

Business Diversity Leadership



Diversity Council Australia is the independent, not-for-profit workplace diversity advisor to business in Australia. In partnership with our member organisations, our mission is to:

1. Lead public debate;
2. Develop leading diversity research, thinking and practice;
3. Enable diversity management in a dynamic environment; and
4. Drive business improvement through successful diversity programs.

Membership provides real benefits:

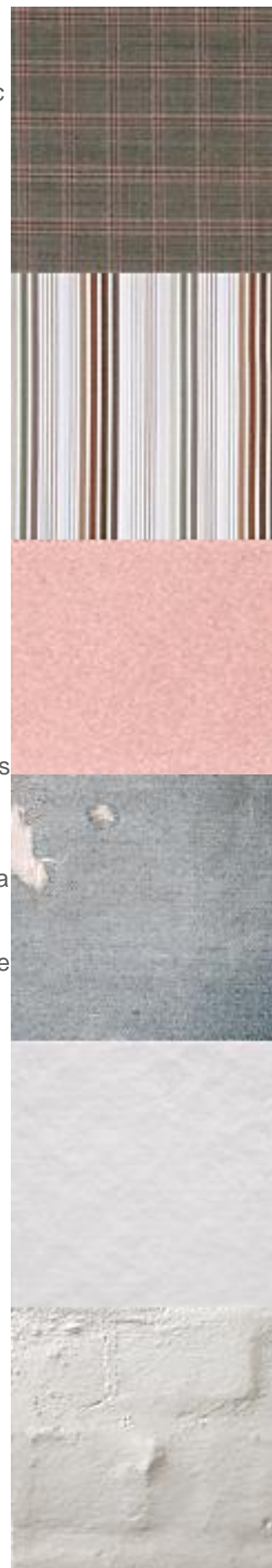
DCA's members are Australia's business diversity leaders. Members have access to a range of free or discounted services that support and enhance their organisation's internal diversity and inclusion capabilities.

DCA Chair, Anna McPhee, former Director of the Equal Opportunity for Women in the Workplace Agency, said: "Access to a skilled workforce is a growing challenge for business leaders. Solutions can come from new migrants or better maximising the potential and productivity of the existing workforce, including ending the underemployment of women. Both require action by business to remove the barriers to greater diversity in all workplaces and at every level right up to the top.

"Being part of DCA, a member-based organisation, will give your business access to the latest information, research, advice and networks to implement and enhance diversity programs to deliver real results."

As a member, DCA offers you:

1. **Leadership:**
 - Advocacy on the business benefits of diversity in the public arena to support member activities
2. **Publications:**
 - Fortnightly eNews, *Diversity Matters update*
 - Quarterly diversity practice journal, *Diversity Matters*
 - Quarterly research journal, *Research Matters*
3. **Events and networks:**
 - Diversity Leadership Program
 - Gender Reporting Network
 - CEO and senior exec roundtables
 - Teleconferences and webcasts
4. **Research:**
 - Groundbreaking projects e.g. 'Capitalising on culture', 'Working for the future: A National Survey of Employees', 'Engaging Aboriginal Australians in private sector'
5. **Website:**
 - Exclusively for DCA members, a wealth of information on all diversity dimensions including business cases, leading practice principles, case studies, compliance and research
6. **Advisory services:**
 - High level strategies
 - Speakers for conferences or diversity councils
 - Referral to high quality compliance advisors
7. **Member representation:**
 - Submissions to inquiries on behalf of members e.g. EOWA, pay equity inquiries
8. **Knowledge sharing:**
 - Learn from us and our network of members who are leaders in diversity.



DCA members explain how membership adds value to their diversity programs:

"As Australia's peak advisor to business on diversity issues, DCA provides us with the directions, advice and support we really value. Our membership keeps us up-to-date on the latest issues and trends in diversity management, and gives us access to DCA's wide experience. It's why we signed up as a foundation member many years ago and why we continue our partnership today."

Robert Orth, Director, Human Resources for IBM Australia/New Zealand.

"We rely on the quality diversity research and advice provided by DCA to assist in development of our diversity strategy within Allens Arthur Robinson. DCA has provided assistance to help us create the change in culture required within our firm, to deliver diversity outcomes."

Jacqui Abbott, Head of Flexibility & Diversity with Allens Arthur Robinson.

"Organisations that are serious about sustainably addressing diversity need to focus on education and collaboration to create the necessary forward momentum. IAG sees DCA as a great enabler and partner, as we strive to lead our industry as the employer who respects and values the different experiences of our people, harnessing the opportunities and business benefits that diverse ideas and perspectives bring to our organisation and stakeholders."

Fiona Michel, Group General Manager, People & Culture, for Insurance Australia Group.

"PwC's partnership with DCA reinforces our commitment to an inclusive culture and diversity in the workplace. As a firm we have been building a progressive and deliberate, focussed approach to diversity, and we are proud to be partnering with DCA to have an opportunity to unite, network and mobilise for meaningful change in improving diversity across corporate Australia."

Sophie Crawford-Jones, PwC's Head of Human Capital.



For more information, call Diversity Council Australia Ltd

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