**DCA’s Inclusive Employer Index 2025-2026**

**May 6, 2025**

**Transcript provided by AI Media**

**JANE O'LEARY:**As Sue said, my name is Jane O'Leary. I'm the Research Director at DCA and welcome to today's event. We're here today to talk about what's involved in participating in DCA's Inclusive Employer Index for this year 2025-2026. My pronouns are she, her, and I wanted to start by acknowledging the traditional owners of the lands from which each of us is joining today and pay my respects to Elders past and present. For myself, I'm joining from unceded Jagera land. That's also known as the outer western suburbs of Brisbane. And I'd like to acknowledge any Aboriginal and Torres Strait Islander people joining the session today at DCA. We express ongoing solidarity with you and with all Aboriginal and Torres Strait Islander people to walk with you on the long journey of truth, justice and healing to secure better representation and self-determination for First Peoples in Australia. So, before we get underway, a little bit of housekeeping. I want to remind you all that you can view captions on your smart device or PC.

And the way to do that is to go to www.ai-live.com and enter the session ID, which is on the screen. And that is A-U-D-C-A-S-0-6-0-5-A. Or on your Zoom window, you can just select hide or show captions via the icon at the bottom of your screen. And just a heads-up that the event is recorded and will be available on the DCA website in the member area within the next few days. So, the next little bit of housekeeping is about audience Q&A. To ask a question, you can select Q&A at the bottom of your screen and then just submit your question to the panel. You can also upvote an existing question by using the thumbs up icon, something that I love because it helps us know which ones are the really popular questions. And we'll, just to let you know, we'll go to audience questions at the end of the panel discussion. So, joining me today is Dr Rose D’almada Remedios, DCA's Senior Research Manager. We've also got Deborah Wu, DCA's Research Manager and Quincy Hall, who is Project Manager from Diversity Atlas and their index partner.

And the remit for today is to run you through the benefits of participating in the index, also give you some information on the survey content, how you'll receive the results, and we'll cover off data, privacy and information on being assessed as an inclusive employer 2025-2026. So, without further ado, I'll hand over to Rose. Rose, over to you.

**DR ROSE D'ALMADA:**Thanks, Jane. Hi, everyone. I'm Rose. My pronouns are she, her. Before I get started, I'd also like to acknowledge the traditional custodians of the lands from which we are joining from today and pay my respects to elders past and present. As Jane mentioned, I'm going to be going through today some of the benefits for participating in the index, how the index works, some of the content that's being covered in the index, as well as what it takes to be listed as an inclusive employer at DCA. And I thought that the best place to start today was a little bit around what the index is, because if you're new to the index, or you've never participated, then it might be something that you see in some of our media and communications but might not actually know exactly what it is. And in brief, the Inclusion at Work Index is a survey, and it's an employee survey that we developed measuring experiences of inclusion in the workplace as well as employee diversity. And at DCA, we use the survey in two ways.

So, the first is in our Inclusion at Work research series. So, this is where we take the survey to a nationally representative sample of 3,000 workers in Australia. And we did that every two years. And the goal of that is to map and track the state of inclusion in Australian workplaces. We use that data set to do our Inclusion at Work Index research reports, which provide updates on what the state of inclusion is in Australian workplaces every two years. We also use that data set to do our special edition releases as well. So, you might have seen the one that we did last year on disability data at work. And we also did one before that on the link between workplace inclusion and mental health. The second way that we use the index is through our Inclusive Employer Index, which is what we'll be talking about today. And that takes the same survey. But for this one, we roll it out every year. And we partnered with Diversity Atlas to offer organisations the opportunity to run that survey internally to be able to map and track their workplace and diversity, workplace diversity inclusion experiences.

And we also use that as the basis of the Inclusive Employer Assessment as well. Before I get into the benefits of participating and what the index covers, I thought it'd be good to also cover around how we actually came up with the Inclusion at Work Index survey. So, we developed it in 2017. And we did that based on a pretty extensive review of research, both academic and industry based, that was looking at how to measure workplace diversity and inclusion. Based on that, we were able to put together a pretty extensive question bank. And we took that question bank to an external advisory panel made up of academics and industry representatives with expertise and lived experience across a number of diversity areas. And based on their feedback, we were able to put together a survey to pilot. Based off those pilot findings, we did some statistical analysis and were able to finalise the survey. So, that was back in 2017. We have refined it each year we do the index, but it's only been very small.

And that's because the goal for the index for us is A, for us to be able to map and track the state of inclusion in the Australian workplace over time. But B, also because we hope that organisations that do participate every 12 to 24 months are able to do that with their own workforce as well. So, we have had some organisations that are coming up probably to four or five participations in the index now that we've been running it to 2017, which is great. And in terms of why organisations should participate and the benefits that you get, there are four key ones that I'd like to highlight that I'll have on the slide here. And I'll pull apart these more in depth across the rest of the webinar as well. So, I'll go through that a bit more. But the biggest reason I'd say is that it provides you the ability to make data driven decision when it comes to where you should focus your DNI attention to. And that's because the survey itself goes quite in depth with the type of information that's captured around diversity and inclusion.

But also, when you'll get to the section where Quincy shows the dashboard, the way that the data is presented back to you really helps you decide where to spend your DNI efforts. So, for example, organisations have participated in the past where they have found that their representation of employees with disability has been much lower than the workforce average in Australia. And that has indicated to them that they need to audit their organisation for accessibility and disability inclusive practises. The second reason why organisations participate is it provides the ability to benchmark your success around diversity and inclusion work. And again, there are two ways that it helps with that. The first is that when you participate in the index, you get access to up to three benchmarks to compare your results against, which I'll talk about a little bit later on what those benchmarks actually are. And the second area that it helps the benchmarking is that, as I mentioned, we do encourage organisations to participate more than once every 12 to 24 months.

So, it does provide you with the opportunity to benchmark against yourself and where you're improving over the years that you've been putting in your DNI work. The third reason organisations participate is to help build engagement, particularly internally. And that is because the index provides some really great summary findings that can help build engagement, whether it's with employees or whether it's with senior leadership. And I'll talk a bit around more around how we do that. But one main area that organisations find super useful for building engagement is that when you participate in the index, you get access to your own individualised business case for inclusion, which is really, really useful for engagement. And the last reason that organisations participate is that it provides you the opportunity to enhance your employer brand through being listed as one of our inclusive employers. And again, I'll go through that later on in the slides. So, for me to be able to talk through how the index helps make data-driven decisions around DNI, I thought I'd go through around what the actual content areas are for the index.

And the survey questions really fall under three main categories. They are questions looking at employees' experiences with inclusion, questions looking at capturing employee diversity, and then there are some questions that capture what we call impact of inclusion, which are used for your individualised case for inclusion. And so I'll go through some of the examples of the questions in the next couple of slides. But for inclusion, we capture 12 questions around employees' experiences of inclusion with their immediate team, about five questions capturing employees' experiences of inclusion with their immediate manager or supervisor. And then there's about four questions capturing employees' experiences with organisational climate as a whole. We've got three questions on inclusive behaviours. There is seven questions on exclusive behaviours, so that includes experience with discrimination and harassment and witnessing harassment as well. And we also include some questions on what we call everyday exclusionary behaviours at DCA.

We have a question each on your employees' awareness of any DNI work that you're taking on and their support for that as well, which is really, really great for your engagement, building engagement DNI. We capture the questions used for the WGEA or the Workplace Gender Equality Agency's Employer of Choice citation, and that includes the 2025 updates as well. And then this year, we have included a new question which we've never had before, which is an open text question, and I'll show what that question is in a couple of slides. In terms of diversity, we capture data points on Aboriginal and Torres Strait Islander background, age, caring status, cultural diversity. So, we have a number of data points there. So, we capture cultural background, country of birth, religious affiliation, and languages spoken. We capture disability status, gender and sexual orientation, access and use of flex, and then we also have a couple of more professional identity ones, so organisational level and people management responsibilities.

One thing I will note here is that we're not capturing it this year, but next year we will be capturing neurodiversity data, and we are currently working with AMAZE to have a question developed for that, that has both lived experience expertise guidance and consultation as well for people with lived experience. So, that question is coming next year. And then, in terms of impact of inclusion, we capture data points on team effectiveness, innovation, customer service, discretionary effort, job satisfaction, turnover intentions, and impact of work on mental health. They're great ones to just have, as like a pulse check, but also they're the questions that we use to help craft your individual business case for inclusion. Now for IP reasons, we're not able to share the full list of questions in the survey, but I do have some example questions here, so you can get a sense of the type of questions that are asked. And then I think Deborah, if you could pop into the chat, we do have the list of our diversity questions captured in our recent D&I data at work guide, so I think Deborah's going to pop a link to that in the chat or the Q&A section, so you can have a look at what type of questions are captured there.

But in terms of the inclusion questions, I've got some examples here of the type of questions that we capture for team inclusion. So, some examples here are, I am treated as a valued and respected team member, and people value the differences that team members bring to the workplace. The team inclusion questions form the bulk of this, and that's because we have found at DCA that inclusion with the team has the most significant impact of people's experiences in the workplace, and we have modelled the questions around our model of inclusion as well, so being connected, respected, valued, and progressing at work. These are some examples of the inclusive leadership questions that we ask, so here we've got my immediate manager actively seeks out information and ideas from all employees to use in their decision-making. And my immediate manager values having a diverse and inclusive team. For the inclusive organisation question, we've got two types of questions. There's some asking around organisational culture as a whole, so my organisation has an inclusive culture where diversity is valued and respected, and then there's some asking around senior leaders.

So, for example, this one here, top leaders demonstrate a visible commitment to diversity and inclusion. Inclusive behaviours, we capture things like one here, and I've been given feedback on my performance that I found helpful, and then we also have some questions around access to career development opportunities as well. Exclusive behaviours, as I mentioned, we capture data on experiences with discrimination, experience with harassment, and witnessing harassment, so this is an example here for harassment. In the past 12 months in your organisation, have you personally experienced harassment because of, and we list the that experience, and we also have a question on where the source of discrimination and harassment has come from. Then the everyday exclusionary questions are capturing experiences that are a bit more subtle than discrimination and harassment, so an example here is having been ignored by people at work or treated as if you do not exist. We've got here the example of awareness for diversity and inclusion action, so is your organisation taking action to create a workplace which is diverse and inclusive?

And then here's an example of one of the impacts of inclusion questions, so this is a mental health one. Over the past 12 months, what impact has your workplace had on your mental health? In terms of then, you know, the type of questions that you answer and how that translates into you being able to make those data-driven decisions, it's also very much how the data is presented back to you, and there are three main ways that you receive this data and support to be able to make those decisions. The first is the dashboard that you have access to, so Quincy will show that in a moment, and you'll be able to get a sense of just how in-depth the survey and the data goes, but that is an interactive dashboard where all of the analysis is built in, and you can see results live, and you'll be doing, if you do participate, around 90% of your work will be going through the results on the dashboard. The second way that we're able to support you with your data-driven decisions is with a PDF report, which has your individual business case results, and I'll go through that a little bit later on in the webinar, but yeah, it provides some high-level summary findings that help you have a bit of a bird's-eye view.

And then finally, we do provide some support in how you go through your data, so there'll be a webinar that we'll have later on in the year, as well as some materials that take you through a process of where you should start with your data and how you keep drilling down further and further to make your decisions around where you should focus your D&I efforts. If you've participated with us before in the index, then you might be keen to see what we've changed in 2025. And as I mentioned, we try and keep this very minimal so we can support tracking diversity inclusion in organisations, but there's two changes. The first is, as I mentioned, the open text question, and this is towards the end of the inclusion questions, and it is, is there anything extra you'd like to share about your experience of inclusion at our workplace? And that can help provide you with a little bit more context maybe on how some of your employees have answered and why. And the second change is for anyone that is applying for the Employer of Choice Citation, you may note that they have made some changes in 2025 to the questions, so instead of being three questions, there's now five questions that are captured, and there's been some small text changes to some of the existing questions, so we've reflected that in our own index as well.

So, the second reason I mentioned back a few slides ago around one of the reasons organisations participate is around having the opportunity to benchmark success, and as I mentioned, there's up to three benchmarks that organisations have access to when participating in the index. The first is an Australian Workforce One, and this is a nationally representative sample of 3,000 workers in Australia, so that's the one that I mentioned that we capture once every two years. By nationally representative, we mean that when we go to the company that captures this data for us, we request that the demographic breakdown in the Australian workforce is also represented in our own sample as well. Then the second benchmark that you have access to is the DCA member average benchmark, and this is a sample made up of all employees of DCA members participating in our index each year. Usually, the numbers for this sit around between 20,000 to 25,000 employees in that sample, so it's quite a sizable sample there.

And then finally, the last benchmark that you may have access to is the industry average benchmark, and that is a sample made up of all employees from DCA members participating, or organisations participating in the same industry. So, for this, we need to have at least three organisations from the same industry, so for some organisations unfortunately participating, you'll only have access to the Australian workforce and the DCA member average one, but many organisations participating will have access to this third industry average. We won't know what industry averages we'll have until we've had all the organisations who are signing up to participate let us know what industry they're in. So, before I hand over to Quincy, I thought I'd just touch a bit on survey administration. So, the survey is administered through the Diversity Atlas dashboard, which Quincy will show shortly. You are able to generate a survey link and share the survey however you like. The data analysis is already all built in, so is the data cleaning, so that's amazing because I know how time consuming that is personally.

The survey length is about six to ten minutes, so we have 60 questions across the survey, and it's mobile optimised as well, but we do find that most employees take it on desktops, and the survey needs to be administered between the 1st of July to the 30th of September. So, I might hand over to Quincy now.

**QUINCY HALL:**Thank you Rose, thank you Jane, and especially a big thank you to DCA for allowing us to partner with them. This is our fifth year of involvement with the Inclusive Employer Index, so big thank you, and thank you also to everyone here today, and all the customers, the members of DCA that I've had the pleasure of working with over the last few years and looking forward to hopefully meeting a fair few new ones this year. I'm coming to you today from my home office in Stonyford, which is a tiny little place about three hours west of Melbourne, and I pay my respects to the traditional custodians here, which are the Eastern Mar, in particular the Goulagin mob, from whom the name Colac, which is our nearest big town, gets its name because they name the area around the beautiful lake we have here, Colac Nat. So, I'll share my screen now, and hopefully that works technologically. Here we go, can we see that Rose?

**DR ROSE D'ALMADA:**
Yes, I believe you have kicked me off.

**QUINCY HALL:**
Thank you. So, what we're seeing here is what the administrator will see. It's really easy to register onto the dashboard. Once you've registered to do the project this year, we'll send you a link to our website. You'll sign up, you'll create an email login with a password, and then you'll have access to this dashboard, but of course they'll have no data, there'll be no results, because it'll be your dashboard. One change we made last year, Rose mentioned a couple of changes for this year, but for those of you who were with us a couple of years ago, you may recall there was only one administrator allowed, but now there's two, and what a lot of our customers do is they'll have one master administrator or super administrator with their email and login password, but then they'll create a generic one as the second one, like hratyourcompany.com with its own password. So that way a couple more can access the live results. One of the first questions that you should ask yourselves when you first jump onto it, though, is whether you're going to do groups or not.

So, with this company here, imaginatively titled Anthrodata Test Team, we can see 49 people have done the survey, and as Rose pointed out, it's live, so if somebody submitted a survey now, and I hit refresh, that would jump up to 50, so all the results come in live, but those results have come in from two different groups, from the head office group and the regional offices group. So, there's no right or wrong here. When DCA does its certification, its inclusive employer certification, it only looks at your all results, not at your groups, but you can do groups if you want. Now we've had companies with 6,000 staff that didn't do groups, just said, no, we're going in as all one big group, and then we've had companies with 300 staff that have said, OK, we're going to do three groups, you know, head office, regional, and senior. That's on you if you want to do that. There's certainly a lot of data to go through. In fact, there's, even without groups, there's about 1,500 points of data to analyse.

So, if you love data, and you want groups, you can, but it's completely optional. But once you're ready to go, whether you've created groups or not, it's really simple to send the survey out. So, you just hit this big green invite button up here. You select who you're sending it to. So, if you're not doing groups or just have your company name there, you can pick an expiry date for your survey, which mind you, you can change later on if you change your mind. You generate a survey link, you copy it, paste it and send it to everyone in that group. And that's how it works. It's that easy. And then when they click on the link, it just takes them straight to the survey itself. And as far as the survey itself goes, as you can see here, it's nice and easy to navigate through. Takes, on average, a little under 10 minutes to complete. A little bit longer on your phones, but just because on the phones, it's one question per page. So, you answer a question, swipe, answer the next question, swipe.

So, that slows you down a little bit. You can also, a lot of customers, what they'll do is get their IT department to turn the survey link into a QR code. And you can put that up in staff site offices and cafes and all of that thing as a way of getting the link out to people. Now, after all of that, I'll show you through the dashboard. As I said, 49 people have done this survey from this made up company. There is a magic number of 36, though. So, it won't show you any data until you get to 36. And we have a lot of customers say, once they send the survey out, they're on the dashboard, didn't refresh. We're at 28. Well, now we're at 32. And once you get to 36, the whole dashboard comes alive. But going back to that group structure, we can see here, if I go to regional offices and just want to look at them in isolation, it goes, no, regional offices doesn't have 36. In fact, nobody from the regional offices has done the survey yet. So, you won't be able to isolate any of those results until you hit 36.

Now, on this little welcome page here, it's just some broad overview data. We've added in just a gender chart over here this year. But we can see from these 49 participants, the median age was 33. They had 24 cultural backgrounds. 88% were flexible workers. This is all just made up data. That doesn't seem too realistic. 37% with disability and so on. But this headline data is really good for progress reports. So, it's good to say after a week or so, you know, the survey's been open for a week now, and 30% of you have done it. And already, we can see that we speak 26 different languages. By the way, here's a list of all the languages that we speak. And that stuff is really good to get people interested in the survey, where they might say, you know, I speak Polish. I don't see that on the list. I will jump on and do this survey. So, that's what we've got on the front page. But I hope you like data, because there's a lot of it. And it's when you start clicking over here, on the left-hand side, that you get access to the data.

So, the narrative flow that Rose touched on is all here in the headlines here. So, I'll just go into this first section, inclusive team. So, question one on the survey was, I am treated as a valued and respected team member or statement. So, you'll see your results live. So, here we are from strongly disagree through to strongly agree. The national index that Rose talked about is already loaded. And if I click on this button, you can compare all your results live with all the other DCA members. Now, mind you, this is last year's results, last year's DCA member results. Obviously, we can't do this year's yet, because we don't have it. But that is one other change that we've got for this year, that we instituted last year, actually, is that about a month after it closes, we will load up all the DCA member results from this year and let all the participant companies know that you can jump back on your dashboard now. And you'll see this year's member benchmark data for you to have a look through.

Now, it's not always just this Likert scale, five-way question answer. So, if I go into exclusive behaviours, that one just talking about harassment, it's not just yes or no, it's why is it because of your disability, your gender, your religious affiliation, and so on. So, there are a lot of data points for you to go through here. There's the index, and there's the DCA members, which is great if you love data, and it's very important data as well. Also, you know, with support for diversity and inclusion, that's one of my favourite ones because we're seeing in a lot of the data that overwhelmingly people do support D&I. And you'll find that in the first 48 hours of sending out the survey, that all the people that do support D&I are the most likely to jump on and do the survey. So, you'll see the support numbers super high, but that's another good thing for the progress report. So, you can say, alright, we're a week into it, and 98% of you support diversity and inclusion. And that way, the people that don't support it might think that number seems way too high to me.

I better get on and do this survey and let them know I don't like this thing. But it's important to get as many people involved in the survey as you can. Now, the data doesn't stop all there, because over here, the diversity demographics that Rose talked about, you can then start splicing and dicing the data just based on all of this. But there is another magic number. It's not 36, something we instituted last year, which is the magic number of 10. So, you need to have 10 respondents in each of the categories. So, for instance, if I go into age here, we can see the results of the younger staff, the middle-aged staff, but older, which is 55 plus, there wasn't 10. Now, you'll get the count. So, you'll know that there was nine people, for instance, that were in that older age group, but we won't display their results. And that's all about re-identification protocols. Just on the re-identification protocols, that becomes super important when we take into account a couple of things. First off, the survey itself, even without the re-identification protocols, is completely and totally, wholly, beautifully anonymous.

That word does get bandied about a fair bit with a lot of surveys out there saying complete this anonymous survey. Sometimes what they mean is confidential, but to us, the two terms are not interchangeable. Anonymous means anonymous. And we, as the data processors, we don't even know who's done the survey and who hasn't. It is impossible for us to tell, let alone for you to tell. And all the data's on the cloud. It can't hook up with your HR system. It's not even on our servers. So, it is totally anonymous, and DCA will work with you to get your messaging right on that, but it is really important to put that out. But even on top of that anonymity, that magic number of 10 over here adds to that re-identification because you might see in your exports look, we've got three people born in Fiji, and then we've got 14 people living with disability. But how many of those Fijians live with a disability? It's impossible to tell because on the exports, there is no ability to access individual responses in a horizontal way.

It's all vertically aggregated. Now, to export your raw data, you just go into this export section. And for those of you on the webinar today that were with us two years ago or further back in the past, another thing that we added last year, you may recall that you couldn't get all this compare data. You could take screenshots of it, but there was no way to export it all, but you can now. So, that's just in that compare report. Likewise, as Rose touched on, you can now do the anonymous comment report. So, no matter what view you're in, whatever group, you can just hit the report, and it'll give you all the comments. And one of the reasons that this got added in is that previously, for those of you who have participated before, in the old days, when you hit submit, there was the ability to send us anonymous comments. And we got hundreds and hundreds every year. And the decision was made by us and DCA, mainly DCA, that it's probably better off that the customer gets these anonymous comments rather than us because we didn't even know who it was coming from and which company.

There are other reports you can get. So, there's the administrative report, which...

**QUINCY HALL:**
Have all your diversity data. This DCA report will send the report to Rose and her team to do your reporting. You've got your WGEA data, the Compare Report, which I talked about. And then over here, so long as you've hit that magic number of ten, you can also export that data. So if I'm in disability now so that will send off the disability report. So that'll show you how everybody with disability versus people without disability answered every question. So I think that about summarises everything. Happy to take any questions. But thank you for listening. And I look forward to as many customers jumping on board this year as we possibly can get. And thank you to all of those that have already signed up. We're already off to a really good start this year. So, back to you, Jane and Rose.

**DR ROSE D'ALMADA**:
Thanks, Quincy. I'm going to try and share my screen. I don't think I get to boot you off this time. Here we go. OK, can we see my screen? Yep, awesome. Alright. So I'm going to keep going with some of the reasons organisations participate and how the index supports their goals. So the third one I talked about in the very first slide, or second slide ,was around building engagement. And that is because of some of the data that you get back, and it's particularly useful for reporting internally, but also externally as well. So examples of how organisations have reported back in the past to build engagement include reporting on their workforce diversity, which that very first page that Quincy was showing on the dashboard is really useful for, because all that data is already aggregated at a really high level for you to be able to report back on. It also provides some data for you to report back on internally around what your inclusion strengths are and what your opportunities for change are as well.

And we know some organisations report back on a couple of points there. But I think probably one of the strongest sources of information that you get from the index to build engagement at all levels in the organisation is through the individualised business case that you get for D&I support. So examples are... I think I might have it on another slide, but basically, if you've seen in our Inclusion@Work Index series, the case for inclusion in Australia, where we have those charts that say, for example, employees in inclusive teams are ten times less likely to leave their current employer and eight times more likely to be in an innovative team and that sort of information. That's the same information that you get back for your own data to build engagement. And we find that that's really useful for building engagement with employees, particularly those that might be what we call in the mobile middle and neither supporting or opposing D&I work. But it can also be quite useful for leveraging more resources internally for D&I work.

And yeah, just a really, really great engagement tool. And what I've got on the screen here is just an example of how some organisations can present their data back. So we find that a lot of organisations report back on their diversity data. And at DCA, and I'm assuming Quincy at Diversity Atlas, we really strongly recommend that you do report back on some of your data to your employees to keep that engagement going. Now, as I said, I mentioned the PDF report that you get, and this is the cover of it. It will look a little bit different this year because DCA is undergoing a rebranding. And the reports will be a little bit different looking in terms of their colours and stuff like that, just to be in line with our rebranding. But yeah, the report provides you with a snapshot of the diversity in your organisation. It provides some aggregated results for inclusive teams, inclusive leaders and inclusive organisational climate, which is great if you're wanting to engage staff or senior leadership or other stakeholder groups without wanting to overwhelm them with 60 different questions, then these aggregated charts are really useful.

And then it does, as I mentioned, provide that individual business case as well. So we've designed these reports so that if you wanted to share them internally, you could send these as like a summary or a high-level report to senior leadership about the state of inclusion. Some organisations share them with their ERG groups or the D&I committees and councils. So they're just really great tools to be able to build engagement internally, particularly if you're not wanting to overwhelm people with the data points that you collected. And also, sorry, it includes some state of exclusion charts as well. Then the final point that I made around why organisations participate is through building... increasing your employer brand. So that is through our inclusive index employers, and that's a list of inclusive employers that participate in the index that we release each year, and that is based purely on your participation in the index and purely on the results of how your employees have answered.

So you don't need to submit an application with policies or anything like that. We go by purely what your employees' experiences are with inclusion in your workplace. So if you participate in the index, then you can be assessed as an inclusive employer. And if your results meet the criteria, then you'll be listed as an inclusive employer. And some of the criteria include that you need to invite at least 65% of your employees to participate, and you need to have a response rate of at least 20%. And finally, you need to show that your active and committed to inclusion by achieving results that exceed the national index benchmark across a number of data points there. Organisations that meet that criteria then have access to a number of branding materials from us. So, for example, email signatures, logos, social tiles to use in your social media. So there's a suite of resources there. And you're also will be included in any of our communications and media around inclusive employees, which I'll show some examples of on the next slide.

For some reassurance, if you participate in the index and you don't meet the inclusive employer criteria, we do not announce anywhere who these organisations are. We don't have a tiered structure where we list all the organisations that participated, and then we also list organisations that are inclusive employers. So that's not published anywhere. And also, we have had some organisations in the past that have made it as an inclusive employer, but don't feel that they're ready to announce that they are inclusive employers, so they aren't announced. So, you very much can communicate with us around being listed. And also, again, as I said, some reassurance that if you're not an inclusive employer, that's not published anywhere. Here are some examples of how we communicate our inclusive employers. So on the week that we release them, which is around our inclusion at work week, which is usually in November, we do a range of media and comms around inclusive employers. We also have a permanent list on our website where we list the inclusive employers.

So this on the left is an example of that. Then we also, throughout the year, showcase our inclusive employers one on one. So an example on the right is an organisation that participated last year that we highlighted again a couple of weeks ago through our LinkedIn page, which we've got 55,000 followers. So that brand enhancement does continue once you are listed as an inclusive employer. I haven't got a screenshot here, but we do have some examples of organisations that have also included their branding in their recruitment pages and some of their other brand materials as well. In terms of how costing works, it is tier-based based on the number of employees that you have. And we have pricing for profit and non-for-profit. So for non-for-profit pricing, you do need to be registered as an Australian charity on the charity register. And invoices are all organised and paid through Diversity Atlas. In terms of the timeline, at the moment we're in the signing up process where we're taking expressions of interest, doing invoicing and also payments.

So that's now until around July. The survey period begins in the 1st of July and ends on the 31st of September. So you have a three-month period to choose when you'd like to roll out the survey there. We'll have a webinar on exploring the data around mid-October. And then, approximately around October, you'll receive your results, whether you've met the criteria to be listed as an inclusive employer. You'll receive your PDF report around November, and then you'll lose access to the dashboard on the 31st of December. If you are interested in participating, my recommendation would be to consider signing up and letting Diversity Atlas know sooner rather than later. And that is, sometimes we have found that some of our members have hit roadblocks where they have had, internally on their end, 90-day new supplier sign-ups that have sometimes meant that they have missed out on participating or have had to rush their participation. And also by signing up and knowing that you're participating, it does give you as long as possible to get your internal communications and your strategy for sharing the index survey as tight as possible.

And then I just thought I'd have a couple of frequently asked questions that we get asked quite a lot. So, can it be run outside of Australia? The answer is no. We strongly suggest that it's not. And that is because the survey itself has been developed for the Australian workplace context, particularly the questions around diversity and demographics. So, for example, the questions that we have on culture and cultural diversity would not be applicable, for example, for the American context. So it's mainly because it's just been drafted for the Australian context. The next one around, do we publish the names of organisations? As I've mentioned, we don't publish any organisation names who do not meet inclusive employer assessment criteria. Can I see a list of survey questions before deciding to sign up? Unfortunately, no. But as I've mentioned, Deborah, I think, shared the link to the D&I data guide. And also, if you're wanting to see a few more examples, have a look at our Inclusion@Work Index series as well.

In those reports, we do publish some of the questions that we use. And a question that we get quite a lot is how is it different to the People Matter survey? If you're the APS, I will say that I know that that survey does capture some inclusion data points, but it's a handful compared to how in-depth that we go with our index. So having said that, I think we'll move on to questions. Q&A questions, Jane and Deborah and Quincy.

**DR JANE O'LEARY:**
Thanks, Rose and Quincy. Yes, we're going to go to audience questions now. And Deborah Wu, who is DCA's research manager, is going to facilitate that section. And I just wanted to point out that Rose and Deborah manage DCA's index, hence them both being on the line today. So if you'd like to ask a question, select Q&A at the bottom of your screen, and you can submit your question to the panel. I think we've had a couple of questions, Rose, to your point so far, which we've answered in the chat.

**DEBORAH WU:**
Lovely. Thanks so much, Jane. My name is Deborah. And I'm a research and content manager at DCA. You have probably received some emails from me already about the index. So you can put a face to the name now. We've had quite a few questions come through, both in the Q&A function and in the chat. And I will encourage you all to answer... sorry, to ask your questions in the Q&A function just to make it a little bit easier for me, but also to make sure that everyone else can see them and they can upvote them as well. And some of the questions we may just be able to answer by typing them out, but some of them will ask out loud as well. So we've got a few that have come through already, and I will go in first in best dressed. We've got a question from Danielle about when results will be made available to participating organisations, and whether this will include comparison to our last 2023 survey results. Quincy, I saw you typing away there before. But up to you whether you want to answer this, or Rose, whether you'd like to.

**QUINCY HALL:**
I'll give it a shot, but Rose could probably add to it. But just to be clear, the results are live. So you've got access to the results the second the survey start coming in. But if you mean the report, we're looking at usually late October, early November for the actual report. And as for comparison with 2023, it was remiss of me not to mention that we wipe all the data in January every year. So, although the survey is open until September 30, you have access to your data until December 31. And then we wipe it all, which your IT department will love, and you might not like so much, but it's good practice. But so long as we've got access to the exports from last time, we can also, by request, provide a comparison report from 2023 to 2025.

**DEBORAH WU:**
Thanks, Quincy. Rose, did you have anything to add to that?

**DR ROSE D'ALMADA**:
No, I don't think so. Thanks, Quincy.

**DEBORAH WU:**
OK, lovely. Thanks, Danielle, for that question. I've got another one here. I might actually go out of order now. How does the DCA index sit alongside other programs such as the Rainbow Tick and the Health Workplace Equality Index or the Australian Workplace Equality Index? And I'm going to raise that one because we also had another question that was very similar. We already participate in the WGEA Employer of Choice Citation, the Workplace Reconciliation Barometer, and Pride and Diversity's Australian Workplace Equality Index. Why should we do DCAs as well? So Jane or Rose, did you want to jump in there?

**DR ROSE D'ALMADA**:
Or maybe we both can. Other surveys are great. But I guess they do focus on just one diversity area, which can be really great for focusing your D&I work on that particular area. But what you could be doing is missing out on other areas that need attention as well. So I guess the benefit for us is that we do cover quite a broad range of diversity areas. So, for example, in the charts that Quincy was showing around comparing people with disability without disability, to be able to have that across a number of different diversity areas is really useful because it quite often brings to attention organisations or in organisations where they may not have thought they needed to put D&I work in. I don't know if I gave an example around disability representation and needing to audit your disability... sorry, your recruitment practices for disability inclusion and accessibility. But it's just the fact that you can have a bird's eye view of multiple D&I areas in your organisation, where best to focus, I'd say, is the benefit there.

Yeah, Jane, I don't know if you want to add anything additional to that.

**DR JANE O'LEARY**:
I would just say what she said. And I'd also add in that just to give you a sense of the breadth of diversity dimensions the index covers, there's nine different diversity dimensions as opposed to just one, as Rose flagged. I always think it is... There's lots of evidence... (COUGHS) Excuse me. Diagnostic tools and citation tools out there. I always suggest to DCA members when they ask this question is I would recommend doing our index at least once or doing it in at least strategic intervals, for example, like once every five years. And the reason I say that is because it's really important to get the breadth across all diversity dimensions and to measure that over time, like to get a trend. And let's be realistic. Often it does take three to five years for the impact of your work to start being felt in the data, in this survey. Yeah.

**DEBORAH WU:**
Thanks, Jane. Thanks, Rose. Just following on from that, we've got a question from Julianne about the WGEA Employer of Choice for Gender Equality Citation. Rose, can I get you to touch on that a little bit and how it complements the citation? As well as Julianne has a specific question around the minimum response rates, so I think it's 60% or 80% strongly agree or agree for the WGEA-specific questions. Can you tell us how we can ensure that the responses can be used?

**DR ROSE D'ALMADA**:
Yeah. So not everyone on the call and not everyone participating will be applying for the WGEA Employer of Choice for Gender Equality Citation. Everyone gets them, though, the data points for it, and which they are super useful, even if you're not, because they are looking at things like access to flex and sexual harassment and really important areas, regardless of whether you're applying for it. But basically, it's a citation that you can get if you put in an application, if you meet the criteria. So, I believe, Deborah, correct me if I'm wrong, but it's private organisations, not public organisations, and you have to have over 100 employees, so small organisations typically don't apply. I'm pretty sure. Yeah.

**DEBORAH WU:**
So mostly right, but federal government, so APS is also included, just not..

**DR ROSE D'ALMADA**:
OK, cool. Yeah. Part of that application process is to employ to survey employees. And it used to be three survey questions that was required for that. And with those three survey questions, you had to provide overall answers for your workforce. Then you also had to provide a breakdown of how people answered based on gender as well. So there was a couple of different tiers. And I think in previous years, they also added in manager responsibilities. But I think that's not for this year. This year, they've gone from three questions to five questions. So they've broadened out some of the areas that they've captured as well. The questions are great. I really like them. Again, if you're not applying for this, I'd really recommend looking at, if you do participate, how your results fall. And with the dashboard, it already has the results done for you. So there's a WGEA report, I think you might have seen when Quincy was showing the export. You click on that and it will give you the breakdown of how employees answered overall, then based on gender as well.

And the only thing I'd say about, you know, I think that last part around guaranteeing responses, obviously, it really comes down to how you communicate with staff and trying to get that response rate. So we have some resources that we share from organisations participating in the index about how they can boost their response rate. And obviously, that also will depend on your type of workforce. So, sort of workforce for most staff are out in the field or most staff at the computer, so there's some considerations there. But really around, I guess, your own internal communication strategy and trying to get employees to take the survey. But it can help in that we capture the data anyway in the inclusion index so that if you were thinking of doing your own index survey and then wanting to avoid survey fatigue by also surveying about the WGEA Employee of Choice questions, then this sort of rolls them into one and does the data analysis for you. So hopefully, I've answered that, Deborah.

**DEBORAH WU**:
Yeah. Beautiful. Thank you so much. Rose. I was just going to answer a question. Sorry, ask a question about IP and how much time that takes. But I think that, Quincy, you've already answered it in the chat. For the benefit of everyone else, did you want to just quickly go over that and maybe the CSV question that you were in the middle of responding to?

**QUINCY HALL**:
Yep, you can export all the data, but the one thing you can't export and never will be able to, which we don't do with any survey, is the individual responses. So person one, all their answers. Because then it's no longer anonymous. I mean, even though there's no IP addresses, so you don't know who person one is, if you had the response to all 59 questions, you could maybe have a good guess as to who that might be. So there's no access to the individual responses. But with all the data that you can download now, particularly the compare data, it's pretty easy to hook that up with Power BI or QuickSight or whatever you use to run your own analysis. And you can also obviously export based on all those demographics, so a specific one for disability, a specific one for Aboriginal or Torres Strait Islander and so on.

**DEBORAH WU:**
Lovely. Thank you so much, Quincy. Sorry if I seem distracted. It's just because there's so many questions coming through, and I'm just trying to make sure that we get them all. I have another one that could go to you, Quincy or to Rose. Someone's asked whether we have many community services organisations signing up to participate, and what kind of organisations participate.

**DR ROSE D'ALMADA**:
I can have a go. So I guess my community service, I'm thinking, like, not-for-profits, is that what everyone else is thinking? Which we do have quite a sizeable number of not-for-profits. We also have quite a sizeable number of people in the healthcare and social assistance industry. Yeah, so quite a few. What I might do is just pop into the chat the list of inclusive employers from the last couple of years, which gives you a sense of the type of organisations that do participate because it's really broad. We have non-for-profits, we have government agencies, we have corporate organisations. We typically have quite a lot of organisations from the legal sector. We have organisations in finance. We have quite a lot of government, like local government councils participate. It's really, really broad. And it's not just broad in terms of industries, but also we have quite a lot of diversity in various stages of maturity that organisations are at. So we have some organisations participating that have been doing diversity and inclusion work for years.

And then we have quite a lot of organisations participate that are at the very start of their journey. So it's a really, really broad mix, which is really great to see. So I'll just pop the lists. If you go to this page, I'll pop it in the chat. You can see some of the organisations that have participated and just how broad it is. But yeah, agriculture, forestry, lots of organisations across different areas. So I'll pop that into the chat for everyone.

**DEBORAH WU:**
Wonderful. Thank you.

**QUINCY HALL:**
Strangely, last year, it's a little fun fact, Western Australia as a state provided a huge amount of the participant companies last year, sort of punching above their weight, if you know what I mean. So well done to, WA, last year.

**DEBORAH WU:**
That's exactly the kind of insight that I love, Quincy. Thank you. OK, I have another one here. Maybe one for you, Jane. We haven't heard from you in a little while. This is from Veda. As an organisation, can we do our own survey simply using the DCA D&I Data at Work guide? And you're just on mute.

**DR JANE O'LEARY:**Thanks, Deborah. Absolutely. You can do your own staff survey, but you'd need to do it on your own platform of survey platform. And you wouldn't have access to the benchmarks if you did that. So the advantage of doing the index with us is that you get tried and true inclusion questions, you get the platform, you get the benchmarks as well.

**DR ROSE D'ALMADA**:
I can just add to that, just from my personal experience as well, is one of the great things about the index is that all the data is cleaned up for you. All of the variable creations done. You don't have to deal with missing data or anything like that, and that is some of the most time consuming stuff that you go through at the start before you've even gotten to the data analysis section and going through that. So it just takes a lot of time, particularly if you're in a situation where internal resourcing to be able to spend that time is low, to have all that done for you is really useful. Also, I don't know if you mentioned it, Jane, but you do have to participate in the index to be assessed as an inclusive employer as well. Just so we know that that data has come from... It's a bit easier for us to assess if it comes straight from the index and the dashboard.

**DEBORAH WU**:
Yeah, that's a great point. Thanks, Rose and Jane. And I guess the other point that I'd make is that you can do the D&I Data at Work questions. That's why we've put them out. But that will only give you the diversity component of your workforce. You're not going to get the inclusion experiences split up by diversity demographics. Continuing on from that, we have a question about whether it's possible to add your own questions if there's something we'd like to ask our staff that's not in the survey.

**DR ROSE D'ALMADA**:
I'm not on mute, so I might as well. Unfortunately, no. And that's because just the way that the dashboard works, the index works for us to be able to do the assessments for the inclusive employer means that it has to be a very standardised tool. So we don't. I will say as well, though, that it's currently at 60 questions for it to be able to go as in-depth as it does across all those inclusion areas and the diversity areas that we do capture. So to add on more questions does sort of impact your survey completion, we do find. So yeah, the answer is no, unfortunately. Yeah.

**DEBORAH WU**:
Wonderful. Well, not wonderful, but thank you for the answer, Rose. Wonderful answer. I have another question here around whether there are any tips that we have to increase engagement and participation with a highly casualised workforce. And I've noted that we do have some resources on the Inclusive Employer Index hub that are around increasing response rate. But I've got a question for you, Quincy, that we prepared earlier. So if we have a mix of staff that are in the field and in the office, how do we get the non-office staff to complete a long survey like this when they don't work in front of a computer?

**QUINCY HALL**:
Yeah. Well, it's a big question, isn't it? And we've seen companies do all sorts of different things. Just with regards to response rates, though, I mean, obviously we've got to hit that 20% to get certified anyway. But we've had over the years, not just with DCA's survey, but Diversity Atlas itself, hospitals running down the corridors, cheering because they got to 20%. And law firms devastated, they only got 80%. So a lot of it is dependent on the nature of your business, and how many people are sitting at desks, and how many people are mobile. So we've seen some great work with some of the councils that we've worked with over the years, who might have staff that are working in the botanic gardens and so on. So they're not in the office. They're not at a desk. They'll do QR codes. That seems to work. Sending links directly to their mobile phones is another one because they've all got mobile phones. But also, look, DCA, and Rose can talk more about it, with the comms pack. Just being able to communicate clearly the benefits of doing the survey, how inclusive it truly is, all of that comes into play, as does, just as a final thought, how long you keep it open.

And for me, there's no right or wrong. I mean, we've had councils that have just left it open for more than two months, and we've had law firms shut it after a week. Ultimately, you know your team better. We have one customer that just kept it going until they got to 50% and just kept saying, we're going to keep sending you emails. We're going to keep sending you reminders and progress reports until we get to 50%. And it actually worked. They were doing it nice. And they took a very celebratory tone as they did it. But there's all tricks and tips that we can provide. And, Rose, you might want to add to that.

**DR ROSE D'ALMADA**:
Yeah, I'm just looking at the time, so I'll make this very quick because I know we have to wrap up. But we do provide a guide on making the most of your response rates. And one thing that I found over the years is when organisations have multiple approaches to getting in touch with their staff to take the survey, but also when they stress how anonymous the survey is, that makes one of the biggest difference in reaching people and getting people to take the survey and letting people know that they won't know who they are. And we have sample wording for that if you participate. So you'll actually get some wording to use. But I might throw to Jane to wrap up, I think, now.

**DR JANE O'LEARY**:
Thanks, Rose and Quincy and Deborah. So this brings us to the end of today's event. But before we close, I would like to give a quick plug to an upcoming event on Thursday, the 15th of May, where we're going to look at the role of inclusion in environmental, social and governance or ESG frameworks, and how organisations can foster genuine inclusion, not just as a social good, but also as a driver of long term sustainability and governance excellence and trust. So if you're based in Sydney, I hope you can join us at Gilbert + Tobin's offices in Barangaroo on the 15th of May. But the event's also going to be live-streamed, and you can just go to our event registration page to register. So, thank you all for joining us today. A post-event email, like we always do, we'll share. And that will contain more information on the index and also notify you of when this recording becomes available on the DCA website. So, a final big thank you to the wonderful Dr Rose D'Almada-Remedios, Deborah Wu, and Quincy Hall.

That concludes our event. Have a great afternoon, everyone. Bye now.

End of Transcript.