

Diversity Council Australia Limited

ACN 006 898 406

Annual Report

For the year ended 31 December 2023

Diversity Council Australia Limited

(ACN 006 898 406)

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Directors' Report

Diversity Council Australia Limited
For the year ended 31 December 2023

The directors present their report together with the financial statements of Diversity Council Australia Limited (the Company) for the financial year ended 31 December 2023 and the auditor's report thereon.

1. Directors

The directors of the Company at any time during or since the end of the financial year are as follows. For further information regarding the Directors, refer to <https://www.dca.org.au/about-dca/our-team>:

- Manisha Amin (appointed 23 June 2023)
- Stephen Barrow-Yu (resigned 23 June 2023)
- Julie Canepa
- Peter Chun
- Elizabeth Hristoforidis
- Chris Lamb
- Ming Long
- Craig Mutton (appointed 23 June 2023)
- Annie Pettitt (appointed 23 June 2023)
- Amanda Revis (resigned 23 June 2023)
- Harry Rolf
- Kate Russell
- Shawn Wilkey (resigned 23 June 2023)
- Abbie Wright.

2. Directors' meetings

The number of directors' meetings held and number of meetings attended by each of the directors of the Company during the financial year were:

2023 Board Meetings	Eligible	Attended
Manisha Amin*	3	3
Stephen Barrow-Yu*	2	2
Julie Canepa	5	5
Peter Chun	5	4
Elizabeth Hristoforidis	5	3
Chris Lamb	5	5
Ming Long	5	5
Craig Mutton*	3	2
Annie Pettitt*	3	3
Amanda Revis*	2	2
Harry Rolf	5	5
Kate Russell	5	4
Shawn Wilkey*	2	2
Abbie Wright	5	5

*Indicates director for part year only

Directors' Report

Diversity Council Australia Limited
For the year ended 31 December 2023

3. Objectives

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.

- 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.

DCA has over 1,300 member organisations, many of whom are Australia's business diversity leaders and biggest employers.

The long-term objectives of the Company are:

- To promote and advance inclusion and diversity through the creation of more diverse and inclusive workplaces for the benefit of individuals, organisations and the broader community, with a focus on individuals that have been historically disadvantaged or underrepresented in the labour market;
- To achieve the above in a financially sustainable manner.

The short-term objectives of the Company are:

- To build internal capability so that we can continue to deliver quality research, programs and resources in a sustainable way
- To deliver cutting edge diversity and inclusion research, and develop high impact tools from the research for organisations
- To improve member value proposition by enhancing our services and the way in which they are delivered
- To grow the membership base in order to maximise the engagement of the business community in creating diverse and inclusive workplaces
- To broaden the diversity and inclusion conversation in the business and wider community.

Strategy for achieving objectives

- Encourage employers to create more diverse and inclusive workplaces for the benefit of the organisation and the broader community, especially those that are historically disadvantaged or underrepresented in workplaces;
- Establish and demonstrate what is leading thinking and practice on diversity and inclusion in an Australian context;
- Assist members to implement successful diversity and inclusion strategies and programs;
- Promote the implementation of effective diversity compliance management in a changing legislative environment;
- Conduct evidence-based research and publish reports identifying and analysing issues relevant to business diversity and inclusion theory, management and practice and related matters, including social and economic issues and to provide a business and community forum for the discussion of such issues and to compile information and research material in relation thereto;
- Develop, promulgate and disseminate ideas in furtherance of the objects of the Company and to promote discussion thereon;
- Contribute to the process of public policy making and to encourage the utilization by members of the experiences and expertise of the Company;
- Publish and disseminate information concerning diversity and inclusion in Australia and/or social and economic conditions or issues, or any aspect thereof, or issues relating thereto, relevant to diversity and inclusion or concerning the ideas, objects and policies of the Company;
- Co-ordinate and make available expert knowledge and products in connection with the development of diversity and inclusion programs in Australia;

Directors' Report

Diversity Council Australia Limited
For the year ended 31 December 2023

- Promote communication, discussion and debate between representatives of Australian business, governments, employee and employer representatives, academies, educational institutions and other groups of interested citizens and to foster and promote attitudes and strategies for change conducive to the promotion of diversity and inclusion management and practice.

4. Principal activities

The principal activities of the Company during the financial year were as follows:

- Undertook research into diversity and inclusion related matters;
- Conducted events to share knowledge and research findings;
- Delivered diversity and inclusion learning solutions including face-to-face or facilitator-led on-line workshops and eLearning programs;
- Launched a new website with enhanced resources on all diversity dimensions such as Aboriginal and Torres Strait Islander Peoples, age, caring responsibilities, culture & religion, disability & accessibility, family & domestic violence, flexibility, gender, LGBTIQ+ status, mental health, race, and social class.

There were no significant changes in the nature of the activities of the Company during the year.

The Company measures its performance using the following Key Performance Indicators:

Measure	2023 Performance
Build internal capability	<p>Bolstered IT capabilities with a significant investment in new digital platforms through a new website and customer relationship management system (CRM).</p> <p>Continued to deliver on our Innovate Reconciliation Action Plan (RAP) commitments.</p> <p>Created a new strengths-based team development framework.</p> <p>Developed people and culture processes for our employee lifecycle and to help drive engagement and high performance.</p> <p>Developed inclusive recruitment processes and practices in line with our research.</p> <p>Increased staff education on D&I, centering lived experience, with the creation of an internal D&I Advisory Panel.</p> <p>Continued to score highly for staff engagement and psychological safety metrics in our quarterly pulse surveys.</p> <p>Continuous enhancement of controls on risk management, and finance and accounting policies and processes.</p>
Deliver cutting edge research and high impact member tools	<p>Released the following research reports and evidence-based guidelines and tools:</p> <ul style="list-style-type: none">• Culturally and Racially Marginalised (CARM) Women in Leadership: A framework for (intersectional) organisational action

Directors' Report

Diversity Council Australia Limited
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	<ul style="list-style-type: none"> • Online tool (ASSESS to RISE) that helps organisations identify the systemic barriers holding back CARM women from rising into leadership in their workplace • Inclusion@Work Index: Business case for inclusion • Inclusive Recruitment at Work online educational quiz, checklist, and factsheet for hiring managers • Inclusive Artificial Intelligence at Work in Recruitment: How organisations can use AI in recruitment to help not harm diversity. <p>Embarked on a new collaborative project between DCA, Settlement Services International and Chief Executive Women, funded by the Australian government, to build pathways to leadership for women from culturally and racially marginalised (CARM) backgrounds.</p> <p>Delivered an innovative three-module evidence-based education program designed to build understanding of anti-racism and foster racially safe and inclusive workplaces.</p>
Improve member value proposition	<p>Delivered a new DCA website offering our members an improved user experience and comprehensively updated and expanded resources covering 11 D&I dimensions.</p> <p>Members also benefited from a new centralised member 'dashboard' that consolidates key information for members, offers self-service functionality for managing the membership and provides a new roadmap to guide them through membership journey.</p> <p>Strong member retention and engagement was shown by a:</p> <ul style="list-style-type: none"> • 38% increase in member website users • 40% increase in the number of Knowledge Program workshops we delivered • 136% increase in organisational uptake of the Inclusive Employer Index.
Grow the membership base	<p>Provided ongoing, quality services to retain existing members and attract new members. This resulted in 14% net growth in member numbers, 91% member retention and 26% growth in member revenue.</p>
Broaden the D&I conversation	<p>Significantly increased media coverage, with the total number of articles referencing DCA more than doubling since 2022.</p> <p>Substantially higher website and social media audiences:</p> <ul style="list-style-type: none"> • Webpage views increased by 38% • LinkedIn followers increase by 37%.

Directors' Report

Diversity Council Australia Limited
For the year ended 31 December 2023

	<p>Provided input to government Inquiries, with 18 submissions to policy and legislative reviews, compared to 6 the year prior. DCA was actively sought by government to participate in D&I-related roundtables.</p> <p>Gave evidence at Senate hearings and Joint Parliamentary enquiries to actively pursue policy reform. For example, the Inquiry into the Paid Parental Leave Amendment (Improvements for Families and Gender Equality) Bill 2022.</p> <p>Supported our members through the Voice referendum process with practical and informative resources and guidance.</p> <p>Significantly increased participation in DCA's #InclusionAtWorkWeek 2023.</p> <p>Published and presented our work in prestigious research publications and at conferences.</p> <p>Launched the Global Inclusion & Diversity Alliance (GIDA), a community of practice for peak D&I organisations from around the world, acting together to make workplaces across the world more equitable.</p>
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5. Membership

The Company is an entity incorporated under the Australian Charities and Not-for-profits Commission Act 2012 and is public company limited by guarantee and without share capital. If the entity is wound up, the constitution of the Company states that each member is required to contribute a maximum of \$100 towards meeting any outstanding obligations of the Company.

The number of members as at 31 December 2023 was 1,346 (2022: 1,167). The total amount that members of the Company are liable to contribute if the Company is wound up is \$134,600 (2022: 116,700).


6. Auditor's independence declaration

The Auditor's independence declaration is set out on page 7.

This report is made in accordance with a resolution of the directors:



Ming Long AM



Chris Lamb

Dated at Sydney this 31st day of May 2024.

DECLARATION OF INDEPENDENCE BY ELYSIA ROTHWELL TO THE DIRECTORS OF DIVERSITY COUNCIL AUSTRALIA LIMITED

As lead auditor of Diversity Council Australia Limited for the year ended 31 December 2023, I declare that, to the best of my knowledge and belief, there have been:

1. No contraventions of the auditor independence requirements of section 60-40 of the *Australian Charities and Not-for-profits Commission Act 2012* in relation to the audit; and
2. No contraventions of any applicable code of professional conduct in relation to the audit.

Elysia Rothwell

Director



BDO Audit Pty Ltd

Sydney

31 May 2024

Statement of Profit or Loss and Other Comprehensive Income

Diversity Council Australia Limited

For the year ended 31 December 2023

	Note	2023 \$	2022 \$
Revenue	5	5,119,839	4,662,287
Other income	5	929,418	215,767
Employee benefits expense	6	(3,350,103)	(2,702,196)
Depreciation and amortisation expense		(135,249)	(124,149)
Other expenses	7	(1,977,497)	(1,165,815)
Operating surplus for the year		586,408	885,894
Interest income		95,253	24,053
Interest expenses		(10,704)	(6,423)
Net finance costs		84,549	17,630
Surplus for the year		670,957	903,524
Other comprehensive income		-	-
Total surplus and other comprehensive income for the year		670,957	903,524

The accompanying notes form an integral part of this Statement of Profit or Loss and Other Comprehensive Income.

Statement of Financial Position

Diversity Council Australia Limited

As at 31 December 2023

	Note	2023 \$	2022 \$
CURRENT ASSETS			
Cash and cash equivalents	8	2,526,620	3,297,895
Trade and other receivables	9	490,878	381,712
Other financial assets	10	3,851,091	2,672,552
Other current assets	11	64,692	9,500
Total current assets		6,933,281	6,361,659
NON-CURRENT ASSETS			
Other non-current assets	11	199,284	42,695
Property, plant and equipment	12	186,992	167,412
Intangibles	13	24,393	36,962
Total non-current assets		410,669	247,069
Total assets		7,343,950	6,608,728
CURRENT LIABILITIES			
Trade and other payables	14	190,270	215,270
Provisions	15	264,123	276,162
Unearned income		3,016,002	2,947,019
Lease liability	16	143,246	106,815
Total current liabilities		3,613,641	3,545,266
NON-CURRENT LIABILITIES			
Provisions	15	39,930	34,521
Lease liability	16	8,889	18,408
Total non-current liabilities		48,819	52,929
Total liabilities		3,662,460	3,598,195
Net assets		3,681,490	3,010,533
EQUITY			
Retained earnings		3,681,490	3,010,533
Total equity		3,681,490	3,010,533

The accompanying notes form an integral part of this Statement of Financial Position.

Statement of Changes in Equity

Diversity Council Australia Limited
For the year ended 31 December 2023

	Attributable to equity holders of the Company \$
Retained Earnings	
Balance as at 1 January 2022	<u>2,107,009</u>
Surplus for the year	903,524
Other comprehensive income	-
Balance at 31 December 2022	<u><u>3,010,533</u></u>
	Attributable to equity holders of the Company \$
Retained Earnings	
Balance as at 1 January 2023	<u>3,010,533</u>
Surplus for the year	670,957
Other comprehensive income	-
Balance at 31 December 2023	<u><u>3,681,490</u></u>

The accompanying notes form an integral part of this Statement of Changes in Equity.

Statement of Cash Flows

Diversity Council Australia Limited
For the year ended 31 December 2023

	Note	2023 \$	2022 \$
CASH FLOWS FROM OPERATING ACTIVITIES			
Cash receipts from members (GST incl.)		5,633,274	5,783,332
Cash receipts from government grant (GST incl.)		940,877	506,098
Cash payments to suppliers and employees (GST incl.)		(6,180,095)	(4,469,597)
Interest received		84,000	11,017
Interest paid		(10,704)	(6,423)
Net cash from operating activities		467,352	1,824,427
CASH FLOWS USED IN INVESTING ACTIVITIES			
Acquisition of property, plant and equipment		(8,205)	(23,708)
Interest received		7,819	-
Net redemption of / (investment in) term deposits		876,892	(880,537)
Net investment in financial assets		(2,019,069)	-
Dividends received		11,079	-
Net cash used in investing activities		(1,131,484)	(904,245)
CASH FLOWS USED IN FINANCING ACTIVITIES			
Repayment of lease liabilities		(107,143)	(97,131)
Net cash used in financing activities		(107,143)	(97,131)
Net (decrease) / increase in cash and cash equivalents held		(771,275)	823,051
Cash at the beginning of the financial year		3,297,895	2,474,844
Cash at the end of the financial year	8	2,526,620	3,297,895

The accompanying notes form an integral part of this Statement of Cash Flows.

Notes to the Financial Statements

Diversity Council Australia Limited

For the year ended 31 December 2023

1 Reporting entity

Diversity Council Australia Limited (DCA) (the Company) is an unlisted not-for-profit public company limited by guarantee, incorporated and domiciled in Australia. The Company is primarily involved in the provision of research, delivery of programs, resources and advice across all diversity dimensions to member organisations.

The address of the Company's registered office and principal place of business is Hub Customs House, Level 3 & 4, 31 Alfred Street, Sydney, NSW 2000.

2 Basis of preparation

a) Statement of compliance

These financial statements have been prepared in accordance with Australian Accounting Standards – Simplified Disclosures (AASBs) adopted by the Australian Accounting Standards Board (AASB) and the Australian Charities and Not-for-profits Commission (ACNC).

The financial statements were approved by the Board of Directors on the 30th of May 2024.

b) Basis of measurement

The financial statements have been prepared on the basis of historical cost, except for certain properties and financial instruments that are measured at revalued amounts or fair values at the end of each reporting period, as explained in the accounting policies below. Historical cost is generally based on the fair values of the consideration given in exchange for goods and services. All amounts are presented in Australian dollars, unless otherwise noted.

c) Functional and presentation currency

These financial statements are presented in Australian dollars, which is the Company's functional currency.

d) Use of estimates and judgments

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the application of accounting policies and the reported amounts of assets, liabilities, income and expenses. Actual results may differ from these estimates.

Estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised and in any future periods affected.

Any information about critical judgements in applying accounting policies that have the most significant effect on the amount recognised in the financial statements and assumptions and estimation uncertainties that have a significant risk of resulting in a material adjustment within the next financial year, is included in the notes to the accounts where relevant.

Benefits received for less than market value

In 2023, DCA received consulting services from the Centre for Inclusive Design in relation to accessibility reviews of the new website for which DCA was not required to pay compensation. The total value of the benefit provided was \$14,637. DCA provides free membership to the Centre for Inclusive Design.

Value of Volunteer Services

No volunteer services were provided for the year ended 31 December 2023.

Notes to the Financial Statements

Diversity Council Australia Limited
For the year ended 31 December 2023

2 Basis of preparation (continued)

d) Use of estimates and judgments (continued)

Digital project implementation costs

Specific elements of implementation costs incurred by the Company for configuration and customisation services of supplier-controlled software (Software as a Service (SaaS)) do not create a separate resource controlled by DCA as the services are not separately identifiable from DCA's right to receive access to the application software. Non-distinct cost elements are initially recognised as a prepayment and subsequently expensed to profit or loss over the contract term, being 5 years.

3 Changes to material accounting policies

The Company has adopted Disclosure of Accounting Policies: Tier 2 and Other Australian Accounting Standards (Amendments to AASB 1049, 1054 and 1060) from 1 January 2023. Although the amendments did not result in any changes to the accounting policies themselves, they impacted the accounting policy information disclosed in the financial statements.

The amendment requires the disclosure of 'material', rather than 'significant', accounting policies. The amendments also provide guidance on the application of materiality to disclosure of accounting policies, assisting entities to provide useful, entity-specific accounting policy information that users need to understand other information in the financial statements.

Management reviewed the accounting policies and made updates to information disclosed in Note 4 Material accounting policies (2022: Significant accounting policies) in certain instances in line with the amendments.

From 1 January 2023 a number of new standards are effective or have issued and not yet effective, however they do not have or are not expected to have a material effect on the Company's financial statements.

4 Material accounting policies

The accounting policies set out below have been applied consistently to all periods presented in these financial statements.

(a) Financial instruments

(i) *Non-derivative financial assets*

Financial assets are recognised initially on the date at which the Company becomes a party to the contractual provisions of the instrument.

The Company derecognises a financial asset when the contractual rights to the cash flows from the asset expire, or it transfers the rights to receive the contractual cash flows on the financial asset in a transaction in which substantially all the risks and rewards of ownership of the financial asset are transferred. Any interest in transferred financial assets that is created or retained by the Company is recognised as a separate asset or liability.

The Company has the following non-derivative financial assets: loans and receivables and investments measured at Fair Value through Profit or Loss (FVTPL).

Notes to the Financial Statements

Diversity Council Australia Limited
For the year ended 31 December 2023

4 Material accounting policies (continued)

(a) Financial instruments (continued)

(i) Non-derivative financial assets (continued)

Loans and receivables

Loans and receivables are financial assets with fixed or determinable payments that are not quoted in an active market. Such assets are recognised initially at fair value plus any directly attributable transaction costs. Subsequent to initial recognition loans and receivables are measured at amortised cost using the effective interest method, less any impairment losses.

Cash and cash equivalents

Cash and cash equivalents comprise of cash balances and call deposits with maturities of three months or less from the acquisition date that are subject to an insignificant risk of changes in their fair value, and are used by the Company in the management of its short-term commitments.

Investments at FVTPL

All financial assets not classified as measured at amortised cost or Fair Value through Other Comprehensive Income (FVOCI) as described above are measured at FVTPL. This includes all derivative financial assets. On initial recognition, the Company may irrevocably designate a financial asset that otherwise meets the requirements to be measured at amortised cost or at FVOCI as at FVTPL if doing so eliminates or significantly reduces an accounting mismatch that would otherwise arise.

(ii) Non-derivative financial liabilities

Financial liabilities are recognised initially on the date at which the Company becomes a party to the contractual provisions of the instrument. The Company derecognises a financial liability when its contractual obligations are discharged or cancelled or expired. Financial assets and liabilities are offset and the net amount presented in the statement of financial position when, and only when, the Company has a legal right to offset the amounts and intends either to settle on a net basis or to realise the asset and settle the liability simultaneously.

The Company has the following non-derivative financial liabilities: trade and other payables. Subsequent to initial recognition, these financial liabilities are measured at amortised cost using the effective interest method.

(b) Property, plant and equipment

(i) Recognition and measurement

Items of property, plant and equipment are measured at cost less accumulated depreciation and accumulated impairment losses.

Cost includes expenditure that is directly attributable to the acquisition of the asset. The cost of self-constructed assets includes the following:

- the cost of materials and direct labour,
- any other costs directly attributable to bringing the assets to a working condition for their intended use,
- when the Company has an obligation to remove the assets or restore the site, an estimate of the costs of dismantling and removing the items and restoring the site on which they are located, and
- capitalised borrowing costs

When parts of an item of property, plant and equipment have different useful lives, they are accounted for as separate items (major components) of property, plant and equipment.

Any gain or loss on disposal of an item of property, plant and equipment (calculated as the difference between the net proceeds from disposal and the carrying amount of the item) is recognised in profit or loss.

Notes to the Financial Statements

Diversity Council Australia Limited
For the year ended 31 December 2023

4 Material accounting policies (continued)

(b) Property, plant and equipment (continued)

(ii) *Subsequent costs*

Subsequent expenditure is capitalised only when it is probable that the future economic benefits associated with the expenditure will flow to the Company. Ongoing repairs and maintenance are expensed as incurred.

(iii) *Depreciation*

Items of property, plant and equipment are depreciated from the date that they are installed and are ready for use, or in respect of internally constructed assets, from the date that the asset is completed and ready for use.

Depreciation is calculated to write off the cost of property, plant and equipment less their estimated residual values using the straight-line basis over their estimated useful lives. Depreciation is generally recognised in profit or loss unless the amount is included in the carrying amount of another asset. Land is not depreciated.

The estimated useful lives for the current and comparative years of significant items of property, plant and equipment are as follows:

- | | |
|-----------------------|--------------|
| • plant and equipment | 3 – 15 years |
| • right-of-use assets | 3 years |

Depreciation methods, useful lives and residual values are reviewed at each reporting date and adjusted if appropriate.

(c) Intangible assets

(i) *Research and development*

Expenditure on research activities is recognised in profit or loss as incurred.

Development expenditure is capitalised only if expenditure can be measured reliably, the product or process is technically and commercially feasible, future economic benefits are probable, and the Company intends to and has sufficient resources to complete development and to use or sell the asset. Otherwise it is recognised in profit or loss as incurred. Subsequent to initial recognition, development expenditure is measured at cost less accumulated amortisation and any accumulated impairment losses.

(ii) *Subsequent expenditure*

Subsequent expenditure is capitalised only when it increases the future economic benefits embodied in the specific asset to which it relates. All other expenditure is recognised in profit or loss as incurred.

(iii) *Amortisation*

Amortisation is calculated to write-off the cost of intangible assets less their estimated residual values using the straight-line method over their estimated useful lives and is generally recognised in profit or loss.

The estimated useful lives for current and comparative periods are as follows:

- | | |
|--|---------|
| • capitalised development costs – eLearning module | 4 years |
|--|---------|

Amortisation methods, useful lives and residual values are reviewed at each reporting date and adjusted if appropriate.

Notes to the Financial Statements

Diversity Council Australia Limited
For the year ended 31 December 2023

4 Material accounting policies (continued)

(d) Impairment

(i) *Non-derivative financial assets*

A financial asset not carried at fair value through profit or loss is assessed at each reporting date to determine whether there is objective evidence that it is impaired. A financial asset is impaired if objective evidence indicates that a loss event has occurred after the initial recognition of the asset, and that the loss event had a negative effect on the estimated future cash flows of that asset that can be estimated reliably.

Objective evidence that financial assets are impaired can include default or delinquency by a debtor, restructuring of an amount due to the Company on terms that the Company would not consider otherwise, indications that a debtor will enter bankruptcy or economic conditions that correlate with defaults. The Company considers evidence of impairment for receivables at both a specific asset and collective level. All individually significant receivables are assessed for specific impairment. All individually significant receivables found not to be specifically impaired are then collectively assessed for any impairment that has been incurred but not yet identified. Receivables that are not individually significant are collectively assessed for impairment by grouping together receivables with similar risk characteristics.

In assessing collective impairment, the Company uses historical trends of the probability of default, timing of recoveries and the amount of loss incurred, adjusted for management's judgement as to whether current economic and credit conditions are such that the actual losses are likely to be greater or less than suggested by historical trends.

An impairment loss in respect of a financial asset measured at amortised cost is calculated as the difference between its carrying amount and the present value of the estimated future cash flows discounted at the asset's original effective interest rate. Losses are recognised in profit or loss and reflected in an allowance account against receivables. Interest on the impaired asset continues to be recognised. When a subsequent event causes the amount of impairment loss to decrease, the decrease in impairment loss is reversed through profit or loss.

(ii) *Non-financial assets*

The carrying amounts of the Company's non-financial assets, are reviewed at each reporting date to determine whether there is any indication of impairment. If any such indication exists, then the asset's recoverable amount is estimated. An impairment loss is recognised if the carrying amount of an asset or its related cash-generating unit (CGU) exceeds its estimated recoverable amount.

The recoverable amount of an asset or CGU is the greater of its value in use and its fair value less costs to sell. In assessing value in use, the estimated future cash flows are discounted to their present value using a pre-tax discount rate that reflects current market assessments of the time value of money and the risks specific to the asset or CGU. For the purpose of impairment testing, assets that cannot be tested individually are grouped together into the smallest group of assets that generates cash inflows from continuing use that are largely independent of the cash inflows of other assets or CGUs.

Impairment losses are recognised in profit or loss. Impairment losses recognised in respect of CGUs are allocated first to reduce the carrying amount of any goodwill allocated to the CGU (group of CGUs), and then to reduce the carrying amounts of the other assets in the CGU (group of CGUs) on a pro rata basis. Impairment losses recognised in prior periods are assessed at each reporting date for any indications that the loss has decreased or no longer exists. An impairment loss is reversed if there has been a change in the estimates used to determine the recoverable amount. An impairment loss is reversed only to the extent that the asset's carrying amount does not exceed the carrying amount that would have been determined, net of depreciation or amortisation, if no impairment loss had been recognised.

Notes to the Financial Statements

Diversity Council Australia Limited
For the year ended 31 December 2023

4 Material accounting policies (continued)

(e) Employee benefits

(i) *Defined contribution plans*

A defined contribution plan is a post-employment benefit plan under which an entity pays fixed contributions into a separate entity and will have no legal or constructive obligation to pay further amounts. Obligations for contributions to defined contribution pension plans are recognised as an employee benefit expense in profit or loss in the periods during which services are rendered by employees.

(ii) *Other long-term employee benefits*

The Company's net obligation in respect of long-term employee benefits is the amount of future benefit that employees have earned in return for their service in the current and prior periods; that benefit is discounted to determine its present value, and the fair value of any related assets is deducted. The discount rate is the yield at the reporting date on AA credit-rated or government bonds that have maturity dates approximating the terms of the Company's obligations and that are denominated in the same currency in which the benefits are expected to be paid. The calculation is performed using the projected unit credit method. Any actuarial gains or losses are recognised in profit or loss in the period in which they arise.

(iii) *Short-term employee benefits*

Short-term employee benefit obligations are measured on an undiscounted basis and are expensed as the related service is provided. A liability is recognised for the amount expected to be paid under short-term cash bonus or profit-sharing plans if the Company has a present legal or constructive obligation to pay this amount as a result of past service provided by the employee, and the obligation can be estimated reliably.

(f) Revenue

Revenue is measured at the fair value of the consideration received or receivable, net of goods and services tax. Revenue is recognised when control of a promised good or service (performance obligation) is passed to the customer at an amount which reflects the expected consideration. Where there is a difference between the timing of the payment for the sale of the goods and rendering of services and the satisfaction of the related performance obligations, a contract liability (unearned income) is recognised.

(i) *Membership fees*

Membership consideration consists of a recurring annual fixed amount and the member receives and consumes the benefits of the services as the Company provides them. As a result, revenue is recognised on a straight-line basis over the membership term.

(ii) *Sponsorship and operating grants*

When the Company receives sponsorship or operating grant revenue, it assesses whether the contract is enforceable and has sufficient specific performance obligations in accordance with AASB 15. When both these conditions are satisfied the Company identifies each performance obligation relating to the sponsorship, recognises a contract liability (unearned revenue) for these obligations and recognises revenue as it satisfies its performance obligations.

Where the contract is not enforceable or does not have sufficiently specific performance obligations the Company either recognises the asset received in accordance with the requirements of other applicable accounting standards, recognises related amounts or recognises income immediately in profit or loss as the difference between the initial carrying amount of the asset and the related amount.

Notes to the Financial Statements

Diversity Council Australia Limited
For the year ended 31 December 2023

4 Material accounting policies (continued)

(f) Revenue (continued)

(iii) *Consultancy and advisory income*

Revenue from consultancy and advisory services is recognised when control of each performance obligation is satisfied, which is generally at the time the service is performed.

(iv) *Seminars and workshops online*

Revenue from seminars and workshops is recognised when control of each performance obligation is satisfied, which is generally at the time the seminar and workshop is delivered.

(v) *Sales of goods*

Revenue from sales of goods is earned from the sale of the Company's eLearning module. Sales revenue is recognised when the control of goods passes to the customer which is at the time that the goods are physically transferred.

(vi) *Voluntary contribution income*

Revenue from voluntary contribution income is recognised when received as the terms of the contribution do not provide details on how the funds should be spent and therefore do not contain sufficiently specific performance obligations in accordance with AASB 15 and AASB 1058.

(g) Finance income and finance costs

Interest income on funds invested is recognised as it accrues in profit or loss, using the effective interest method.

(h) Goods and services tax

Revenue, expenses and assets are recognised net of the amount of goods and services tax (GST), except where the amount of GST incurred is not recoverable from the taxation authority. In these circumstances, the GST is recognised as part of the cost of acquisition of the asset or as part of the expense.

Receivables and payables are stated with the amount of GST included. The net amount of GST recoverable from, or payable to, the ATO is included as a current asset or liability in the statement of financial position.

Cash flows are included in the statement of cash flows on a gross basis. The GST components of cash flow arising from investing and financing activities which are recoverable from, or payable to, the ATO are classified as operating cash flows.

(i) Income Tax

As the Company is a charitable institution in terms of section 50-5 of the *Income Tax Assessment Act 1997* (as amended), it is exempt from the payment of income tax.

(j) Leases

At inception of a contract, the Company assesses whether a contract is, or contains, a lease. A contract is, or contains, a lease if the contract conveys the right to control the use of an identified asset for a period of time in exchange for consideration. To assess whether a contract conveys the right to control the use of an identified asset, the Company uses the definition of a lease in AASB 16.

As a lessee

The Company recognises a right-of-use asset and lease liability at the lease commencement date. The right-of-use asset is initially measured at cost, which comprises the initial amount of the lease liability adjusted for any lease payments made at or before the commencement date, plus any initial direct costs incurred and an estimate of costs to dismantle and remove the underlying asset or to restore the underlying asset or the site on which it is located, less any lease incentives received.

Notes to the Financial Statements

Diversity Council Australia Limited
For the year ended 31 December 2023

4 Material accounting policies (continued)

(j) Leases (continued)

The right-of-use asset is subsequently depreciated using the straight-line method from the commencement date to the end of the lease term, unless the lease transfers ownership of the underlying asset to the Company by the end of the lease term or the cost of the right-of-use asset reflects that the Company will exercise a purchase option. In that case the right-of-use asset will be depreciated over the useful life of the underlying asset, which is determined on the same basis as those of property and equipment. In addition, the right-of-use asset is periodically reduced by impairment losses, if any, and adjusted for certain remeasurements of the lease liability.

The lease liability is initially measured at the present value of the lease payments that are not paid at the commencement date, discounted using the interest rate implicit in the lease or, if that rate cannot be readily determined, the Company's incremental borrowing rate. Generally, the Company uses its incremental borrowing rate as the discount rate.

Lease payments included in the measurements of the lease liability comprise the following:

- fixed payments, including in-substance fixed payments;
- variable lease payments that depend on an index or a rate, initially measured using the index or rate as at the commencement date;
- amounts expected to be payable under a residual value guarantee; and
- the exercise price under a purchase option that the Company is reasonably certain to exercise, lease payments in an optional renewal period if the Company is reasonably certain to exercise an extension option, and penalties for early termination of a lease unless the Company is reasonably certain not to terminate early.

The lease liability is measured at amortised cost using the effective interest method. It is remeasured when there is a change in future lease payments arising from a change in an index or rate, if there is a change in the Company's estimate of the amount expected to be payable under a residual value guarantee, if the Company changes its assessment of whether it will exercise a purchase, extension or termination option or if there is a revised in-substance fixed lease payment.

When the lease liability is remeasured in this way, a corresponding adjustment is made to the carrying amount of the right-of-use asset, or it is recorded in profit or loss if the carrying amount of the right-of-use asset has been reduced to zero.

Short-term leases and leases of low value assets

The Company has elected not to recognise right-of-use assets and lease liabilities for leases of low-value assets and short-term leases. The Company recognises the lease payments associated with these leases as an expense on a straight-line basis over the lease term.

Non-lease components

At inception or on modification of a contract that contains a lease component, the Company has chosen to combine lease and any associated non-lease components and account for them as lease components.

As a lessor

The Company recognises lease payments received under operating leases as income on a straight-line basis over the lease term as part of 'rental income'.

Notes to the Financial Statements

Diversity Council Australia Limited

For the year ended 31 December 2023

4 Material accounting policies (continued)

(h) Fair value of assets

‘Fair value’ is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date in the principal or, in its absence, the most advantageous market to which the Company has access at that date. The fair value of a liability reflects its non- performance risk.

A number of the Company’s accounting policies and disclosures require the measurement of fair values, for both financial and non- financial assets and liabilities.

When one is available, the Company measures the fair value of an instrument using the quoted price in an active market for that instrument. A market is regarded as ‘active’ if transactions for the asset or liability take place with sufficient frequency and volume to provide pricing information on an ongoing basis.

If there is no quoted price in an active market, then the Company uses valuation techniques that maximise the use of relevant observable inputs and minimise the use of unobservable inputs. The chosen valuation technique incorporates all of the factors that market participants would take into account in pricing a transaction.

Notes to the Financial Statements

Diversity Council Australia Limited
For the year ended 31 December 2023

	2023 \$	2022 \$
5. Revenue		
Membership fees	4,203,861	3,739,382
Consultancy	38,607	29,072
Sponsorship and functions	173,520	314,186
Seminars and workshops	703,851	579,647
	<u>5,119,839</u>	<u>4,662,287</u>
Other income		
Other income	53,917	200,000
Government grants	864,318	-
FBT contributions	11,183	15,767
	<u>929,418</u>	<u>215,767</u>
6. Employee benefits expense		
Employee benefits expense	2,698,272	2,259,088
Contributions to defined contribution plans	310,116	239,011
Other associated personnel expenses	341,715	204,097
	<u>3,350,103</u>	<u>2,702,196</u>
7. Other expenses		
Conferences and consulting	394,665	389,423
Media and publications	18,236	6,282
Member benefits and functions	55,415	77,342
Office and occupancy	44,530	30,500
Project expenses	722,042	103,769
Travel and accommodation	81,658	49,760
Website and communications	238,822	39,447
Office and other expenses	421,757	469,292
Loss on sale of assets	372	-
	<u>1,977,497</u>	<u>1,165,815</u>
Project expenses include \$528,864 of expenditure related to delivery of the Lead and Succeed (Realise. Inspire. Support. Energise) (RISE) Program. All expenses related to RISE Program are funded by a Federal Government Grant.		
8. Cash and cash equivalents		
Bank balances	2,526,620	3,297,895
	<u>2,526,620</u>	<u>3,297,895</u>
Cash and cash equivalents in the statement of cash flows		

Notes to the Financial Statements

Diversity Council Australia Limited
For the year ended 31 December 2023

	2023 \$	2022 \$
9. Trade and other receivables		
Trade receivables	323,833	221,794
Provision for expected credit losses	(18,602)	(17,627)
Accrued income	20,876	17,442
Prepayments	164,771	160,103
	<u>490,878</u>	<u>381,712</u>
10. Other financial assets		
Term deposit	1,792,169	2,672,552
Investments at fair value through profit and loss	2,058,922	-
	<u>3,851,091</u>	<u>2,672,552</u>
11. Other assets		
Current		
Deposits	11,550	9,500
Digital project implementation costs	53,142	-
	<u>64,692</u>	<u>9,500</u>
Non-current		
Digital project implementation costs	199,284	42,695
	<u>199,284</u>	<u>42,695</u>
12. Property, plant and equipment		
<i>Plant and equipment</i>		
At cost	102,298	94,093
Accumulated depreciation	(59,820)	(39,149)
	<u>42,478</u>	<u>54,944</u>
<i>Right-of-use assets</i>		
Level 3 & 4, 31 Alfred St, Sydney NSW 2000 & Level 2, 696 Bourke Street, Melbourne 3000		
At cost	501,896	367,840
Accumulated depreciation	(357,383)	(255,372)
	<u>144,513</u>	<u>112,468</u>
<i>Reconciliation of movement in property plant and equipment</i>		
Carrying amount at beginning of year	167,412	149,402
Additions	8,205	23,708
ROA modifications	134,055	105,882
Depreciation expenses	(122,680)	(111,580)
	<u>186,992</u>	<u>167,412</u>
Carrying amount at end of year		

Notes to the Financial Statements

Diversity Council Australia Limited

For the year ended 31 December 2023

	2023 \$	2022 \$
13. Intangibles		
<i>eLearning module</i>		
<i>Reconciliation of movement in eLearning module</i>		
Carrying amount at beginning of year	36,962	49,530
Amortisation	(12,569)	(12,568)
Carrying amount at end of year	24,393	36,962
14. Trade and other payables		
Current		
Trade payables	20,629	-
Other payables	103,777	97,666
Goods and services tax	28,441	81,810
Accrued expenses	37,423	35,794
	190,270	215,270
15. Provisions		
Current		
Liability for employee entitlements	264,123	276,162
	264,123	276,162
Non-current		
Liability for employee entitlements	39,930	34,521
	39,930	34,521
16. Lease liability		
Current		
Lease liability	143,246	106,815
	143,246	106,815
Non-current		
Lease liability	8,889	18,408
	8,889	18,408
The total of future lease payments for those lease payments included in the measurement of the lease liability are disclosed for each of the following periods:		
Less than one year	147,600	109,898
One to five years	9,000	18,500
	156,600	128,398

Notes to the Financial Statements

Diversity Council Australia Limited
For the year ended 31 December 2023

	2023	2022
	\$	\$
17. Auditor's remuneration		
Auditors - BDO		
Audit of financial statements	27,000	25,000
Acquittal audit	6,000	5,500
	<u>33,000</u>	<u>30,500</u>

18. Related parties

Key management personnel compensation

The key management personnel compensation paid or payable was \$289,955 for the year ended 31 December 2023 (2022: \$288,288).

Key management personnel transactions and balance with the Company

No key management personnel or director of the Company have transacted with the Company since the end of the previous financial year and there were no outstanding balances involving key management personnel's interests existing at year-end.

Transactions with related parties

There were no transactions with related parties for the year ended 31 December 2023 (2022: nil).

17. Events after the reporting date

There have been no events subsequent to balance date which would have a material effect on the Company's financial statements at 31 December 2023.

Directors' Declaration

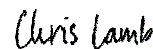
In the opinion of the directors of Diversity Council Australia Limited (the Company):

- (a) the financial statements and notes of the Company are in accordance with the Australian Charities and Not-for-profits Commission Act 2012, including:
 - (i) giving a true and fair view of the Company's financial position as at 31 December 2023 and of their performance for the year ended on that date; and
 - (ii) complying with Australian Accounting Standards – Simplified Disclosure and the Corporations Regulations 2001; and
- (c) there are reasonable grounds to believe that the Company will be able to pay its debts as and when they become due and payable.

Signed in accordance with a resolution of the directors:



Ming Long AM



Chris Lamb

Dated at Sydney this 31st day of May 2024

INDEPENDENT AUDITOR'S REPORT

To the members of Diversity Council Australia Limited

Report on the Audit of the Financial Report

Opinion

We have audited the financial report of Diversity Council Australia Limited (the registered entity), which comprises the statement of financial position as at 31 December 2023, the statement of profit or loss and other comprehensive income, the statement of changes in equity and the statement of cash flows for the year then ended, and notes to the financial report, including material accounting policy information, and the responsible entities' declaration.

In our opinion the accompanying financial report of Diversity Council Australia Limited, is in accordance with Division 60 of the *Australian Charities and Not-for-profits Commission Act 2012*, including:

- (i) Giving a true and fair view of the registered entity's financial position as at 31 December 2023 and of its financial performance for the year then ended; and
- (ii) Complying with Australian Accounting Standards - Simplified Disclosures and Division 60 of the *Australian Charities and Not-for-profits Commission Regulations 2022*.

Basis for opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the *Auditor's responsibilities for the audit of the Financial Report* section of our report. We are independent of the registered entity in accordance with the auditor independence requirements of the *Australian Charities and Not-for-profits Commission Act 2012* (ACNC Act) and the ethical requirements of the Accounting Professional and Ethical Standards Board's *APES 110 Code of Ethics for Professional Accountants (including Independence Standards)* (the Code) that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Other information

The responsible entities of the registered entity are responsible for the other information. The other information obtained at the date of this auditor's report is information included in the registered entity's annual report, but does not include the financial report and our auditor's report thereon.

Our opinion on the financial report does not cover the other information and accordingly we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial report, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial report or our knowledge obtained in the audit or otherwise appears to be materially misstated.

If, based on the work we have performed on the other information obtained prior to the date of this auditor's report, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Responsibilities of responsible entities for the Financial Report

The responsible entities of the registered entity are responsible for the preparation and fair presentation of the financial report in accordance with Australian Accounting Standards - Simplified Disclosures and the ACNC Act, and for such internal control as the responsible entities determine is necessary to enable the preparation of the financial report that is free from material misstatement, whether due to fraud or error.

In preparing the financial report, responsible entities are responsible for assessing the registered entity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the responsible entities either intends to liquidate the registered entity or to cease operations, or has no realistic alternative but to do so.

The responsible entities of the registered entity are responsible for overseeing the registered entity's financial reporting process.

Auditor's responsibilities for the audit of the Financial Report

Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.

A further description of our responsibilities for the audit of the financial report is located at the Auditing and Assurance Standards Board website (<http://www.auasb.gov.au/Home.aspx>) at:

http://www.auasb.gov.au/auditors_responsibilities/ar4.pdf

This description forms part of our auditor's report.

BDO Audit Pty Ltd



Elysia Rothwell
Director

Sydney 31 May 2024