



DCA INCLUSIVE EMPLOYER INDEX 2025-2026

@DivCouncilAus

Webinar starts at 1.00pm (AEST)

View live captions on your smart device at www.ai-live.com Session ID: **AUDCAS0605A** or via Zoom closed captions [cc]





ACKNOWLEDGEMENT OF COUNTRY

PROGRAM NAME HERE

We acknowledge and pay our respect to the Custodians of this land, Elders, past and present.

We acknowledge the many Aboriginal and Torres Strait Islander peoples who have made an important contribution to this land and community and continue to do so.

At DCA, we express our ongoing solidarity with First Nations Australians, as we acknowledge the outcome of the Voice to Parliament referendum with enormous disappointment.

DCA is committed to supporting truth-telling and meaningful actions that contribute to achieving a just, equitable and reconciled Australia

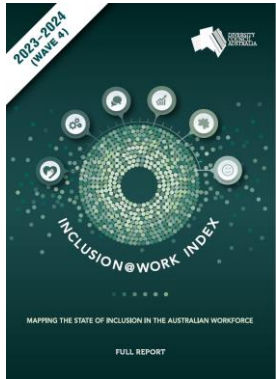
Buranbaa Ngarran (New Dawn) by artist Kirsten Gray for DCA Innovate RAP 2024-2026

WHAT IS THE INDEX?

Inclusion@Work Index Survey

**Inclusion@Work
National Index**
(every 2 years)

**Inclusive
Employer Index**
(every year)



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INDEX SURVEY DEVELOPMENT

1. Reviewed research (academic and industry)
2. Developed and piloted draft survey
3. Finalised survey in 2017, refined in subsequent iterations.

WHY PARTICIPATE?

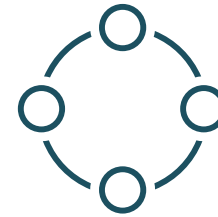
Data Driven
Decisions



Benchmark
Your Success



Build
Engagement



Enhance Your
Employer
Brand



DATA DRIVEN DECISIONS

Inclusion	Diversity	Impact of inclusion
<ul style="list-style-type: none">• Team, manager & organisation inclusion• Inclusive behaviours• Exclusive behaviours• Awareness & support for D&I• WGEA EOC citation Qs (inc. 2025 updates)• New: Open Text question	<ul style="list-style-type: none">• Aboriginal and/or Torres Strait Islander background• Age• Caring status• Cultural diversity• Disability• Gender• Sexual orientation• Flex access• Organisational level and people management responsibilities	<ul style="list-style-type: none">• Effectiveness• Innovation• Customer service• Discretionary effort• Job satisfaction• Turnover intention• Impact of work on mental health

DATA DRIVEN DECISIONS

Area	Example Questions
Team Inclusion	<ul style="list-style-type: none">• I am treated as a valued and respected team member• People value the differences that team members bring to the workplace
Inclusive Leadership	<ul style="list-style-type: none">• My immediate manager actively seeks out information and new ideas from all employees to use in their decision making• Values having a diverse and inclusive team
Inclusive Organisation	<ul style="list-style-type: none">• My organisation has an inclusive culture where diversity is valued and respected• Top leaders demonstrate a visible commitment to diversity and inclusion

DATA DRIVEN DECISIONS

Area	Example Questions
Inclusive behaviours	<ul style="list-style-type: none">• I have been given feedback on my performance that I found helpful
Exclusive behaviours	<ul style="list-style-type: none">• In the past 12 months in your organisation have you personally experienced harassment because of...• Been ignored by people at work or treated as if I didn't exist
Impact of inclusion	<ul style="list-style-type: none">• Over the past 12 months, what impact has your workplace had on your mental health?

DATA DRIVEN DECISIONS



Results live on
an interactive
dashboard



PDF Report
with business
case results



Webinar and
materials on
exploring Index
data

WHAT IS NEW IN 2025?

- Open **text addition**:
 - “Is there anything extra you would like to share about your experience of inclusion at our workplace?”
- Updated 2025 changes to the **WGEA Employer of Choice** for Gender Equality data points

BENCHMARK SUCCESS



Australian Workforce

Nationally representative sample of 3000 workers in Australia



DCA Member Average

Sample of employees in DCA members participating



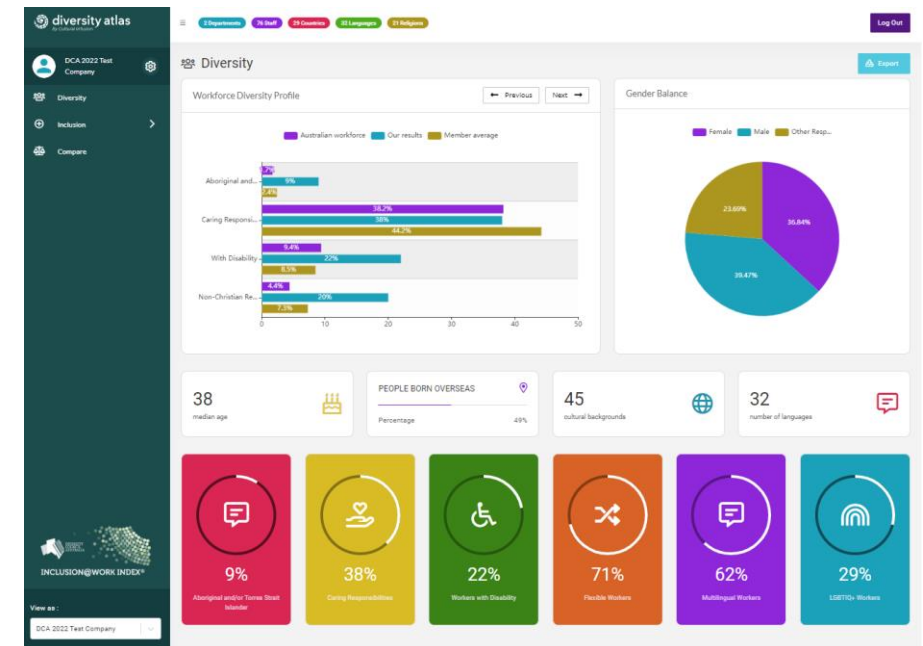
Industry Average

Sample of all employees from DCA members in the same industry

SURVEY ADMINISTRATION

How is the survey administered?

- Through Diversity Atlas dashboard
- Generate a survey link and share however you like
- Survey length 6-10 minutes
- Between 1st July – 30th September

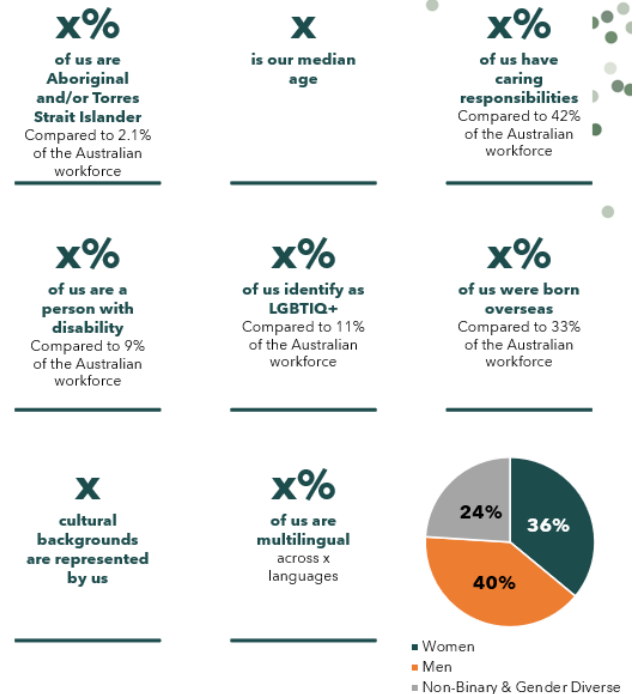


BUILD ENGAGEMENT

Data to report on internally & externally:

- Workforce diversity
- Inclusion strengths & opportunities
- Individual business case to build D&I support

Our Diversity: What You Told Us



Diversity Council Australia © 2024

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BUILD ENGAGEMENT

- Diversity snapshot
- Aggregated inclusive teams, inclusive leader, and inclusive organisational climate charts
- Individual business case
- State of exclusion charts



BRAND ENHANCEMENT

If deemed eligible, organisations are listed as **Inclusive Employer 2025-2026**.

1. Invite at least 65% of employees to participate
2. Have a response rate of at least 20%
3. Show you are active and committed to inclusion by achieving results that exceed the National Index Benchmark.



BRAND ENHANCEMENT



Inclusive Employers 2024-2025

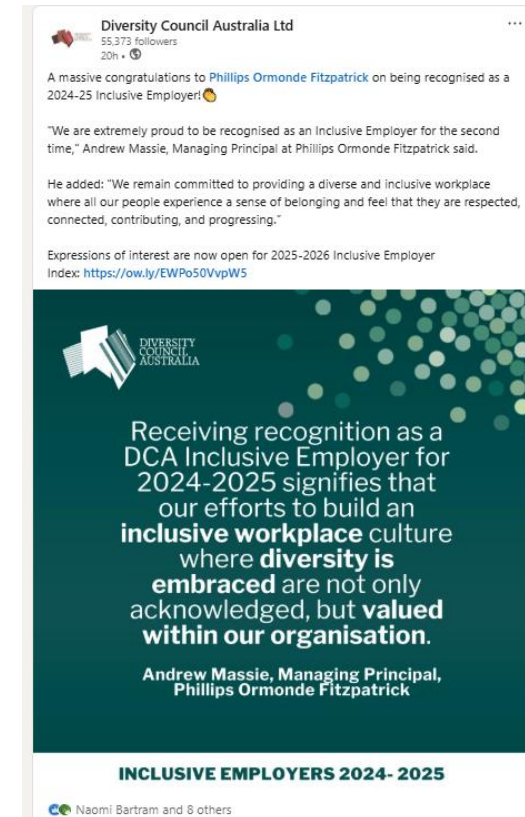
Participated in 2024

[See past Inclusive Employers ↓](#)

7-Eleven Australia (direct employees)
Adelaide Airport
Adelaide Primary Health Network
AKQA
Anglicare Victoria
Asuria People Services
Atkins Realis
Banyule Community Health
BreastScreen Victoria
Chamber of Commerce & Industry WA
Child & Family Services Ballarat
City of Melville
City of Stirling
CoAct
Community Restorative Centre
Container Exchange (QLD)
Defence Housing Australia
Department of Infrastructure, Transport,
Regional Development, Communications

Fitted for Work
Genea
Government of Western Australia – Department of
Finance
Helping Hand Aged Care
IMPACT Community Services
ING Bank (Australia)
Inner West Council
IP Australia
Jones Lang LaSalle Australia
Kapitol Group
Liberty Financial
Lifeline WA
Main Roads Western Australia
McGrath Foundation
Mercy Community Services Limited
No to Violence
Office of Parliamentary Counsel
OzChild

Port Authority of New South Wales
Property Council of Australia
QIC Limited
Queensland Advocacy for Inclusion
Senversa
Sexual Health Victoria
Slater and Gordon
SMA Australia
Social Research Centre
Soul Patts
Southern Cross Care (NSW & ACT)
Sustainable Timber Tasmania
Swisse Wellness
Sydney Children's Hospitals
Foundation
Synergy
Ventia
Wimmera Child & Family Services
WISE Employment



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HOW DOES COSTING WORK?

- Tier-based costing, based on total number of employees invited
- Invoices organised and paid to Diversity Atlas

	For Profit	Non-For-Profit
10, 000+ employees	Contact us	Contact us
7500 - 9999	\$11466+ GST	\$9594+ GST
5000 - 7499	\$8820+ GST	\$7380+ GST
2500 - 4999	\$6660+ GST	\$5040+ GST
500 - 2499	\$5670+ GST	\$4860+ GST
100 - 499	\$4680+ GST	\$3960+ GST
60 - 100	\$2520+ GST	\$2160+ GST

2025-2026 INDEX TIMELINE

Key Index Activity	Date
Sign up, invoicing & payment	Now – approx. July
Survey period begins	July 1 st
Survey period ends	31 st September
Webinar on exploring the data on your dashboard	Mid October
Inclusive Employer assessment results received	Approx. October
PDF reports	Approx. November
Dashboard access closes	December 31 st

SOME FAQ

- Can it be run outside of Australia?
- Do we publish the names of organisations who do not meet the Inclusive Employer Assessment?
- Can I see a list of survey questions before deciding to sign up?
- How is it different to the People Matter survey?

DCA MEMBERSHIP



Unlock workforce-wide access to leading practice D&I research, toolkits and guides.



Free webinars on the latest D&I trends and thought leadership.



Join our community of practice of over 1350 DCA member organisations across A&NZ.



Track and benchmark your workplace D&I performance with our Inclusive Employer Index.



Enjoy generous member discounts on DCA's evidence-based learning programs.



Showcase your organisation and collaborate with us on events, blogs and case studies.

...and many more networking and connection spaces

Find out more:
Scan the QR code to
send us an enquiry.



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THANK YOU

- **Dr Jane O'Leary** (she/her)
Research Director, DCA
- **Dr Rose D'Almada-Remedios** (she/her),
Senior Research Manager, DCA
- **Deborah Wu** (she/her)
Research and Content Manager, DCA
- **Quincy Hall** (he/him)
Product Manager, Diversity Atlas