

**Inclusion
at Work Week**

16–20 November 2026

DCA

Diversity Council Australia

Inclusion at Work Week 2026: Participation Guide

16-20 November 2026

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What is Inclusion at Work Week and why get involved?

Inclusion at Work Week (IAWW) is a week-long awareness campaign, running from 16 -20 November 2026, that celebrates diversity and inclusion (D&I) in Australian workplaces. Organised by Diversity Council Australia (DCA), the campaign invites DCA Members and non-members alike to share the importance of D&I and the impact it has made within their organisations.

DCA's [Inclusion@Work Index](#) demonstrates that companies committed to D&I not only perform better but also boost employee wellbeing. IAWW provides an opportunity to celebrate these successes and inspire others to act. Participants can use DCA's campaign materials to share achievements, promote initiatives, and align their brand with DCA's trusted reputation.

This is a chance for you to publicly show your commitment to building more inclusive workplaces, while also contributing to a broader conversation about the benefits of D&I for people and for business.

What's happening during IAWW 2026?

In this section, you can find our activities calendar, highlighting DCA events taking place throughout the week.

You will also find our *How to Get Involved* guidelines for opportunities to engage your organisation internally, how participate in our national social media campaign, and more.

To stay up to date with the latest research, resources and announcements during IAWW and beyond, we also encourage you to subscribe to [DCA's fortnightly newsletter](#).



IAWW 2026 activities calendar

Monday 16 November

DCA will be announcing which organisations made the **2026-2027 list of Inclusive Employers**. Help celebrate their achievements! We will also be hosting our first open knowledge program of the week, **Diversity and Inclusion Fundamentals**.

Tuesday 17 November

Launch of **DCA's Inclusion at Every Employee Lifecycle Toolkit** at 2:30-3:30 PM AEDT. This new toolkit provides organisations with guidance on how to make key employee lifecycle points inclusive.

Wednesday 18 November

Sign up for the Open Knowledge Program: **Countering Unconscious Bias at Work**, DCA's most popular knowledge program in 2026. The program explores unconscious bias and its impact on behaviour, discusses types of biases and biased preferences, and highlights strategies to disrupt unconscious bias and assumptions at work.

Thursday 19 November

DCA will **release our updated Multifaith Inclusion at Work Guide**. The updated practice guide includes seven levers for organisations to proactively embed faith inclusion at work, and guidance to help workplaces balance issues where faith beliefs may conflict with inclusion for other employees rights.

We encourage you to sign up for the **Open Knowledge Program: Leading with Cultural Intelligence** on this day. The program looks to build cultural intelligence leadership capabilities, highlight ways in which leaders can put cultural intelligence into action across their teams and organisation, and discusses how leaders can support multifaith inclusion through reasonable adjustments.

Friday 20 November

DCA will release the **2026 D&I Days and Dates Calendar**. Marking the beginning of the 16 days of activism against gender-based violence the following week, join us for our final open knowledge program of the week, **Leading Through Inclusion: Preventing and Responding to Sexual Harassment**. Also, DCA members who participate in IAWW enter the competition to win a free virtual Knowledge Program, D&I Fundamentals (see the terms and conditions). The winner will be announced as we conclude the week!

View the [full IAWW 2026 calendar online](#) and find links to register for events and programs.

How do I get involved?

Get involved by showcasing your workplace's inclusion efforts via your internal communication channels and social media – you may even like to prepare a media release about your participation this year! You might like to use this as an opportunity to:

- Communicate why diversity and inclusion are crucial to your business
- share the positive changes a focus on D&I has brought to your workforce
- deepen knowledge and support for D&I within your workforce through communications and education activities.

Join the social media campaign

Post and engage on social media about what inclusion at work means to you or your organisation and celebrate the great diversity and inclusion work happening in your workplace.

Social Media Assets

You can use our [IAWW Participation Kit](#), including frames for video, suggested copy, and the theme questions below to inspire your posts.



Tag us!

DCA members who tag DCA will have their work re-shared where possible on DCA's platforms.

Hashtag:

#InclusionAtWorkWeek

LinkedIn: Diversity-Council-Australia-Ltd

Facebook: @DivCouncilAus

Instagram: @divcouncilaus

IAWW 2026 – Questions to consider

As part of this year's celebrations, we're encouraging organisations to share the work they are doing to make their workplaces more inclusive and what's next on their D&I journey.

This is a call-to-action encouraging organisations, teams and individuals to share their stories of D&I progress and aspirations for the future.

We'd love for you to reflect on this milestone and share your insights – whether as an individual or as a team. Some helpful prompts include:

- **Looking back:** What inroads have you been involved in to make workplaces more diverse and inclusive? What progress have you seen on inclusion in your workplace?
- **Looking forward:** Where do you see the biggest opportunities for inclusion in the years ahead?
- **Big picture:** What do we, as a society, need to focus on to achieve true diversity and inclusion in the coming years or decades?



Make a video

Make a short video choosing from any of the theme questions above, add some captions (to make it accessible) and share it on social media. Either use your mobile phone to film yourself or create a whole team video! Add our video logo found on our [online participation kit](#) to show that you are celebrating Inclusion at Work Week.

Use the IAWW template for your internal communications

Use our [internal news item template](#) to help create awareness about your participation in Inclusion at Work Week. Share updates about workplace diversity and inclusion initiatives within your organisation along the way.

Publish a blog

Your organisation can celebrate Inclusion at Work Week by sharing blogs with your employees and stakeholders to draw attention to D&I-related issues, campaigns, and resources - or to simply highlight all the great work your organisation is doing to enable a more diverse and inclusive workplace.

Use our [IAWW blog tips and guidelines document](#) for guidance in creating your own blog or sharing one of ours.

Use the IAWW template to share a Media Release

Highlight all the fantastic work your organisation has done to bring about a more diverse and inclusive workplace by sending out a media release to your key industry publications. Provide case studies and images to add colour to your story for a better chance of getting published or even broadcast across the nation!

To help get you started, we've put together a [media release template](#) providing example copy and key messages. Make it your own by editing it to match your company's style guide and adding a unique angle to attract media attention. If you do decide to issue a media release, please keep us posted and email comms@dca.org.au to let us know!



Some other ideas

This is also a great opportunity to spark conversations about D&I in your workplace. Remind your teams and colleagues about the important role we all have in supporting colleagues to feel valued and respected.

Have a look at our [D&I Planning Resources](#) which include resources to help you get your baseline D&I data, understand the business case for D&I, write/update your D&I policy, as well as useful information about D&I councils, D&I champions, employee resource groups (ERGs), and planning for D&I Dates.

- We also encourage you to take the opportunity to organise an in-house [DCA Knowledge Program](#).
- You could host a lunch and learn [watching a recording](#) of a topical DCA event, or facilitate a conversation in-house also on one of the many topics in our [catalogue of DCA Research and resources](#) such as:
- [The Power of Inclusion: Preventing Workplace Sexual Harassment](#) draws from insights from the [2025–2026 Inclusion@Work Index](#) survey data and explores the link between inclusion and sexual harassment.
- [Age, Assumptions and Access at Work: Employee Experiences of Age Inclusion in the Workplace](#) examines how age-based assumptions are shaping who is respected, included and supported at work.
- [D&I Data at Work](#) provides a practical guide to D&I Data and what to do with it.
- [Intersectionality at Work](#) provides guidance on how to apply an intersectional lens to organisations' D&I change work.
- DCA has created a comprehensive guide on [Centring Marginalised Voices at Work](#).
- Our [Inclusive Teams Toolkit](#) provides practical steps and actions for all employees to create an inclusive team for everyone.