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COMMUNICATION ON ENGAGEMENT – DIVERSITY COUNCIL AUSTRALIA

Dear Stakeholders,

I am pleased to confirm that Diversity Council Australia reaffirms its support to the United Nations Global Compact and its Ten Principles in the areas of Human Rights, Labour, Environment and Anti-Corruption. This is our Communication on Engagement with the United Nations Global Compact.

As the leading diversity advisor to business in Australia, DCA plays an integral role in engaging companies in Global Compact-related issues, particularly in relation to *Principle 6: the elimination of discrimination in respect of employment and occupation*.

DCA continues to be committed to sharing information about our activities in this regard with our members and broader audience, via our website, social media platforms and publications.

Yours sincerely

A handwritten signature in blue ink, appearing to read 'L. Annese', is positioned above the printed name and title.

Lisa Annese
Chief Executive Officer

Update on DCA's activities to support the Global Compact

In March 2011, [DCA signed up to the to the United Nations Global Compact](#). The UN Global Compact is a strategic policy initiative for businesses that are committed to aligning their operations and strategies with ten universally accepted principles in the areas of human rights, labour, environment and anti-corruption.

The UN Compact is comprised of [ten principles](#) falling under the areas of human rights, labour, environment and anti-corruption and are derived from: the Universal Declaration of Human Rights, the International Labour Organization's Declaration on Fundamental Principles and Rights at Work, the Rio Declaration on Environment and Development, and the United Nations Convention Against Corruption.

Of key importance to Diversity Council Australia is *Principle 6: the elimination of discrimination in respect of employment and occupation*, and some of the activities that we have undertaken to uphold this commitment include:

Area of engagement	Actions and outcomes
Deliver education on topics related to the Global Compact	<ul style="list-style-type: none"> • Through our extensive calendar of events, blogs, publications, media presence and social media DCA provides commentary and education on the Principles. • We also deliver knowledge programs to assist Australian businesses understand issues such as unconscious bias; how to deliver gender diverse leadership; unpacking the gender pay gap'; building cultural capability; and building LGBTI inclusive workplaces. • Our mission is to lead the debate on diversity in Australia, and we are considered an authoritative voice for comment on this debate in Australia as evidenced by the media commentary sought from our CEO. • Delivering ground breaking research on issues about cultural identity in the workplace including the first ever scorecard of Australia's business Asia Capability and DCA's Capitalising on Culture series. • Diversity Council Australia partnered with Reconciliation Australia and Lend Lease on a research called, Closing the Work Gap in Corporate Australia
Disseminate the Global Compact principles	<ul style="list-style-type: none"> • DCA publishes numerous blogs and communications to members highlighting issues of bias, prejudice and discrimination and provided advice about how to deal with these issues in the workplace. Some of these activities have included: <ul style="list-style-type: none"> ○ Supporting International Women's Day every year through speaking, events, opinion pieces, and research launches ○ Releasing research about particular activities that impact on women, and other diverse groups in the workplace ○ Supporting marriage equality in Australia as a means to truly cement workplace fairness and inclusion for the LGBTI+ community ○ Arguing against changes to the Racial Discrimination Act and showing that business in Australia supports the Act as it is ○ Launching a campaign to promote greater understanding of the role that language can play in workplace cultures and the benefits that can flow from more inclusive language.

<p>Engage companies in Global Compact related issues</p>	<ul style="list-style-type: none"> • As a membership based organisation with over 370 members in the business, government and not-for-profit sectors in Australia, we are pleased that a number of our members are signatories to the UN Compact. • We host unique networks which give Australian business the opportunity to network and hear from speakers on Building Cultural Capability and Building Workplace Capability for Indigenous Australia • We hosted an event about tackling Islamophobia and creating inclusive workplaces for Australian Muslims. • We delivered ground-breaking research into the under representation of people from Asian backgrounds in leadership. Read our synopsis report of the research. • We worked with leading mental health advocacy organisation beyondblue to help businesses make practical changes to contribute to mentally healthy workplaces. • We continue to organise events and workshops for business about the impact of domestic violence.
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For a comprehensive list of our activities and their impact please refer to our latest annual report available [here](#).