



Australian Government

Assessment Requirements for BSBLDR504 Implement diversity in the workplace

Release: 1

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Modification History

Release	Comments
Release 1	This version first released with BSB Business Services Training Package Version 1.0.

Performance Evidence

Evidence of the ability to:

- identify diversity, current and potential, within the industry sector, community and workplace
- research and apply relevant legislation, regulation and business policies that impact on the diverse workforce
- review and apply workplace policies, procedures and plans to identify opportunities for improved inclusiveness and diversity
- monitor, review and evaluate processes in the workplace relevant to diversity issues
- support and encourage workplace diversity
- act inclusively with a diverse workforce
- champion the benefits of diversity within the workplace.

Note: If a specific volume or frequency is not stated, then evidence must be provided at least once.

Knowledge Evidence

To complete the unit requirements safely and effectively, the individual must:

- explain the origin and nature of diversity within the industry sector, community and the workplace
- outline the legislative and regulatory context of the organisation relevant to workplace diversity
- explain how organisation's policies and procedures relate to diversity
- give examples of barriers to inclusive engagement in a diverse workforce and possible strategies to address them
- describe inclusive behaviours that support diversity integration.

Assessment Conditions

Assessment must be conducted in a safe environment where evidence gathered demonstrates consistent performance of typical activities experienced in the management and leadership field of work and include access to:

- relevant workplace policies, procedures and plans relevant to diversity
- relevant legislation, regulations, standards and codes
- case studies and, where possible, real situations
- interaction with others.

Assessors must satisfy NVR/AQTF assessor requirements.

Links

Companion Volume implementation guides are found in VETNet -

<https://vetnet.gov.au/Pages/TrainingDocs.aspx?q=11ef6853-ceed-4ba7-9d87-4da407e23c10>