



**Diversity Council Australia Ltd**

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15 December 2020

## **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

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,

**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><b>Deliver education on topics related to the Global Compact</b></p>	<ul style="list-style-type: none"> <li>• DCA continued to provide commentary and education on the Principles through our extensive calendar of events, blogs, publications, media presence, podcasts and social media.</li> <li>• DCA delivers 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>• DCA has delivered ground-breaking research on <a href="#">centring the experiences of Aboriginal and/or Torres Strait Islander Australians at work</a> and <a href="#">whether social class makes a difference in the workplace</a>. DCA also released our second-iteration of the <a href="#">national benchmark for Australian workplaces on inclusion in the workplace</a>. The <a href="#">experiences of culturally diverse LGBTQ workers</a> has also been explored in research released in partnership with Pride in Diversity. For International Women’s Day 2020, DCA published an infographic highlighting <a href="#">why we still need gender equality</a>.</li> </ul>

<p><b>Disseminate the Global Compact principles</b></p>	<p>DCA publishes numerous <a href="#">blogs and communications</a> 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:</p> <ul style="list-style-type: none"> <li>• <a href="#">Supporting International Women’s Day every year</a> through speaking engagements, events, opinion pieces, and research launches</li> <li>• Releasing research about particular activities that impact on women, refugees and other diverse groups in the workplace</li> <li>• Making a <a href="#">submission</a> on the Australian Census, supporting that questions about sexual orientation, gender identity and intersex status be asked in the 2021 Census, and to the <a href="#">Royal Commission into Violence, Abuse, Neglect and Exploitation of People with Disability</a></li> <li>• Announcing <a href="#">support of the Uluru Statement from the Heart campaign to secure constitutional recognition for Aboriginal and Torres Strait Islander Australians</a></li> </ul>
<p><b>Engage companies in Global Compact related issues</b></p>	<p>As a membership-based organisation with over 700 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>. Topics included; <a href="#">masculinity and the workplace</a>, <a href="#">taking an intersectional approach to gender equality</a>, <a href="#">the impacts of COVID-19 on Indigenous people and work</a>, <a href="#">workplace sexual harassment</a>, <a href="#">the Uluru Statement from the Heart</a>, <a href="#">gender equitable recruitment and promotion</a></p> <p>We hosted an event on <a href="#">domestic violence through an intersectional lens</a>, <a href="#">mental health first aid</a>, <a href="#">racism in the workplace</a>, <a href="#">responding to domestic violence during COVID-19</a>, <a href="#">multi-faith inclusion at work</a>, <a href="#">working from home with caring responsibilities</a>,</p> <p>Our <a href="#">leadership program</a> has investigated the <a href="#">future of accessibility at work</a>, <a href="#">addressing reverse discrimination</a>, and <a href="#">how to map cultural diversity</a>.</p>

For a comprehensive list of our activities and their impact, please refer to our latest annual report available [here](#).