

Div Pillay

CEO of MindTribes, Innovator for Inclusion, 2021 AACSB Class of Influential Leaders

“To harness the benefits that diversity provides and create high performing and innovative teams, we must break the established rules and outdated stereotypes, and change our mindsets and behaviours to be more inclusive. Only then may we truly progress as businesses and as a society.”



Div Pillay is the CEO and Co-Founder of MindTribes, an award-winning organisation launched in 2012 to help businesses harness both the human and commercial benefits of greater inclusion and diversity. Recently named as one of two Australians in a list of 25 Global Influential Leaders by AACSB International – the world’s largest business education alliance, Div has been frequently honoured for her inspiring work, serving as a model for the next generation of business leaders and for culturally and linguistically diverse men and women in the workforce.

Having grown up under apartheid in South Africa and experiencing many instances of discrimination based on her age, race, culture and gender, Div became the youngest ever Director in Rotary leading their Youth Services to bring about inclusion in a time of immense segregation and division. Fast forward almost 20 years and Div is still driving the inclusion agenda in a unique way, now in her adopted home, Australia.

The kind of change that Div is driving is tangible and measurable. Deeply passionate about ending the exclusion of culturally and linguistically diverse (CALD) communities in workplaces, as an experienced speaker and consultant Div continually impresses upon leaders the importance of building cultural capacity and inclusive practices, both on and offshore.

With 20+ years of experience in behavioral design, facilitation and impact measurement, Div is an Accredited Executive and Career Life Coach with [ICF](#) and an expert in Career Management. Under her leadership, MindTribes has gone from self-funded startup to profitable, scalable and reputed firm working with name brands like Telstra, CSL, Lion, American Express, NAB, the Victorian Public Sector. Her impact has been recognised in numerous awards and accolades: Selected as a State Judge for Telstra’s Business Women’s Awards, 2020; Monash Business School’s Alumni Excellence Award in 2019; named as one of Smart Company’s Top Female Entrepreneurs in 2018, one of Financial Review’s 100 Women of Influence, 2018 and MindTribes being named by Westpac as one of the 200 Businesses of Tomorrow. Div also creates impact that is scalable, influencing inclusion as a Director at hospitality social enterprise supporting young people experiencing homelessness, [STREAT](#), and as Chair of the Diversity and Inclusion Committee, American Chamber of Commerce.

Div is also the co-founder of Culturally Diverse Women (CDW), an organisation that promotes inclusion at the intersection of gender, culture and age. CDW recently collaborated with University of Melbourne to produce a groundbreaking research paper providing insights and advice for women from CALD backgrounds to succeed in corporate Australia. A passionate advocate for girl’s human rights and the empowerment to lead, lobby and advocate for themselves, Div is a [Plan International](#) Ambassador, giving 10% from each new MindTribes client signed.

Committed to levelling the playing field, this courageous innovator for inclusion leads the next-gen of cultural inclusion services, working with large corporates, public sector and multinationals to improve their sales, services, and engagement by embracing inclusion and diversity as a means to unlock high performance.

Div is mother to three beautiful children who are born in Australia and who are passionate contributors to the conversation and the change that both she and Vick Pillay (Co-Founder and MD of MindTribes) are making to race, culture and gender inclusion in the communities they live and work in.

Div is a sought-after speaker and writer both locally and globally on the following topics:

- How organisations that champion equal opportunity and redress inequity thrive
- How to promote commercial participation of people from diverse backgrounds
- How leaders can be taking action to advocate for the culturally and linguistically diverse men and women within their organisations
- Improving the inclusivity of leadership in corporate settings
- Safety in numbers - the data opening up the diversity and inclusion conversation in C-suite settings
- Diversifying your board and executive for greater innovation and business performance
- The difficulty and barriers facing CALD women in the workforce today and how businesses can actively and effectively move to change the stats
- Gender equality and inclusion for women in the corporate sector
- Operationalising multiculturalism in Australia

To organise an interview, keynote or panel, or for photo and/or visual opportunities, please contact:

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