



Australian Government

Assessment Requirements for BSBHRM615 Contribute to the development of diversity and inclusion strategies

Release: 1

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Modification History

Release	Comments
Release 1	This version first released with BSB Business Services Training Package Version 7.0.

Performance Evidence

The candidate must demonstrate the ability to complete the tasks outlined in the elements, performance criteria and foundation skills of this unit, including evidence of the ability to:

- contribute to developing a diversity and inclusion strategy for at least one work area
- evaluate effectiveness of that strategy when implemented, and recommend improvements.

In the course of the above, the candidate must:

- research opportunities for workforce diversity and inclusion
- develop organisational workforce diversity and inclusion objectives and strategies
- critically analyse existing organisational workforce diversity and inclusion objectives with evaluation of their effectiveness and recommendations for improvement.

Knowledge Evidence

The candidate must be able to demonstrate knowledge to complete the tasks outlined in the elements, performance criteria and foundation skills of this unit, including knowledge of:

- organisational workforce diversity and inclusion policies including:
 - regulatory requirements
 - rationale for workforce diversity within an organisation
 - policies that promote the leveraging of diversity
 - issues that can be linked to diversity
- strategies that support leveraging organisational diversity and inclusion
- common planning methodologies
- workforce trends affecting workforce planning methodologies
- diversity characteristics including:
 - cultural background and ethnicity
 - age
 - gender and gender identity
 - ability

- sexual orientation
- religious belief
- language
- education.

Assessment Conditions

Skills in this unit must be demonstrated in a workplace or simulated environment where the conditions are typical of those in a working environment in this industry.

This includes access to:

- workplace documents and resources relevant to performance evidence
- relevant legislation, regulations and codes of practice
- relevant organisational records, policies and procedures.

Assessors of this unit must satisfy the requirements for assessors in applicable vocational education and training legislation, frameworks and/or standards.

Links

Companion Volume Implementation Guide is found on VETNet -

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