

# DCA's Inclusive Employer Index 2026-2027 Information Session

Webinar starts at 1:00pm AEST

View live captions via Zoom closed captions [cc]

or at [au.ai-live.com](https://au.ai-live.com), enter the Session ID: AUDCAS2705A

into the “Join a Live Session” box

# Acknowledgement of Country

We acknowledge Aboriginal and Torres Strait Islander people as the Traditional Owners of the unceded lands which we all work and live, and pay our respect to the Custodians of this land, Elders, past and present. We embrace and celebrate one of the oldest continuing cultures in the world and acknowledge the extraordinary contributions Aboriginal and Torres Strait Islander people have made, and continue to make, to land and community. We express our ongoing solidarity with First Nations communities and remain 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

# Socials and Captions



Diversity Council Australia Ltd



@DivCouncilAus



<https://www.facebook.com/divcouncilaus>



Captions via [www.ai-live.com](http://www.ai-live.com) Session ID: AUDCAS2705A

[CC] Captions also available on Zoom webinar

# Questions



- Select Q&A at the bottom of your screen.
- Submit your question to the panel.
- You can also upvote an existing question by using the thumbs up icon.

# Why participate?

Participating the Inclusive Employer Index allows you to:

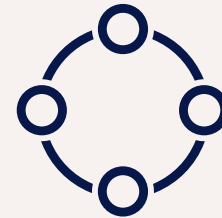
Make data driven  
decisions



Benchmark your  
success



Build engagement  
with your D&I work



Enhance your  
employer brand



# Data Driven Decisions

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

# Data Driven Decisions

AREA	EXAMPLE QUESTIONS
<b>Team Inclusion</b>	<ul style="list-style-type: none"><li>• I am treated as a valued and respected team member</li><li>• People value the differences that team members bring to the workplace</li></ul>
<b>Inclusive Leadership</b>	<ul style="list-style-type: none"><li>• Values having a diverse and inclusive team</li></ul>
<b>Inclusive Organisation</b>	<ul style="list-style-type: none"><li>• My organisation has an inclusive culture where diversity is valued and respected</li><li>• Top leaders demonstrate a visible commitment to diversity and inclusion</li></ul>
<b>Inclusive behaviours</b>	<ul style="list-style-type: none"><li>• I have been given feedback on my performance that I found helpful</li></ul>

# Data Driven Decisions

AREA	EXAMPLE QUESTIONS
<b>Exclusive behaviours</b>	<ul style="list-style-type: none"><li>• In the past 12 months in your organisation have you personally experienced harassment because of...</li><li>• Been ignored by people at work or treated as if I didn't exist</li></ul>
<b>Awareness &amp; support for D&amp;I</b>	<ul style="list-style-type: none"><li>• Do you support your organisation taking action to create a workplace which is diverse and inclusive?</li></ul>
<b>Engagement</b>	<ul style="list-style-type: none"><li>• Over the past 12 months, what impact has your workplace had on your mental health?</li></ul>

# Data Driven Decisions



Results live on  
an interactive  
dashboard



PDF Report with  
business case  
results



Webinar and  
materials on  
exploring Index  
data

# Benchmark Your Success



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## AUSTRALIAN WORKFORCE

Nationally representative  
sample of 3000 workers  
in Australia



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## DCA MEMBER AVERAGE

Sample of employees  
in DCA members  
participating



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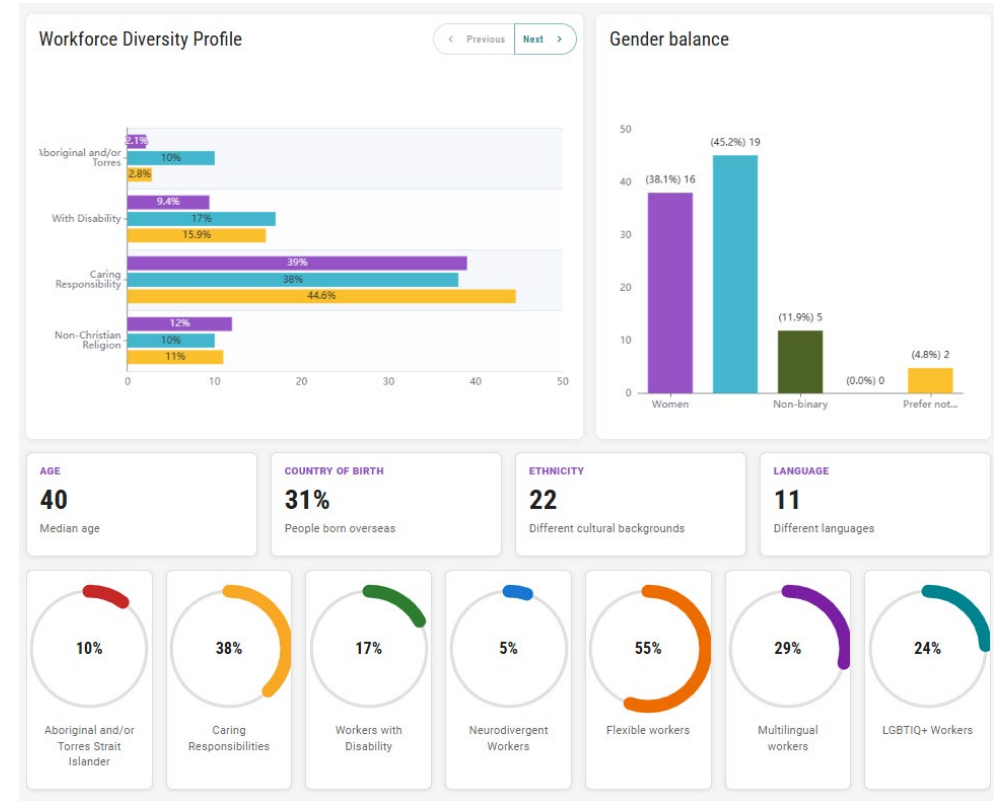
## INDUSTRY AVERAGE

Sample of all  
employees from DCA  
members in the same  
industry

# Survey Administration

You have control of how you share the Inclusive Employer Index survey.

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



# Security, Privacy and Access

## Quincy Hall – Cultural Infusion

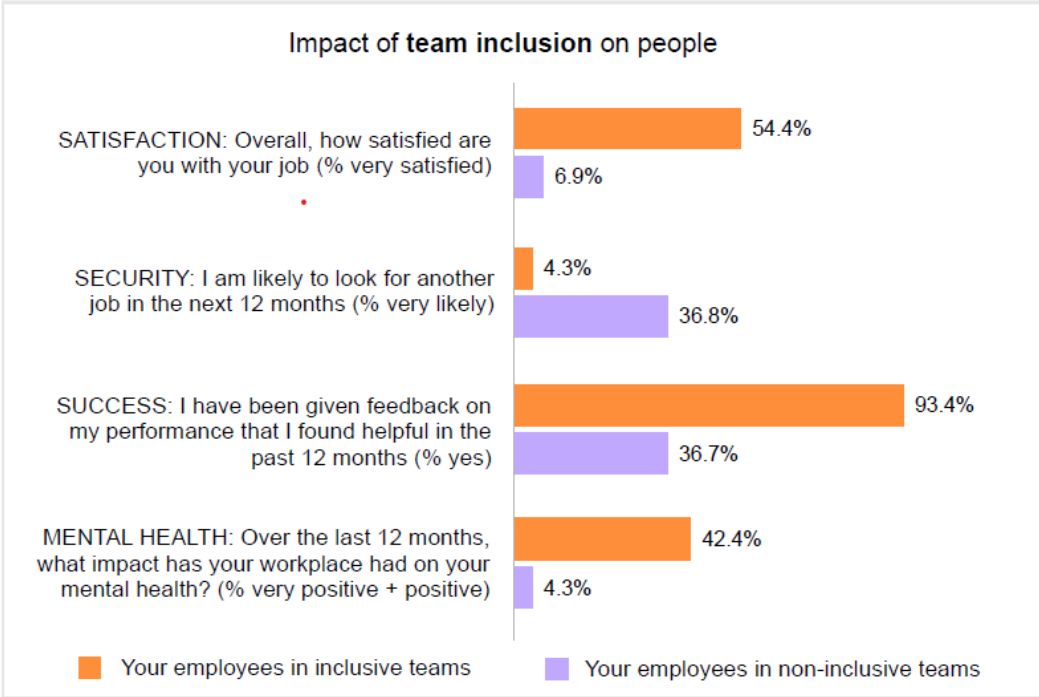
- Cultural Infusion's Atlas – technology provider – [DCAtechsupport@culturalinfusion.com](mailto:DCAtechsupport@culturalinfusion.com)
- Data security is very boring, but very important
- Anonymity and thresholds
- Administrator setup
- Export protocols
- Close off dates explained / data retention
- New features!

# Build Your D&I Engagement

Use the Index to drive D&I engagement.

Data to report on internally & externally:

- Workforce diversity
- Employee support for your D&I action
- Inclusion strengths & opportunities
- Individual business case for inclusion



# Enhance Your Brand

If deemed eligible, organisation will be listed as an Inclusive Employer 2026-2027.

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.





# Diversity Council Australia

Expressions of Interest are now open to participate in the 2026-2027 Inclusive Employer Index.

**Available to DCA members and non-members.**

**Scan the QR code to find out more and sign up.**

If members would like more information or a demo, please reach out to [memberservices@dca.org.au](mailto:memberservices@dca.org.au).



# Education Programs

DCA's Education Programs are a great way to upskill your staff, bolster your organisation's D&I capabilities and foster inclusion in the workplace. New programs include:

- **Inclusive Leadership Fundamentals:** Building the foundational principles for inclusive leadership in the workplace.
- **Cultural Intelligence Programs**
  - Leading with Cultural Intelligence
  - Cultural Intelligence for Multicultural and Multifaith Teams



Use the QR code to learn more or contact DCA's Education Team at [education@dca.org.au](mailto:education@dca.org.au)

# Thank you

Rose D'Almada-Remedios (she/her), Head of Research, DCA

Quincy Hall (he/him), Project Manager, Cultural Fusion

# Diversity Days

Sunday 3 May - International Family Equality (Family Pride) Day

Friday 15 May - International Day of Families

Sunday 17 May - International Day Against LGBTQIA+ Discrimination (IDAHOBIT)

Tuesday 19 May - Agender Pride Day