

Diversity Council Australia Limited

ACN 006 898 406

Annual Report

For the year ended 31 December 2024

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Directors' Report

The Directors present their report together with the financial statements of Diversity Council Australia Limited (the Company) for the financial year ended 31 December 2024 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>:

Name	Appointed	Resigned
Manisha Amin		7 November 2024
Julie Canepa		
Peter Chun		
Sunita Gloster	24 May 2024	
Ian Goshko	26 June 2024	
Elizabeth Hristoforidis		
Chris Lamb		
Ming Long		26 June 2024
Louise Monger	26 June 2024	
Craig Mutton		
Annie Pettitt		
Harry Rolf		26 June 2024
Kate Russel		26 June 2024
Abbie Wright		26 June 2024

Meeting of Directors

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

Director	Eligible	Attended
Manisha Amin*	4	3
Julie Canepa	5	5
Peter Chun	5	4
Sunita Gloster*	3	3
Ian Goshko*	3	2
Elizabeth Hristoforidis	5	5
Chris Lamb	5	5
Ming Long*	2	2
Louise Monger*	3	3
Craig Mutton	5	5
Annie Pettitt	5	4
Harry Rolf*	2	2
Kate Russel*	2	2
Abbie Wright*	2	1

*Indicates director for part year only

2. 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 **purpose** is to enable more diverse, inclusive and equitable workplaces for a better Australia.
- Our **vision** is to create a just and equitable Australian society where people in all their diversity can thrive.

Directors' Report

- Our **values** are Inclusion, Fortitude, Growth mindset, Excellence, Collaboration.

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 marginalised, 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 our digital capability to optimise our new systems and website;
- To develop and maintain cutting edge, high impact resources for our members;
- To increase active/engaged members and reduce passive members.

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 marginalised, 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 utilisation 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;
- 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.

3. 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;
- Enhanced website 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:

Directors' Report

Measure	2024 Performance
Build our digital capability to optimise our new systems and website	<p>Strengthened cyber security preparedness across our people, processes and technology.</p> <p>Embedded and enhanced our new digital platforms, increased digital learning and expanded our digital team.</p> <p>Improved our data breach, cyber incident and IT disaster recover planning.</p> <p>Expanded our digital reporting capabilities, building on the insights drawn from our new CRM, website and other data.</p>
Develop and maintain cutting edge, high impact resources for our members	<p>Released research reports and evidence-based guidelines including:</p> <ul style="list-style-type: none">• Inclusion@Work Index 2023-2024: a nationally representative survey of 3,000 workers that maps and tracks the state of inclusion in the Australian workforce• Centring Marginalised Voices at Work: a practical guide that clarifies how organisations can 'centre marginalised voices' in their D&I workplace initiatives and why this is important• Disability Data at Work: in partnership with Australian Disability Network, a practical guide for organisations to capture disability data safely and respectfully• Getting Started on D&I guide: lays out five key areas for D&I action, guiding organisations getting started on their D&I journey• Inclusive Teams at Work Toolkit: actions for all employees to create an inclusive team for everyone• Inclusive Meetings at Work guide and checklist: tools that help everyone be inclusive in meetings, whether in-person, online or hybrid and whether you are meeting chair, facilitator or participant <p>Conducted the Inclusive Employer Index enabling organisations to comprehensively assess and monitor the state of D&I in their workforce.</p> <p>Reviewed Major Knowledge Programs (KPs) and delivered 143 KPs alongside 66 speaking engagements and 13 eLearning sales.</p> <p>Ensured DCA's website content reflects latest leading practice with 19 D&I Planning website topic pages updated and four new topic pages created.</p> <p>Continued the collaborative Realise. Inspire. Support. Energise. (RISE) 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>Presented on the RISE project at the sixty-eighth session of the United Nations Commission on the Status of Women (UNCSW68) in New York City.</p>

Directors' Report

Measure	2024 Performance
Increase active/engaged members and reduce passive members	<p>Achieved growth in member attraction, retention and engagement:</p> <ul style="list-style-type: none">• 11% increase in member revenue• 53% increase in website users• 9.4% increase in total website page views• Inclusive Teams at Work Toolkit had over 1,200 registered event attendees and over 2,000 downloads in the subsequent month• 15% increase in revenue from Knowledge Program workshops delivered• 80% increase in organisational uptake of the 2024-2025 Inclusive Employer Index, compared with the comparable Index in 2022-2023• 16% increase in participation for #InclusionAtWorkWeek 2024, with nearly three times the number of non-members engaging compared to last year. <p>Delivered 34 events exploring leading thinking and practice on many D&I topics, achieving more than 20,000 registrations.</p> <p>Responded to 100+ member enquiries across a wide variety of topics to help them implement successful D&I strategies and programs.</p>
Create a workplace, that is inclusive, supportive, productive and continually learning	<p>Reviewed and refreshed all our People & Culture policies.</p> <p>Embedded the strengths-based team development framework.</p> <p>Increased employee learning and development.</p> <p>Continued to score highly for employee engagement and psychological safety metrics in our quarterly pulse surveys.</p> <p>Engaged a new employee assistance program for unique wellbeing issues.</p> <p>Engaged with internal advisory groups on D&I and on disability and accessibility to review our policies and programs.</p> <p>Continued to enhance risk management, including enhancing standard operating procedures and Business Continuity Planning.</p>

Directors' Report

Measure	2024 Performance
Focus beyond members to contribute to our charitable purpose	<p>Published a calendar of important D&I days of celebration, solidarity, commemoration and awareness, designed to promote and advance inclusion and diversity in the workplace.</p> <p>Delivered on our Innovate Reconciliation Action Plan (RAP) commitments.</p> <p>Continued to contribute to the public dialogue on D&I, significantly increased media coverage, with the total number of media mentions up 19%.</p> <p>Amplified DCA's work and impact via social media, achieving double digit growth in key channels, reaching over 50K followers on our priority channel, LinkedIn.</p> <p>Provided input to 11 government or regulatory inquiries on policy and legislative reviews including:</p> <ul style="list-style-type: none">• Australia's Disability Strategy Review• Australian Medical Association Anti-racism Statement• Consultation on the 5th Edition of the ASX Corporate Governance Council Principles and Recommendations, (Joint Diversity Council Australia, University of Sydney Business School, University of Technology Sydney Business School/Jumbunna Institute for Indigenous Education and Research submission)• Draft National Autism Strategy• Strengthening the Indigenous Procurement Policy through reform• Inquiry into Right Wing Extremist movements in Australia• Inquiry into the Issues related to menopause and perimenopause• National Carer Strategy Discussion Paper• Response to Australia's Draft Ninth periodic report submitted by Australia under Article 18 of the Convention on the Elimination of All Forms of Discrimination against Women• Strategic review of the Australian Apprenticeships Incentive System• Workplace Gender Equality Amendment (Setting Gender Equality Targets) <p>Developed a Proactive Policy Briefing on Intersectionality at Work.</p> <p>DCA was actively sought by government to participate in D&I-related advisory groups, roundtables and other forms of consultation.</p> <p>Gave evidence at three Senate hearings and Joint Parliamentary enquiries to actively pursue policy reform.</p> <p>Published and presented our work in prestigious research publications and at conferences.</p> <p>Progressed 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> <p>Laid the groundwork for creating DCA's first social impact report.</p>

Directors' Report

4. 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 2024 was 1,372 (2023: 1,346). The total amount that members of the Company are liable to contribute if the Company is wound up is \$137,200 (2023: \$134,600).

5. Auditor's independence declaration

The Auditor's independence declaration is set out on page 9 and forms part of the Directors report for the financial year ended 31 December 2024.

Signed in accordance with a resolution of the Directors.

Sunita Gloster

Sunita Gloster AM

Chris Lamb

Chris Lamb

Dated at Sydney this 21st day of May 2025.



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Australia

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

I declare that, to the best of my knowledge and belief, there have been no contraventions of any applicable code of professional conduct in relation to the audit of Diversity Council Australia Limited for the year ended 31 December 2024.

Elysia Rothwell
Director

A handwritten signature in black ink, appearing to read 'E Rothwell', written in a cursive style.

BDO Audit Pty Ltd

Sydney

21 May 2025

Statement of Profit or Loss and Other Comprehensive Income

For the year ended 31 December 2024

	Note	2024 \$	2023 \$
Revenue	2	5,429,660	5,119,839
Other Income	3	947,921	929,418
Employee Benefits Expense	4	(4,061,396)	(3,350,103)
Depreciation and Amortisation Expense		(163,196)	(135,249)
Other Expenses	5	(1,894,997)	(1,977,497)
Operating Surplus for the year		257,992	586,408
Finance Income		117,430	95,253
Finance Cost		(10,704)	(10,704)
Net Finance Income	6	106,726	84,549
Surplus for the year		364,718	670,957
Other Comprehensive Income		-	-
Total Surplus and Other Comprehensive Income for the year		364,718	670,957

Statement of Financial Position

As at 31 December 2024

	Note	2024 \$	2023 \$
ASSETS			
CURRENT ASSETS			
Cash and Cash Equivalents	7	2,305,809	2,526,620
Trade and Other Receivables	8	469,442	490,878
Other Financial Assets	9	4,560,956	3,851,091
Other Current Assets	10	64,692	64,692
TOTAL CURRENT ASSETS		7,400,899	6,933,281
NON CURRENT ASSETS			
Property, Plant and Equipment	11	166,643	186,992
Intangibles	12	11,825	24,393
Other Non Current Assets	10	146,142	199,284
TOTAL NON CURRENT ASSETS		324,610	410,669
TOTAL ASSETS		7,725,509	7,343,950
LIABILITIES			
CURRENT LIABILITIES			
Trade and Other Payables	13	271,367	190,270
Current Provisions	14	185,711	264,123
Unearned Income		3,031,879	3,016,002
Lease Liability	15	138,227	143,246
TOTAL CURRENT LIABILITIES		3,627,184	3,613,641
NON CURRENT LIABILITIES			
Non Current Provisions	14	52,117	39,930
Lease Liability	15	-	8,889
TOTAL NON CURRENT LIABILITIES		52,117	48,819
TOTAL LIABILITIES		3,679,301	3,662,460
NET ASSETS		4,046,208	3,681,490
EQUITY			
Accumulated Surplus		4,046,208	3,681,490
TOTAL EQUITY		4,046,208	3,681,490

Statement of Changes in Equity

For the year ended 31 December 2024

	Accumulated Surplus \$	Total \$
BALANCE AS AT 1 JANUARY 2023	3,010,533	3,010,533
COMPREHENSIVE INCOME		
Surplus for the year	670,957	670,957
TOTAL COMPREHENSIVE INCOME	670,957	670,957
BALANCE AT 31 DECEMBER 2023	3,681,490	3,681,490
COMPREHENSIVE INCOME		
Surplus for the year	364,718	364,718
TOTAL COMPREHENSIVE INCOME	364,718	364,718
BALANCE AT 31 DECEMBER 2024	4,046,208	4,046,208

Statement of Cash Flows

For the year ended 31 December 2024

	Note	2024 \$	2023 \$
CASH FLOWS FROM OPERATING ACTIVITIES			
Cash receipts from members		6,093,499	5,633,274
Cash receipts from government grants		869,377	940,877
Cash payments to suppliers and employees		(6,543,293)	(6,180,095)
Interest Paid		(10,704)	(10,704)
NET CASH FROM OPERATING ACTIVITIES		408,879	383,352
CASH FLOWS USED IN INVESTING ACTIVITIES			
Acquisition of property, plant and equipment		(2,745)	(8,205)
Interest received		117,676	91,819
Net (investment in) / redemption of term deposits		(92,279)	876,892
Net investment in financial assets		(570,541)	(2,019,069)
Dividends received		59,641	11,079
NET CASH USED IN INVESTING ACTIVITIES		(488,248)	(1,047,484)
CASH FLOWS USED IN FINANCING ACTIVITIES			
Repayment of lease liabilities		(141,442)	(107,143)
NET CASH USED IN FINANCING ACTIVITIES		(141,442)	(107,143)
NET (DECREASE) / INCREASE IN CASH AND CASH EQUIVALENTS HELD		(220,811)	(771,275)
Cash at the beginning of the financial year		2,526,620	3,297,895
CASH AT THE END OF THE FINANCIAL YEAR	7	2,305,809	2,526,620

Notes to the Financial Statements

For the year ended 31 December 2024

Note 1 Material Accounting Policies

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.

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 21st of May 2025.

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 judgements and estimates

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 2024, DCA received consulting services from Ashurst Risk Advisory in relation to developing recovery strategies for drafting of our Business Continuity Plan, for which DCA was not required to pay compensation. The total value of the benefit provided was \$20,000.

DCA also held 17 events across 2024 hosted by DCA member organisations (including the provision of the venue and catering) for which DCA was not required to pay compensation. Pre-event branding and profile at the event was received by the respective member. The total value of the benefit provided to DC was approx. \$30,000.

Value of Volunteer Services

No volunteer services were provided for the year ended 31 December 2024.

Notes to the Financial Statements

For the year ended 31 December 2024

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.

CHANGES IN MATERIAL ACCOUNTING POLICIES

From 1 January 2024 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.

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.

PROPERTY PLANT & 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.

ii) Subsequent expenditure

Subsequent expenditure is capitalised only when it is probable that the future economic benefits associated with the expenditure will flow to the Group. 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
property	15 years

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

Notes to the Financial Statements

For the year ended 31 December 2024

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.

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.

Notes to the Financial Statements

For the year ended 31 December 2024

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).

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.

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.

Notes to the Financial Statements

For the year ended 31 December 2024

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.

FINANCE INCOME AND FINANCE COSTS

The Company's finance income and finance costs include:

- interest income and interest expense recognised using the effective interest method where the effective interest rate is applied to the gross carrying amount of the asset or to the amortised cost of the liability; and
- net gain or loss on financial assets measured at FVTPL.

IMPAIRMENT

iv. 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.

v. 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.

Notes to the Financial Statements

For the year ended 31 December 2024

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.

INTANGIBLES

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

Notes to the Financial Statements

For the year ended 31 December 2024

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 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.

(iii) Consultancy and functions revenue

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 revenue

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.

GOODS AND SERVICES TAX (GST)

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.

FAIR VALUE MEASUREMENT

'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.

Notes to the Financial Statements

For the year ended 31 December 2024

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.

	2024	2023
	\$	\$
Note 2 Revenue		
Membership Fees	4,667,568	4,203,861
Consultancy	17,369	38,607
Sponsorship and Functions	65,415	173,520
Seminars and Workshops	679,308	703,851
TOTAL REVENUE	5,429,660	5,119,839

	2024	2023
	\$	\$
Note 3 Other Income		
Dividends and Trust Distributions	109,725	53,917
Government Grants	825,326	864,318
FBT Contributions	12,870	11,183
TOTAL OTHER INCOME	947,921	929,418

	2024	2023
	\$	\$
Note 4 Employee Benefits Expense		
Employee Benefits Expense	3,270,449	2,698,272
Contributions to Defined Contribution Plans	378,042	310,116
Other Associated Personnel Expenses	412,905	341,715
TOTAL EMPLOYEE BENEFITS EXPENSE	4,061,396	3,350,103

	2024	2023
	\$	\$
Note 5 Other expenses		
OTHER EXPENSES		
Conferences and Consulting	324,488	394,665
Media and Publications	20,677	18,236
Member Benefits and Functions	54,947	55,415
Office and Occupancy	44,579	44,530
Project Expenses	632,389	722,042
Travel and Accommodation	102,828	81,658
Website and Communications	226,854	238,822
Office and Other Expenses	488,235	421,757
Loss on Sale of Assets	-	372
TOTAL OTHER EXPENSES	1,894,997	1,977,497

Project expenses include \$399,579 (2023: \$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.

Notes to the Financial Statements

For the year ended 31 December 2024

	2024	2023
	\$	\$
Note 6 Net Finance Costs		
FINANCE INCOME		
Interest Received	117,430	95,253
TOTAL FINANCE INCOME	117,430	95,253
FINANCE COST		
Interest Paid	10,704	10,704
TOTAL FINANCE COST	10,704	10,704
TOTAL NET FINANCE INCOME/(COST)	106,726	84,549

Note 7 Cash and cash equivalents

For the purpose of cash and cash equivalents in the statement of financial position and in the statement of cash flows, cash comprises of the below:

	2024	2023
	\$	\$
Bank Balances	2,305,809	2,526,620
TOTAL CASH AND CASH EQUIVALENTS	2,305,809	2,526,620

	2024	2023
	\$	\$
Note 8 Trade and Other Receivables		
Trade Debtors	302,176	323,833
Provision for Expected Credit Losses	(16,586)	(18,602)
Accrued Income	20,621	20,876
Prepayments	163,231	164,771
TOTAL TRADE AND OTHER RECEIVABLES	469,442	490,878

	2024	2023
	\$	\$
Note 9 Other Financial Assets		
Term Deposit	1,884,448	1,792,169
Investments at Fair Value Through Profit and Loss	2,676,508	2,058,922
TOTAL OTHER FINANCIAL ASSETS	4,560,956	3,851,091

	2024	2023
	\$	\$
Note 10 Other Assets		
OTHER CURRENT ASSETS		
Deposits	11,550	11,550
Digital Project Implementation Costs	53,142	53,142
TOTAL OTHER CURRENT ASSETS	64,692	64,692

Notes to the Financial Statements

For the year ended 31 December 2024

	2024	2023
	\$	\$

Note 10 Other Assets

OTHER NON CURRENT ASSETS

Digital Project Implementation Costs

TOTAL OTHER NON CURRENT ASSETS

146,142 199,284

146,142 199,284

Note 11 Property, plant and equipment

	Property	Plant and equipment	Total
BALANCE AT 1 JANUARY 2024			
Gross Carrying Amount	501,896	102,298	604,194
Accumulated Depreciation	(357,383)	(59,820)	(417,203)
NET CARRYING AMOUNT AT 1 JANUARY 2024	144,513	42,478	186,991
 Additions	 127,533	 2,745	 130,278
Depreciation	(136,023)	(14,603)	(150,626)
NET CARRYING AMOUNT AT 31 DECEMBER 2024	136,023	30,620	166,643
 Balance at 31 December 2024			
Gross Carrying Amount	629,429	105,043	734,472
Accumulated Depreciation	(493,406)	(74,423)	(567,829)
NET CARRYING AMOUNT AT 31 DECEMBER 2024	136,023	30,620	166,643

Property, plant and equipment includes right-of-use assets with a written down value of \$136,023 related to leased properties (see Note 15(a)(i) Leases).

	2024	2023
	\$	\$

Note 12 Intangibles

ELEARNING MODULE

Intangible asset - eLearning modules

Less: Accumulated depreciation intangible assets

TOTAL ELEARNING MODULE

TOTAL INTANGIBLES

50,275 50,275

(38,450) (25,882)

11,825 24,393

11,825 24,393

	2024	2023
	\$	\$

Note 13 Trade and Other Payables

Trade Payables	39,175	20,629
Other Payables	180,665	132,218
Accrued Expenses	51,527	37,423
TOTAL TRADE AND OTHER PAYABLES	271,367	190,270

Notes to the Financial Statements

For the year ended 31 December 2024

	2024	2023
	\$	\$
Note 14 Provisions		
CURRENT PROVISIONS		
Employee Entitlements	185,711	264,123
TOTAL CURRENT PROVISIONS	185,711	264,123
NON CURRENT PROVISIONS		
Employee Entitlements	52,117	39,930
TOTAL NON CURRENT PROVISIONS	52,117	39,930

Note 15 Leases

a) Leases as lessee

Information about leases for which the Company is a lessee is presented below.

i. Right-of-use assets

	Property	Total
	\$	\$
BALANCE AT 1 JANUARY 2024	144,513	144,513
Additions to Right-of-Use Assets	127,533	127,533
Depreciation Charge for the Year	(136,023)	(136,023)
BALANCE AT 31 DECEMBER 2024	136,023	136,023

ii. Extension options

The Company assesses at lease commencement date whether it is reasonably certain to exercise the extension options. The Company reassesses whether it is reasonably certain to exercise the options if there is a significant event or significant changes in circumstances within its control.

	2024	2023
	\$	\$
iii. Lease liabilities		
Current	138,227	143,246
Non-current	-	8,889
	138,227	152,135

Notes to the Financial Statements

For the year ended 31 December 2024

iv. Future lease payments

The total of future lease payments (including those lease payments that are not included in the measurement of the lease liability, e.g. for short-term leases and leases of low-value items) are disclosed for each of the following periods.

	2024	2023
	\$	\$
Less than one year	138,227	147,600
One to five years	-	9,000
More than five years	-	-
	138,227	156,600

Note 16 Related Parties

a) Transactions with key management personnel

i. Key management personnel compensation

Any person having the authority and responsibility for planning, directing and controlling the activities of the entity, directly or indirectly, including committee members, is considered key management. The total of remuneration paid to key management personnel of the entity during the year are as follow:

	2024	2023
	\$	\$
Total key management personnel compensation	431,323	289,955

Note 17 Auditor's Remuneration

AUDITORS - BDO

	2024	2023
	\$	\$
- Audit and Review of Financial Statements	28,500	27,000
- Audit of Funding Acquittals	6,500	6,000
	35,000	33,000

Note 18 Subsequent Events

There have been no events subsequent to balance date which would have a material effect on the Company's financial statements at 31 December 2024

Directors' Declaration

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

- a) The financial statements and notes as set out on pages 10 to 25 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 2024 and of its performance, for the financial year ended on that date; and
 - ii) complying with Australian Accounting Standards - Simplified Disclosures.
- b) 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:

Sunita Gloster

Sunita Gloster AM
Date: 21-May-2025

Chris Lamb

Chris Lamb
Date: 21-May-2025

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 2024, 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 2024 and of its financial performance for the year then ended; and
- (ii) Complying with Australian Accounting Standards 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

Those charged with governance are responsible for the other information. The other information obtained at the date of this auditor's report is information included in the 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 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.

Those charged with governance 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, 21 May 2025