not debated/discussed.

Diversity of background, skills and perspectives are considered essential ingredients of effective Committees and working Groups.

Multiple perspectives are necessary to bring in creativity and to challenge stereotype thought process.

Diversity leads to more innovation, more outside box thinking and better governance.

**RECRUITMENT MATRIX**

**MEMBERS**

s 47F

NAME

**PERSONAL**

	CHAIR	ADULT	ADULT	ADULT	ADULT	ADULT	Youth	Youth	Youth	Youth	Youth	Aged	Aged	Aged	Aged	VETS	VETS	VETS	VETS	Indigenous	Indigenous	Indigenous	Indigenous	Indigenous	International
jurisdiction	VIC	WA	NSW	VIC	NSW	Tas	NSW	VIC	NSW	Vic	VIC	ACT	WA	QLD	Qld	VIC	VIC	ACT	ACT	QLD	WA	QLD	NSW	QLD	QLD
18-21 Yrs																									
21-30 Yrs																									
31-40 Yrs																									
41-50 Yrs																									
51-60 Yrs																									
61-70 Yrs																									
71 and above																									
Ethnicity/CaLD/refugee	N	Y	N	N	N	N	N	N	N	N	N	Y	N	Y	N	Y		N	N		N	N	N	N	Y
Gender	F	F	F	F	F	F	M	F	M	F	F	F	M	M	F	M	M	F	M	M	F	F	F	M	M
Faith belief	N	Y	N	N	N	N		Y	N	N		Y		Y	N				N		Y	N	N	N	Y

City Rural Remote Regional	Regional	city	Rural	Rural	city	regional	city	city	regional	city	city	city	city	regional	regional	city	city	regional		regional	city	city	regional		world	
Indigenous	N	n	n	n	n	n	n	n	n	n	n	n	n	Y	n	n	n	Y		Y	Y	Y	Y		n	
LGBTIQ	no	n	n																						yes	
Parent	Y			n	n	n	n	yes	no	no	yes	n	Yes - carer	n	n	Yes - carer	n	n		no	no	yes	no		yes	
<b>EXPERTISE AND KNOWLEDGE</b>																										
Co-design/Co-Creation	y	Y	N	Y	Y	Y	N	N	N	Y	N	Y	N		N	Y	n		Y	N		Y	Y	Y	Y	Y
Business or corporate	Y	N	N	Y	Y	N	N	N	N	N	N	N	N		N	Y			N	N		N	Y	N	Y	N
Entrepreneurship	y	N	N	N	Y	N	Y	N	N	N	N	N	N		N	Y			N	N		N	N	Y		Y
Organisational development	Y	Y	Y	N	N	Y	Y	N	N	Y	N	N	N		Y	Y			Y	Y		Y	N	N	Y	Y
Finance	Y	N	N	N	N	N	N	N	N	N	N	N	N		N	N			N	N		Y	N	Y	N	N
Government	Y	Y	Y	N	N	Y	N	N	N	N		Y	N		N	N			Y	Y		Y	N	Y	Y	Y
Arts/cultural	N	N	N	N	N	N	N	N	N	N		Y	N		N	Y			N	N		N	N	N	N	N
Underserved communities	Y	Y	Y	Y	N	N	N	N	N	Y		Y	Y	Y	N	Y			N	N		Y	Y	Y	Y	Y
Academia	N	N	y	Y	N	N	N	N	Y	Y		N	N		Y	Y			Y	Y		Y	N	Y	N	Y
Disability	N	N	N	N	N	N	N	N	N	N	N	YES/carer	yes		N	N	yes		Yes - carer	N		N	N	N	yes	
Lived Experience – consumer/carer/family/addiction/forensic	Consumer/family	Consumer/family	CONSUMER	Family	consumer	Family	consumer	consumer	Family/sibling	Consumer	consumer	Consumer/family	Consumer/family	family	Consumer	Consumer/family	consumer	Consumer	Consumer/family	Consumer		both	both	both	both	consumer
Governance	Y	N	N	N	N	Y	N	N	N	N		N	N	N		N			N			Y	Y	Y	N	Y

Advocacy	Y	Y	Y	Y	Y	Y	N	Y	Y	Y	Y	Y	Y	Y	Y	Y		Y		Y	Y	Y	Y		Y			
Public / media relation	N	N	N	Y	N	N	Y	N	Y	Y	Y	N	Y	N		Y			N		Y	N	Y	N		Y		
Digital tech (basic)	Y	N	Y	Y	Y	Y	Y	N	Y	Y	Y	N	Y	y		Y			N		N	Y	Y	N		Y		
<b>WORK PLACE EXPERIENCE</b>																												
Agriculture; Electricity, gas, water and waste services; Construction; Wholesale trade; Retail trade; Accommodation and food services; Transport, postal and warehousing; Information media and telecommunications; Rental, hiring and real estate services; Professional, scientific and technical services; Administrative and support services; Public administration and safety; Education and training; Health care and social services; Arts and recreation services; Other services;	Professional, Health care, Retail trade; ; Public administration																									Construction Health care and social services;		
	Education and training																									UN ambassador		
	Public administration/Policy																									Professional, scientific		
	Education and training																									Education and training		
	Information media and telecommunications																									Professional, scientific		
	Public administration																											
	Information media and telecommunications																											
	Public administration																											
	Information media and telecommunications																											
	Public administration																											
	Information media and telecommunications																											
	Public administration																											
	Information media and telecommunications																											
	Public administration																											
<b>OTHER</b>																												
Socio-economic background Ethnic/religious bias or discrimination, wealth or impoverishment, social acceptance or isolation by a dominant group, political instability, resource limitations, war, transportation mobility	No																											
	Ethnic/religious bias																											
	discrimination																											
	NO																											
	NO																											
	NO																											
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