

TROY RODERICK

*Independent Inclusion & Diversity Advisor.
Honorary Associate, University of Sydney.
Global Director, Inclusion and Diversity, bolttech.*



Troy Roderick brings over 30 years of experience specialising in diversity, equity and inclusion. In his current engagements across business and government, Troy advises CEOs and other leaders on how to achieve key business objectives through all-scale, system-wide change that creates more inclusive organisations, and customer and employee experiences. This strategic approach includes initiatives focussed on gender equality, intercultural diversity, inclusive leadership, flexible work, LGBTQIA+ inclusion, pay equity, respectful workplaces and workplace responses to domestic and family violence. His consulting engagements include industries such as financial services, insurance, FMCG, professional services, legal and regulatory, higher education and mining.

Initiatives and Impact

Troy's leadership of evidence-based, outcome-focused diversity and inclusion efforts supports the achievement of customer, community and employee-related measurable objectives. These include his ground-breaking creation of "All Roles Flex" in 2014, while Global Head of Diversity & Inclusion for Telstra. This visionary initiative had immediate impacts on diversity metrics, improved engagement, reduced costs and, due to its widespread and embedded adoption, helped to ensure business continuity during COVID-19, leading the way for countless other organisations to follow. Troy now advises on the effective design and implementation of flexible and hybrid ways of working to organisations on four continents.

Troy's work has achieved record levels of women's representation (at least 40%) in executive management and C-Suite roles, CEO leadership team and graduate cohorts, and in recruitment and promotions, often in traditionally male-dominated sectors; inclusion and belonging metrics exceeding all other employee engagement indexes; consistent increases in male leaders taking long parental leave; employee engagement of flexible workers at global high-performing norm levels; and increased employment across all diversity segments - Indigenous, disability, LGBTQIA+ and other cultural and linguistic diversity.

Troy is also an active Ambassador for "[Honour a Woman](#)", the movement to achieve gender balance in Australian honours.

Awards

Troy has been twice recognised in the "Top 50 diversity professionals in industry" in the [Global Diversity List](#), supported by "The Economist". Troy's work has also been awarded with the:-

- 2010 global Catalyst Award for Gender Equity
- 2011 Australian HR Award for Best Workplace Diversity Strategy
- 2012 Australian HR Institute Awards for Gender Equity and HR Champion
- WGEA citation as Employer of Choice for Gender Equality (2014-17)
- 2014 accreditation and 2017 re-accreditation as a White Ribbon Workplace for workplace responses to Domestic and Family Violence
- 2015 Australian HR Institute Awards for Flexibility and Inclusive Workplace
- 2016 Australian Multicultural Marketing Award for Indigenous employment brand, "A Place to Belong"
- recognition as a Silver tier employer for LGBT+ Inclusion in the Australian Workplace Equality Index (2012, 2015-17), and the Community Business LGBT+ Inclusion Index for Hong Kong (2015, 2017)
- 2017 Asia Society Award for Distinguished Performance as Best Employer for LGBT+ Asian employees

Keynote Speaking and Panels

Currently based in Canberra, Australia, Troy is a sought-after spokesperson, panellist and keynote speaker, having addressed audiences at the United Nations (New York), business and government events such as CEDA, IORA and ACCI (Australia, Seychelles, Indonesia, Hong Kong), and various events for organisations such as Diversity Council Australia, Champions of Change Coalition, Australian Human Rights Commission, University of Sydney Business School, University of Melbourne and Catalyst.