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14 December 2022

Communication of Engagement 2020-2022 – 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

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, 2019 and 2020 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"> • DCA continued to provide commentary and education on the Principles through our extensive calendar of events, blogs, publications, media presence, and social media. • DCA delivers knowledge program workshops to assist Australian businesses understand issues such as workplace diversity and inclusion; unconscious bias; and inclusive language. • DCA continues to deliver education and raise the profile of diversity and inclusion (D&I) in the community through media commentary sought from our CEO. • DCA has delivered ground-breaking research on: domestic and family violence at work; how to measure and report on workforce cultural diversity; the state of flexible work in the Australian workforce; the workplace experiences of Aboriginal and Torres Strait Islander workers through a gender lens; the impact of unconscious bias on recruitment and selection decisions using AI; how organisations can stand up to and end workplace racism; the impact that workplace inclusion has on mental health; and how organisations can use inclusive recruitment to tap into Australia’s overlooked and underleveraged talent. • We released the fourth iteration of our research into the economics of the gender pay gap in Australia. • DCA also released our third iteration of the national benchmark for Australian workplaces on inclusion in the workplace.

Area of engagement	Actions and Outcomes
<p>Disseminate the Global Compact principles</p>	<p>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:</p> <ul style="list-style-type: none"> • Supporting International Women’s Day every year through speaking engagements, events, opinion pieces, and research launches • Continuing our support for the support of the Uluru Statement from the Heart campaign to secure constitutional recognition for Aboriginal and Torres Strait Islander Australians. • Advocating for the full implementation of all 55 recommendations from the Respect at Work report. • Launching the #IStandForRespect pledge a campaign that asked Australian CEOs to stand against gendered harassment and violence in all its forms, and commit to taking steps in their organisation to address sexual and sex-based harassment, to make the workplace safe for everyone.
<p>Engage companies in Global Compact related issues</p>	<p>As a membership-based organisation with over 1,100 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> <ul style="list-style-type: none"> • Our gender equality network has held events on: shared parental leave; preventing workplace sexual harassment; and universal childcare. • Our Indigenous network has held events on: supporting a First Nations Voice to Parliament; understanding constitutional recognition; reconciliation; belonging in the workplace; truth-telling in the workplace; and engaging with community. • Our Diversity Leadership Program events have discussed workplace inclusion for culturally and racially marginalised people with disability; ageism at work and countering the effects of COVID-19; progressing social class inclusion; being a good ally, and job design for greater inclusion. <p>A full list of past events is available here.</p>

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