Capability Maturity Model for Diversity within organisations

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ABSTRACT

Diversity has been shown to improve performance in organisations and lead to better outcomes[1].

But there is still a lack of understanding and clarity on what that looks like within an organisation, and how that can be achieved on a practical basis. This is particularly relevant in less well-resourced sectors such as eResearch.

We propose a lightweight practical framework for diversity based on the Capability Maturity Model (CMM)[2]. This framework highlights and identifies 5 levels of diversity maturity as well as providing practical background information such as definitions of blatant and subtle discrimination. This is because the key to understanding the 5 levels of diversity maturity relies on members of the organisation understanding subtle discrimination and recognising the wider implications of that discrimination.

The CMM was used because of it's simplicity and clarity, the fact that it is relatively well known[3], and because the use of a maturity model implies there is a pathway to a clear goal of being a mature, diverse organisation.

We seek to establish if the framework will make it easier for organisations to understand where they currently sit within the diversity maturity levels, and provide practical ways on how they can move toward being a mature, diverse organisation.

We will invite organisations within the eResearch community to self-evaluate with the hope that we can report on the results at eResearch Australasia in October. Initial informal feedback on this framework has been positive about it's usefulness and clarity within members of the Research Software Engineering (RSE) community in Australia.

REFERENCES

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