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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, podcasts and publications.

Yours sincerely,

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 and 2019 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>Deliver education on topics related to the Global Compact</p>	<ul style="list-style-type: none"> • Through our extensive calendar of events, blogs, publications, media presence, podcasts 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; 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. • 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 media commentary sought from our CEO. • Undertaking ground-breaking research on the experiences of Culturally Diverse LGBTQ Talent at Work and the employment experiences of Australia’s First Nations Peoples through partnering with the University of Technology Sydney’s, Indigenous-led Jumbunna Institute. • DCA also released the second iteration of the national benchmark for Australian workplaces on inclusion in the workplace. • To mark International Women’s Day, DCA released a research infographic on why gender equality was still critical to workplaces, focusing on how gender inequalities continue to limit the ability of both men and women, and how workplace gender inequalities impact on home life as well as work.

Disseminate the Global Compact principles

DCA publishes numerous blogs and communications to its over 600 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.
- [Highlighting concerns over the Australian Government's proposed religious discrimination bills, in particular the impact these would have on women, LGBTIQ+ people.](#)
- [Supporting Australia's First Nations Peoples' *Uluru Statement from the Heart*](#) and 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.
- [Tackling the misconceptions around age and work.](#)
- [Commenting on the inclusion of questions about sexual orientation, gender identity and intersex status in the Australian census.](#)
- Contributing to the [Senate Legal and Constitutional Affairs Committee's Inquiry into Nationhood, national identity and democracy.](#)
- DCA's [second season of the Art of Inclusion Podcast series](#) focused on cultural protocols for death in Aboriginal and Torres Strait Islander communities, domestic violence through the lens of LGBTIQ+ relationships, illness and bereavement at work, neurodiversity, shared care, constitutional recognition and faith in the workplace.

<p>Engage companies in Global Compact related issues</p>	<p>As a membership based organisation with over 600 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 Gender Equality and Building Workplace Capability for Indigenous Australia. Our first Gender Equality Network event for 2020 focused on gender equitable recruitment and promotion.</p> <p>Our leadership program has investigated how to map cultural diversity in the workplace and how to work with 'reverse discrimination' claims</p> <p>We delivered ground-breaking research on benchmarking the state of inclusion in Australian workplaces with a focus on the state of exclusion for Aboriginal and Torres Strait Islander peoples, workers with disability and LGBTIQ+ workers.</p>
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For a comprehensive list of our activities and their impact, please refer to our latest annual report available [here](#).