

ANZ SPECTRUM PROGRAM

AUGUST 2017

Presenter – Matt Ormiston

Executive Sponsors – Gerard Florian, Fred Ohlsson
Sponsors – Lynwen Connick, Chris Venter, Estelle Vorster





85%

UNEMPLOYMENT

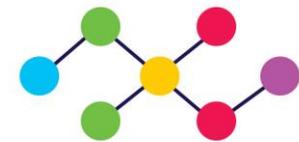
60% COGNITIVE ABILITIES AT OR ABOVE THE NEURO-TYPICAL POPULATION.

Wall Street Journal - 2014



Australia has among the lowest rates of employment of people with disability in the OECD, ranking 21st out of 29 countries

A PROUD HISTORY OF LEADING THE WAY IN DIVERSITY & INCLUSION



apps4autism
Hackathon



>1000 PEOPLE EMPLOYED FROM UNDER REPRESENTED GROUP BY 2020

ANZ Corporate Sustainability Review - 2017

“The impacts of our actions are felt by many different stakeholders, including shareholders, customers, employees and the communities in which we operate”

Shayne Elliott, ANZ CEO

WHAT ABOUT THE “TALENT WAR”



48%

48%

GREATER PRODUCTIVITY

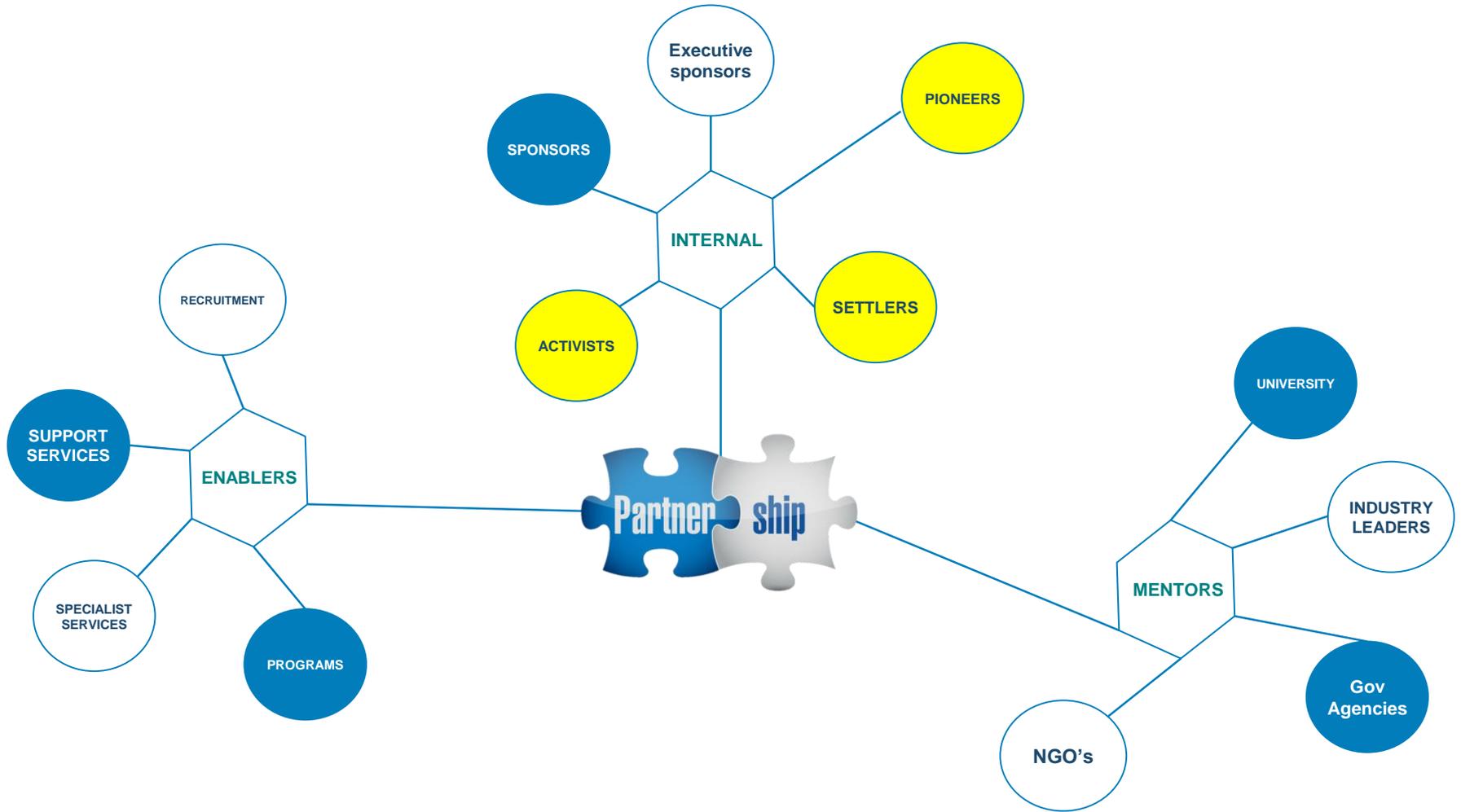


**YOU CANNOT
ADDRESS
WHAT YOU
DON'T KNOW**

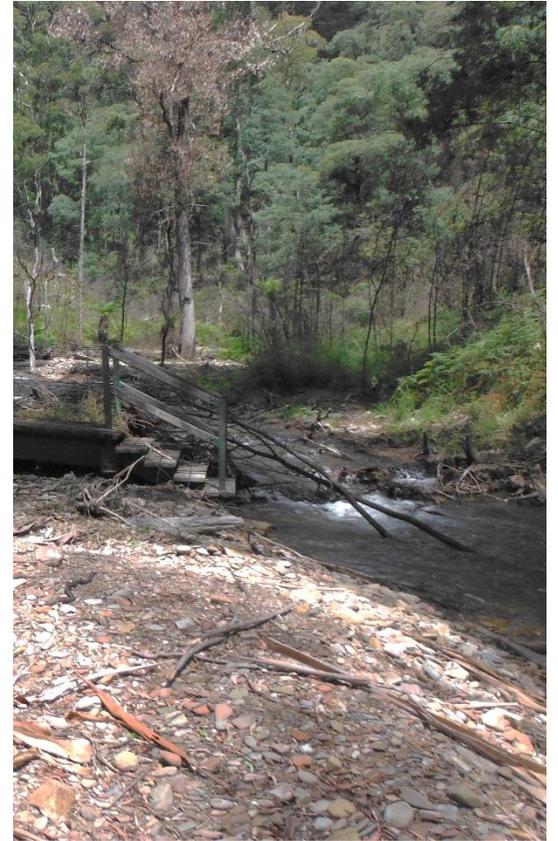
***“AWARENESS
AND
MOMENTUM”***

“If you have met one person with Autism you have met one person with Autism”

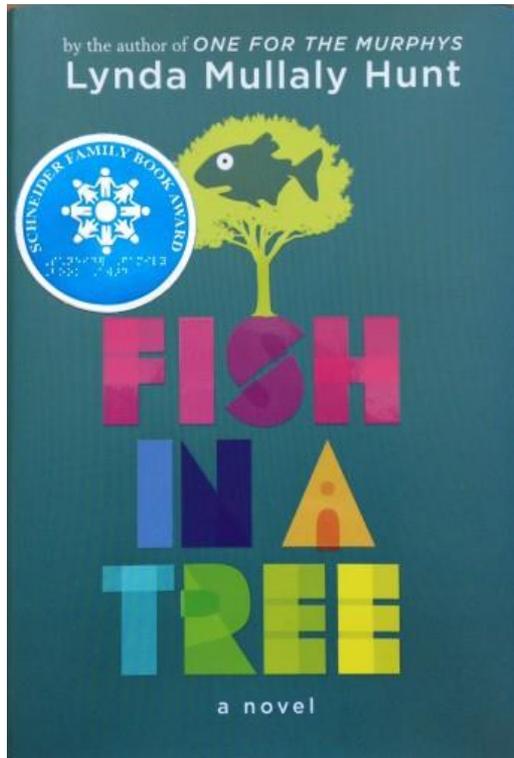
IT TAKES AN ECOSYSTEM TO MAKE A CAREER



ACTIVIST... PIONEERS... SETTLERS...



DEVELOP AN ENVIRONMENT THAT NATURALLY SUPPORTS AUTISTIC PEOPLE VISION



VISION



"Everybody is smart in different ways. But if you judge a fish by its ability to climb a tree, it will live its life believing it is stupid."