

## Media Release

9 November 2022

Embargoed until Monday 14 November 2022, 6am AEST.



Diversity Council Australia Ltd  
ABN 64 421 748 342  
ACN 006 898 406  
[www.dca.org.au](http://www.dca.org.au)

## Diversity Council Australia announces 2022-2023 Inclusive Employers – Committed and taking action.

Diversity Council Australia (DCA) has today announced the list of 30 employers who have been recognised as Inclusive Employers for 2022-2023.

Recognition as an Inclusive Employer is the only one of its kind in Australia. Inclusive workplaces occur when a diversity of people are respected, connected, progressing and contributed to organisational success.

In our tight labour market and with employers saying it is difficult to fill roles making workplaces more inclusive is a proven way to attract and retain workers. More and more employers are not only looking at diversity but, looking to make the most of both diversity and inclusion.

To be deemed eligible as an *Inclusive Employer 2022-2023*, participating DCA members must:

Invite at least 60% of their employees to participate in DCA's *Inclusive Employer Index* Assessment, where they provide detailed responses about their experience of inclusion at work.

Show that they are active and committed to inclusion by achieving results that exceed the National Index Benchmark on at least five out of six of the following measures: (i) Awareness; (ii) Engagement; (iii) Inclusive Organisational Climate; (iv) Inclusive Leadership; (v) Inclusive Team; (vi) Exclusion.

This year our 30 Inclusive Employers come from across a diverse spectrum of employers: public, private and non-government, large and small.

The *Inclusive Employers Index* is an extension of [DCA's Inclusion@Work](#) Index which maps the state of inclusion across the Australian workplace landscape and provides a business case for inclusion at work.

Employees who work in an inclusive organisation are:

- 4 times less likely to experience discrimination and/or harassment
- 8 times more likely to be highly effective than those in non-inclusive teams
- 8 times more likely to be innovative
- 4 times more likely to provide excellent customer service



Diversity Council Australia Ltd  
ABN 64 421 748 342  
ACN 006 898 406  
[www.dca.org.au](http://www.dca.org.au)

**Quotes attributable to Lisa Annese, CEO, Diversity Council Australia:**

“Inclusion is good for employers and for employees. The organisations who have participated in this year’s Inclusive Employer Index are demonstrating their commitment to inclusion and through their participation they can reflect on their achievements and identify ways to do even better.

“This year’s list of organisations is diverse – with employers large and small from the spectrum of industries. Inclusion isn’t an add on extra for these organisations, it is a super-power and it is critical to their success.

“Our Inclusive Employer Index is rigorous, it is not an award, it is a way to measure the work of inclusion in employers in a robust way. Those who have been recognised today are doing the work of diversity and inclusion and making progress on greater inclusion.”

**The 30 Inclusive Employers for 2022/2023 will be listed [here](#) from Monday November 14 2022 6am AEST.**

**See all past Inclusive Employers here: [https://www.dca.org.au/inclusive\\_employers](https://www.dca.org.au/inclusive_employers).**

**[Ends]**

DCA has quotes from a number of this year’s Inclusive Employers available – they are included [here](#) and will go live Monday November 14 2022, 6am AEST.

**Media Contact:** Emily Mayo, 0456 267 446 | [media@dca.org.au](mailto:media@dca.org.au).

**About DCA:** Diversity Council Australia 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 over 1,100 member organisations. Our member organisations are estimated to employ nearly two million Australians, representing up to 20% of the workforce.