



Diversity Council Australia Ltd

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Select Committee on Work and Care
PO Box 6100
Parliament House
Canberra ACT 2600
By email: workandcare.sen@aph.gov.au

Select Committee on Work and Care

Dear Committee Secretary

Diversity Council Australia (DCA) is the independent not-for-profit peak body leading diversity and inclusion in the workplace.

We have over 1,100 member organisations, reaching more than 20% of the Australian labour market. The relationship between work and care is a significant issue for our members. Over recent years we have developed several pieces of research that speak to this issue. We are therefore sharing with you four pieces of DCA research which are relevant to the Committee's inquiry.



Let's Share the Care

Women's disproportionate share of unpaid care and domestic work, lack of workplace flexibility and time out of the workforce are key contributors to the gender pay gap. DCA's *Let's Share the Care at Home and Work* report, is a call to action to end the gender pay gap by enabling women and men in Australian families to 'share the care' more equitably.



Gari Yala (Speak the Truth) Gendered Insights

In 2020, the *Gari Yala* project documented the workplace experiences and recommendations of over 1,000 Aboriginal and Torres Strait Islander workers. This follow-up report analyses the original survey results by gender.



Inclusion@Work Index: Mapping the State of Flex in the Australian Workforce

This report highlights a positive link between flexible work and workplace inclusion and shows that the stigma around care, gender and flexible work continues. Concerningly, the report reveals a significant gap in the uptake of flexible working between men and women. The report also offers practical steps for addressing issues around flex and caring in your workplace.



She's Price(d)less - 2022 update report

She's Price(d)less is the fourth in a series of reports that uses econometric modelling applied to data from the Household, Income and Labour Dynamics in Australia (HILDA) Survey to unpack the factors that contribute to the gender pay gap.

A copy of each of these reports have been attached for the Committee's consideration. A full catalogue of our research is available on the DCA website at www.dca.org.au/research.

Please feel free to contact myself or Cathy Brown, Director of Communications and Advocacy, on 0424 578 698 or advocacy@dca.org.au, you require any further information about this matter.

Yours sincerely

Lisa Annese
Chief Executive Officer

ABOUT DIVERSITY COUNCIL AUSTRALIA

Who we are

Diversity Council Australia (DCA) is the independent not-for-profit peak body leading diversity and inclusion in the workplace. We provide unique research, inspiring events and programs, curated resources and expert advice across all diversity dimensions to a community of member organisations.

DCA's Membership represents over 20% of the Australian workforce

DCA's prestigious group of over 1,100 members is drawn from business and workplace diversity leaders and includes some of Australia's biggest employers. Our membership reaches over **20%** of the Australian labour market.

About our members

1,100 member organisations, including almost 40 ASX100 Listed companies.

Our members are drawn from across the corporate, government and not-for-profit sectors and vary from small to large workforces in size.

Our founding members include ANZ, AMP, BHP, Boral, Coles, IBM Australia, Myer, Orica, Rio Tinto and Westpac.

DCA's Members are listed on our website here: <https://www.dca.org.au/membership/current-dca-members>.

Our belief, vision and mission

- Our belief is that diversity and inclusion is good for people and business.
- Our vision is to create a more diverse and inclusive Australia.
- Our mission is to encourage and enable Australian organisations to create diverse and inclusive workplaces.

What we do

DCA, formerly known as the Council for Equal Opportunity in Employment Ltd, was established in 1985 as a joint initiative of the Australian Chamber of Commerce and Industry and the Business Council of Australia to demonstrate the business community's commitment to equal opportunity for women.

Our focus since then has expanded to cover all aspects of diversity in employment, reflecting changes in practice to embrace all areas of the diversity of human resources.

DCA is not government funded - its income is generated from membership fees, sponsorships and services to business/employers.

Our Research

DCA works in partnership with members to generate ground-breaking evidence-based diversity and inclusion resources that enables Australian organisations to fully leverage the benefits of a diverse talent pool.

DCA research is grounded in the contributions of people with lived experience. DCA projects use expert panels, focus groups, think tanks and surveys to make people with lived experience central to the project findings.

DCA resources are ahead of the curve. They establish leading diversity thinking and practice, enabling Australian organisations to re-imagine and reconfigure the way they manage talent in today's dynamic operating environments.

DCA resources drive business improvement. They are high impact, driving business improvement through providing evidence-based guidance on how to fully leverage the benefits of a diverse talent pool.

DCA resources are practice focused. They respond to the information needs of industry leaders and the people they employ.



DCA resources speak to the Australian context. DCA projects generate leading diversity thinking and practice that speaks to Australia's unique and distinctive institutional, cultural and legal frameworks.

DCA resources considers all diversity dimensions. The full spectrum of diversity dimensions are investigated including age, caring responsibilities, cultural background and identity, disability, Aboriginal and/or Torres Strait Islander status, sexual orientation, gender identity, intersex status, social class and work organisation.

POSITIONING

The importance of taking an intersectional approach

Intersectionality refers to the ways in which different aspects of a person's identity can expose them to overlapping forms of discrimination and marginalisation. It is therefore critical that, in drafting policy concerning work and care, that legislators, policymakers and those implementing such policies, understand intersectionality, and take an intersectional approach implementing such policies.

A note on binary language used in this submission

While neither sex nor gender exist in binary categories, these categories still have very real effects.

However, DCA recognises that there are people whose experiences and identities cannot be captured by the use of binary language, and these limitations should be acknowledged whenever binary language is used.

