

5 September 2019

Diversity Council Australia Ltd  
Level 1, 225 George Street  
Sydney, NSW, 2000  
Phone: (02) 9322 5197  
Fax: (02) 9255 8372  
Email: [sydney@dca.org.au](mailto:sydney@dca.org.au)

ACN 006 898 406  
ABN 64 421 748 342



## 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.

**Lisa Annese**

**Chief Executive Officer**

## Update on DCA’s activities to support the Global Compact

In March 2011, [DCA signed up to the United Nations Global Compact, and in 2016 reaffirmed its support](#). 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
<p><b>Deliver education on topics related to the Global Compact</b></p>	<ul style="list-style-type: none"> <li>• Through our extensive calendar of events, blogs, publications, media presence, podcasts and social media DCA provides commentary and education on the Principles.</li> <li>• We also deliver knowledge programs to assist Australian businesses understand issues such as unconscious bias; inclusive language; how to deliver diverse leadership teams; engaging men in gender equality at work; assisting organisations to better recognise the skill and ambition of culturally diverse female talent; and how to mainstream flexible work practices.</li> <li>• Our mission is to lead the debate on diversity and inclusion in Australia, and we are considered an authoritative voice for comment on this debate in Australia as evidenced by the <a href="#">media commentary</a> sought from our CEO.</li> <li>• Delivering ground-breaking research on <a href="#">supporting LGBTIQ+ employees and what it means to be out at work</a> and how organisations can <a href="#">engage men effectively to achieve gender equality at work</a>. DCA also released the first-ever <a href="#">national benchmark</a> for Australian workplaces on inclusion in the workplace. Cultural identity in the workplace has been further explored with the release of research on <a href="#">the ‘double jeopardy’ culturally diverse women experience</a> at work.</li> <li>• Further work on our <a href="#">economics of the gender pay gap research</a> has been undertaken with an analysis of <a href="#">women’s unpaid care and domestic work</a>.</li> <li>• DCA has also released guides on <a href="#">creating inclusive multi-faith workplaces</a>, <a href="#">how to map the cultural diversity of a workforce</a>, and busting the myths on <a href="#">sexual harassment in the workplace</a>.</li> </ul>

**Disseminate the Global Compact principles**

DCA publishes numerous blogs and communications to members highlighting issues of bias, prejudice and discrimination and provides advice about how to deal with these issues in the workplace. Some of these activities have included:

- [Supporting International Women's Day every year](#) through speaking, events, opinion pieces, and research launches
- Releasing research about particular activities that impact on women, refugees and other diverse groups in the workplace
- [Supporting marriage equality in Australia](#) as a means to truly cement workplace fairness and inclusion for the LGBTQI+ community
- [Arguing against proposed changes that would weaken protections under 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.
- [Releasing a statement regarding the misreporting of 'African gang' violence in Melbourne, Australia.](#)
- Supporting the proper recognition of the unique status of Aboriginal and Torres Strait Islander peoples in Australia's history and of ensuring Aboriginal and Torres Strait Islander voices are central in any discussion around [Constitutional recognition and Reconciliation](#).
- Highlighting the experiences of those with disability in the workplaces, through an [International Day of People with Disability media release](#).
- [Supporting the National Inquiry into Sexual Harassment in Australian Workplaces](#).
- Releasing tips and resources on [addressing attitudes to gender equality from millennial men](#).
- Contributing to the [National Productivity Commission Inquiry on Mental Health in the Workplace](#).

DCA held our [third Anna McPhee Memorial Oration on Diversity & Inclusion on why Australia needs a Bill of Rights](#), delivered by Retired Justice of the High Court of Australia, The Hon Michael Kirby AC CMG, which furthered discussion on ensuring legally protected equality for all.

<p><b>Engage companies in Global Compact related issues</b></p>	<p>As a membership based organisation with over 580 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.</p> <p>We host unique networks which give Australian business the opportunity to network and hear from speakers on <a href="#">Gender Equality</a> and <a href="#">Building Workplace Capability for Indigenous Australia</a>. One of which explored workplace approaches to preventing domestic violence and the Uluru Statement from the Heart and how organisations can support constitutional recognition.</p> <p>We hosted an event on <a href="#">mental health in the workplace</a> to foster more inclusive workplaces and communities.</p> <p>Our <a href="#">leadership program</a> has investigated how accessible and inclusive our workplaces are for people with disabilities and inclusion for neurodiversity.</p> <p>We delivered ground-breaking research on how organisations can unlock the talent of their culturally diverse female employees and better support their LGBTIQ+ employees.</p>
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For a comprehensive list of our activities and their impact, please refer to our latest annual report available [here](#).