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3 YEAR REVIEWS

OUR COMMITMENT

Following best practice, Pride in Diversity is committed to conducting a thorough review of the AWEI every three years. The purpose of this is to:

• Re-align the index with current Australian practice.
• Re-align the index with international practice, to ensure that we are on par, and where possible, leading the way.
• Take on feedback from participating organisations to ensure that the submission process is as seamless as possible while maintaining the integrity and robust nature of the index.

The AWEI was first launched in 2010. In 2013, a three year review was conducted which saw the index rise from a 100 point index to a 200 point index. It also bought Australia in alignment with international practice where previously, Australia was significantly behind.

The current review (2016) represents the most significant change to the index to date.

Once again, the review has re-aligned the index to current Australian practice and with international best practice. We have also taken on substantial feedback from members regarding the amount of time it takes to complete the index and as a result redesigned to significantly reduce the questions while maintaining the overall integrity of the index and the submission process.

This document outlines critical considerations for, and the development of, the 2017 AWEI.
CRITICAL CONSIDERATIONS IN THE DEVELOPMENT OF THE NEW INDEX

In preparation for the review of the AWEI, the following has been critical, that we:

1. Have not only listened carefully to participating organisations in terms of their feedback but responded to their concerns and suggestions.
2. Learn continually throughout the development of the index and apply lessons to ensure greater clarity, less duplication and a continued targeted focus on what we are trying to achieve.
3. Re-align the index with changes in practice over the last three years.
4. Research and once again re-align the index with shifting international best practice to ensure that the Australian practice is on par with, if not leading the way internationally.
5. Maintain the currency, objectivity and integrity of the index to ensure that the AWEI not only continues to set the Australian benchmark for LGBTI inclusion but that it also continues to be acknowledged as an International Gold Standard for the measurement of LGBTI workplace inclusion.
6. Pay close attention to any unexpected negative impacts as a result of the index design, scoring methodology or results promotion (see Appendix B).
7. Acknowledge that the scoring methodology for the index itself is robust, utilised globally and has proven to be highly objective, fair and equitable over many years; it has been academically scrutinised, assessed and validated and therefore will remain in place for future iterations of the index. The scoring methodology stands alone and can be applied to any set of questions.
As a result, the following were identified as key considerations in development of the 3rd iteration of the AWEI:

1. The Australian index is the most comprehensive of its kind but there are ways that we can reduce the amount of time it takes to complete the index without losing the integrity of the index.
2. The amount of time it takes to complete the index is consistently the most common feedback we receive on its construction.
3. While we have tried to separate different focus areas of public sector, private sector, higher education and not-for-profit organisations, this has not always been successful.
4. Many aspects of the index remain the same year on year. We need to look at a way of minimising the duplication of work.
5. Practice has shifted significantly over the three years. Some of the questions asked within the second iteration of the index need to be updated or in some cases, removed.
6. The design of the submission form needs be improved for ease of completion and distribution.
7. We have consistently over the last three years witnessed a misinterpretation of several questions and this has had to be addressed through the marking process. Even though full explanatory notes are provided within the completion guide, this is not always read. The questions themselves need to be revisited.

WHAT THE NEW INDEX DELIVERS ON

We have:

1. Redesigned the submission form for ease of completion and distribution.
2. Re-articulated or provided further definition around some of the evidence required for problematic questions.
3. Re-aligned the index to the shift that has occurred within Australia over the last three years.
4. Re-aligned the index to the shift that has occurred within international practice over the last three years.
5. Resolved the issue of annually responding to policy questions that see little, to no change over time.
6. Significantly reduced the number of questions within the index without compromising the integrity of the index.
7. Implemented changes to provide a fairer index across industries and sectors; moving work that could potentially disadvantage a particular sector to the OTHER section.
8. Restructured employer tiers to accommodate the significant shift in practice and participation over the last three years.
9. Created a new awards structure that provides for greater acknowledgement across all tiers and one that more accurately reflects practice progression.

The challenge was to reduce the time taken to complete the index without diminishing its integrity.
NEW TARGET AUDIENCE

- The AWEI will now only target medium to large employers. A separate submission will be available for small employers. We were not able to accommodate small employers with the changes that have been implemented without comprising the new index overall. The new submission document for small and regional employers will be much more equitable and straightforward for this employer group.

NEW SUBMISSION PROCESS

- The AWEI has now been separated into two individual documents, along with a separate document containing employer and contact details, complaint disclosures, confidentiality, accuracy, acknowledgements.

  Part 1 of the AWEI Submission Document: HR Policy and Diversity Practice is now a standing submission. After you have submitted Part 1 of the new index the first time, this part of the submission is not required for subsequent years unless you have completed additional work in this area in which case, you can identify the questions changed and resubmit these or resubmit Part 1 in its entirety.

  For each year of participation, you will need to indicate whether you wish us to use your standing submission for Part 1 or are resubmitting this section. If we are to use your standing submission, you will need to sign a declaration as to its ongoing accuracy.

  In this instance, scores from the previous year will automatically be transferred over to the current submission.

  As this is a new index, all participating employers will need to submit Part 1 in 2017. As from 2017, employers may choose to nominate Part 1 as a standing submission.

- Part 2 of the AWEI Submission Document: Annual Submission contains all other sections – this document reflects your work within the assessed year and will need to be submitted annually.

We have redesigned the submission form for ease of completion, distribution and submission.
HIGH LEVEL STRUCTURAL OVERVIEW

INFORMATION IN THE EMPLOYER PARTICIPATION DETAILS DOCUMENT

- Contact details
- Demographics
- International workplace index participation
- Participation disclosure levels
- Additional award participation
- Complaint disclosures
- Accuracy statement

SECTION PRACTICE THEMES

- Foundation
- Intermediate
- Leading practice
- Additional work not covered elsewhere

A practice level descriptor placed before each question will provide a guide for those just starting their LGBTI inclusion journey. It will also allow us to shift questions between these sections as practice changes, thereby indicating year on year what is considered to be foundational work, intermediatory work or leading practice. Even the newest of employers starting in this area can select activities or work from across all sections.

Note: The table on the following page outlines the structure of the new index with a comparison of questions. As questions have been moved across new index areas to accommodate a static standing submission, a question count section by section is not possible. Old submission questions have therefore been counted according to new submission topic areas.
### REDUCTION OF QUESTIONS

<table>
<thead>
<tr>
<th>DOCUMENT</th>
<th>SECTION</th>
<th>NEW SUBMISSION QUESTIONS</th>
<th>OLD SUBMISSION QUESTIONS</th>
</tr>
</thead>
<tbody>
<tr>
<td>PART 1: STANDING SUBMISSION</td>
<td><strong>Section 1:</strong> HR Policy &amp; Diversity Practice *</td>
<td>26</td>
<td>43</td>
</tr>
<tr>
<td>PART 2: ANNUAL SUBMISSION</td>
<td><strong>Section 2:</strong> Strategy &amp; Accountability</td>
<td>8</td>
<td></td>
</tr>
<tr>
<td></td>
<td><strong>Section 3:</strong> LGBTI Training &amp; Education</td>
<td>7</td>
<td>13</td>
</tr>
<tr>
<td></td>
<td><strong>Section 4:</strong> LGBTI Employee Network &amp; Ally/Champion initiatives</td>
<td>21</td>
<td>43</td>
</tr>
<tr>
<td></td>
<td><strong>Section 5:</strong> Visibility &amp; Inclusion</td>
<td>8</td>
<td>17</td>
</tr>
<tr>
<td></td>
<td><strong>Section 6:</strong> Community Engagement &amp; External Advocacy</td>
<td>8</td>
<td>16</td>
</tr>
<tr>
<td></td>
<td><strong>Section 7:</strong> Other</td>
<td>1</td>
<td>8</td>
</tr>
<tr>
<td></td>
<td><strong>Maximum questions for a highly active employer:</strong></td>
<td>79 / 53**</td>
<td>140</td>
</tr>
</tbody>
</table>

### INDEX CONTINUITY

In the second iteration of the AWEI, the index moved from 100 point index to a 200 point index. As the initial index remained (simply added to), index continuity was possible. To incorporate the changes and the significant reduction of questions, continuity across this and last year’s index will not be possible.

This iteration of the index maintains a score value of 200 points.
RECOGNITION SYSTEM REPLACES THE LEADER BOARD AND EMPLOYER TIERS

- **PLATINUM RECOGNITION**
  - PLATINUM employers (Achieved over a five year period)
- **GOLD RECOGNITION**
  - GOLD employers
- **SILVER RECOGNITION**
  - SILVER employers
- **BRONZE RECOGNITION**
  - BRONZE employers
- **PARTICIPATING EMPLOYERS**
  - ALL employers
PLATINUM RECOGNITION – PLATINUM EMPLOYERS

• Achieving Platinum Recognition is the ultimate recognition for employers that wish to set themselves apart as consistent and long term leaders in LGBTI workplace inclusion over an extended period of time. Platinum Recognition also gives employers a chance to break away from the annual AWEI submission cycle to focus on approved projects with alternating participation in the index. An employer qualifies for Platinum Recognition once the criteria has been met. They then have the option of taking one year to work on an initial project before Platinum Recognition is formally awarded. Once Platinum Recognition has been achieved it is then maintained by alternating index participation with inclusion project work. In the year of index participation, Platinum Employers must maintain a minimum score in order to maintain recognition.

• Platinum employers may choose to forego project work in favour of ongoing AWEI participation. Providing a minimum score is met for Platinum Employers, Platinum Recognition is maintained.

• Platinum Recognition is given year-on-year and is valid only for the year of assessment. Platinum Tier is maintained annually via ongoing project work and AWEI participation.

• All Platinum awardees will receive trophy recognition at the Awards Luncheon and will be invited to collect Platinum Recognition pins at the conclusion of the Awards Luncheon. They will also receive a soft copy Platinum Recognition logo for internal/external use.

• Platinum Employers will be acknowledged on the AWEI website and within the Australian National LGBTI recruitment guide. Platinum Employers will also be acknowledged alphabetically within the annual AWEI benchmarking publication and will have the opportunity to profile their organisation over a two-page spread within the publication.

Qualification

• Employers must be amongst the 10 highest performing organisations at least four times within the last five consecutive years, or must have achieved Employer of the Year twice within the last five years to qualify for Platinum Recognition.

Employers qualifying for platinum tier in 2015:

• Goldman Sachs
• PwC

Employers qualifying for platinum tier in 2016:

• Lendlease
• The University of Western Australia
• Westpac Group
GOLD RECOGNITION – GOLD EMPLOYERS

- Gold recognition is the highest recognition obtainable outside longstanding leadership acknowledged via platinum recognition. It acknowledges the highest levels of achievement within the assessed year.
- Gold recognition is given year-on-year and is valid only for the year of assessment.
- Gold recognition is achieved as a result of being one of the highest performing organisations within the assessed year. Therefore only a limited number of organisations can achieve Gold recognition. Assessment year on year is comparative based on overall index results.
- Employers obtaining gold recognition will be acknowledged verbally in alphabetical order at the annual Awards Luncheon and will be invited to collect gold recognition pins at the conclusion of the event. Employers will also receive a soft copy gold recognition logo for internal/external use.
- Gold recognition employers will be acknowledged on the AWEI website and within the Australian National LGBTI recruitment guide. Gold employers will also be acknowledged alphabetically within the annual AWEI benchmarking publication and will have the opportunity to profile their organisation over one page within the publication.

Only those employers wishing to be publicly identified at this level will be acknowledged as participating.

SILVER RECOGNITION – SILVER EMPLOYERS

- Silver recognition acknowledges considerable achievement within the assessed year.
- Silver recognition is given year-on-year and is valid only for the year of assessment.
- Silver recognition is achieved as a result of meeting a minimum score set annually by the index results that year. Therefore only a limited number of organisations can achieve Silver recognition.
- Employers obtaining Silver recognition will be acknowledged verbally in alphabetical order at the annual Awards Luncheon and will be invited to collect silver recognition pins at the conclusion of the event. Employers will also receive a soft copy silver recognition logo for internal/external use.
- Silver recognition employers will be acknowledged on the AWEI website and within the Australian National LGBTI recruitment guide. Silver employers will also be acknowledged alphabetically within the annual AWEI benchmarking publication and will have the opportunity to profile their organisation over half a page within the publication.

Only those employers wishing to be publicly identified at this level will be acknowledged as participating.
BRONZE RECOGNITION – BRONZE EMPLOYERS

- Bronze recognition acknowledges employers for their achievement within the assessed year.
- Bronze recognition is given year-on-year and is valid only for the year of assessment.
- Bronze recognition is achieved as a result of achieving a minimum overall score within the assessed year gauged comparatively and determined to be indicative of employers actively engaged in LGBTI inclusion.
- Employers obtaining bronze recognition will receive a soft copy bronze recognition logo for internal/external use.
- Bronze recognition employers will be acknowledged on the AWEI website and within the Australian National LGBTI recruitment guide. Bronze employers will also be acknowledged alphabetically within the annual AWEI benchmarking publication.
- Bronze recognition is a significant recognition and should not be underestimated in comparison to other recognition tiers.

Only those employers wishing to be publicly identified at this level will be acknowledged as participating.

PARTICIPATING EMPLOYERS

- Historically, participating employers who have not yet achieved bronze status have been listed as participating employers within the AWEI benchmarking publication.
- From 2017, every participating employer, regardless of recognition status will be listed alphabetically within the AWEI publication. This includes those who have not yet reached bronze recognition (with the exception of those who do not wish to be identified).

Only those employers wishing to be publicly identified at this level will be acknowledged as participating.
**AWARDS LUNCHEON ACKNOWLEDGEMENTS**

<table>
<thead>
<tr>
<th>Potential Award Presentations:</th>
<th>Historically</th>
<th>As of 2017</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Maximum 28</td>
<td>Maximum 23</td>
</tr>
<tr>
<td></td>
<td>+ First time Platinum</td>
<td>+ First time Platinum</td>
</tr>
<tr>
<td></td>
<td>+ Pride in Sport from 2017 (max 11)</td>
<td>+ Pride in Sport from 2017 (max 11)</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>TIER</th>
<th>Historically</th>
<th>As of 2017</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Platinum Tier</strong></td>
<td>• N/A</td>
<td>• Acknowledgment of those qualifying</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• Trophy acknowledgement of those obtaining/maintaining Platinum Recognition</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• Post event pin collection</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• Electronic badge for internal/external promotion</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• Renamed Platinum Employers</td>
</tr>
<tr>
<td><strong>Gold Tier</strong></td>
<td>• Top 10 trophy presentations plus pin collection</td>
<td>• Acknowledgement of those qualifying</td>
</tr>
<tr>
<td></td>
<td>• Employers listed on a Top 10 leader board</td>
<td>• Post event pin collection and award collection</td>
</tr>
<tr>
<td></td>
<td>• Electronic badge for internal/external promotion</td>
<td>• Electronic badge for internal/external promotion</td>
</tr>
<tr>
<td></td>
<td>• Acknowledged within AWEI publication, on AWEI website and within ANRG for those wishing to be identified</td>
<td>• Alphabetical listing</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• Renamed Gold Employers</td>
</tr>
<tr>
<td><strong>Silver Tier</strong></td>
<td>• Top 20 acknowledgement with post event pin collection</td>
<td>• Acknowledgement of those qualifying</td>
</tr>
<tr>
<td></td>
<td>• Employers listed on a Top 20 leader board</td>
<td>• Post event pin collection</td>
</tr>
<tr>
<td></td>
<td>• Electronic badge for internal/external promotion</td>
<td>• Electronic badge for internal/external promotion</td>
</tr>
<tr>
<td></td>
<td>• Acknowledged within AWEI publication, on AWEI website and within ANRG for those wishing to be identified</td>
<td>• Alphabetical listing</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• Renamed Silver Employers</td>
</tr>
<tr>
<td><strong>Bronze Tier</strong></td>
<td>• Acknowledged within AWEI publication and ANRG for those wishing to be identified</td>
<td>• Acknowledgement of those qualifying</td>
</tr>
<tr>
<td></td>
<td>• Electronic badge for internal/external promotion</td>
<td>• Acknowledged within AWEI publication, AWEI website and ANRG for those wishing to be identified</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• Electronic badge for internal/external promotion</td>
</tr>
<tr>
<td><strong>Participating Tier</strong></td>
<td>• Acknowledged within AWEI publication and ANRG for those wishing to be identified</td>
<td>• Post event acknowledgement of qualifiers</td>
</tr>
<tr>
<td></td>
<td>• Listed under the heading of Participating Employer as a separate tier category</td>
<td>• Acknowledged within AWEI publication, AWEI website and ANRG for those wishing to be identified</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• All employers participating, regardless of any recognition tier awarded are listed alphabetically with the exception of those who do not wish to be identified</td>
</tr>
<tr>
<td>AWEI DETERMINED AWARDS</td>
<td>Historically</td>
<td>As of 2017</td>
</tr>
<tr>
<td>------------------------</td>
<td>-------------</td>
<td>------------</td>
</tr>
</tbody>
</table>
| **Employer of the Year** | • Trophy presentation at Awards  
• Employer of the Year pin  
• Electronic badge for internal/external promotion | • Unchanged, will continue |
| **Achievement Award for Most Improved** | • Trophy presentation at Awards | • Unchanged, will continue |
| **High Performing Network Groups** | • Verbal acknowledgement  
• Electronic badge for internal/external promotion | • Unchanged, will continue |
| **Network of the Year** | • Trophy presentation at Awards  
• Network of the Year pin  
• Electronic badge for internal/external promotion | • Unchanged, will continue |
| **Highest Ranking [Sector] * with exception of Sector of Employer of the Year** | • Awarded for Private/Public/NFP/Higher Education  
• Trophy presentation at Awards  
• Electronic badge for internal/external promotion  
• Profiled within AWEI if not within Gold/Silver | • Change to name only: Highest Performing [Sector] Employer |
| **Small Employer Award** | • Small Employer Award (participating within the AWEI)  
• Small employer (separate nomination outside of AWEI)  
• Trophy Presentation at Awards  
• Electronic badge for internal/external promotion  
• Profiled within AWEI benchmarking publication | • Small Employer Award  
• Submission document: Small Employers  
• Small Employers will now also be acknowledged within Platinum/Gold/Silver/Bronze Tiers |
| **Regional Employer Award** | • Regional Employer Award for nominations outside of AWEI  
• Trophy presentation at Awards  
• Electronic badge for internal/external promotion  
• Profiled within AWEI if not benchmarking publication | • Regional Employer Award – selected from AWEI submission documents (both large/medium and small employers) |
### INDIVIDUAL AWARDS

<table>
<thead>
<tr>
<th>Category</th>
<th>Historically</th>
<th>As of 2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>CEO of the Year</td>
<td>Combined nomination document, Trophy presentation at Awards</td>
<td>Award continues, Dedicated nomination document – NEW</td>
</tr>
<tr>
<td>Executive Leadership Award</td>
<td>Combined nomination document, Trophy presentation at Awards</td>
<td>Award continues, Dedicated nomination document – NEW</td>
</tr>
<tr>
<td>Network Leader of the Year Award</td>
<td>N/A</td>
<td>Network Leader of the Year Award – NEW (open to anyone on Network Leadership Committee)</td>
</tr>
<tr>
<td>Sally Webster Ally Award</td>
<td>Combined nomination document, Trophy presentation at Awards</td>
<td>Award continues, Dedicated nomination document – NEW</td>
</tr>
<tr>
<td>Out Role Model Award</td>
<td>Combined nomination document, Trophy presentation at Awards</td>
<td>Award continues, Dedicated nomination document – NEW</td>
</tr>
<tr>
<td>Sapphire Inspire Award</td>
<td>Combined nomination document, Trophy presentation at Awards</td>
<td>Award continues, Dedicated nomination document – NEW</td>
</tr>
<tr>
<td>Regional Champion Award</td>
<td>Combined nomination document, Trophy presentation at Awards</td>
<td>Award continues, Dedicated nomination document – NEW</td>
</tr>
<tr>
<td>Inclusion Champion Award</td>
<td>Combined nomination document, Trophy presentation at Awards</td>
<td>This award will no longer be given, The six awards above cover inclusion work</td>
</tr>
</tbody>
</table>

### EXISTING ADDITIONAL AWARDS

<table>
<thead>
<tr>
<th>Category</th>
<th>Historically</th>
<th>As of 2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>Innovation Award</td>
<td>Trophy presentation at Awards, Profiled within AWEI</td>
<td>Award continues, Submission document updated</td>
</tr>
<tr>
<td>Transgender Inclusion Award</td>
<td>Trophy presentation at Awards, Profiled within AWEI, Combined Transgender/Inclusion Submission</td>
<td>Award continues, Dedicated submission document – NEW</td>
</tr>
<tr>
<td>Intersex Inclusion Award</td>
<td>Trophy presentation at Awards, Profiled within AWEI, Combined Transgender/Inclusion Submission</td>
<td>Award continues, Dedicated submission document – NEW</td>
</tr>
</tbody>
</table>
**NEW IMPACT AWARDS**

| Impact Award: Training & Awareness Raising | Assessment: AWEI | As of 2017: • Trophy presentation at Awards • Profiled within AWEI |
| Impact Award: Community Engagement | Assessment: AWEI | As of 2017: • Trophy presentation at Awards • Profiled within AWEI |
| Impact Award: Ally Initiatives | Assessment: AWEI | As of 2017: • Trophy presentation at Awards • Profiled within AWEI |
| Impact Award: Visibility & Inclusion | Assessment: AWEI | As of 2017: • Trophy presentation at Awards • Profiled within AWEI |
| Impact Award: Strategy & Accountability | Assessment: AWEI | As of 2017: • Trophy presentation at Awards • Profiled within AWEI |

**PRIDE IN SPORT PSI AWARDS**

| National Sporting Award for Excellence (NSOs) | Assessment: Pride in Sport Index | As of 2017: • Trophy presentation at Awards • Profiled within Pride in Sport publication |
| State Sporting Award for Excellence (SSOs) | Assessment: Pride in Sport Index | As of 2017: • Trophy presentation at Awards • Profiled within Pride in Sport publication |
| Achievement Award for Most Improved (2018 onward) | Assessment: Pride in Sport Index | As of 2017: • Trophy presentation at Awards • Profiled within Pride in Sport publication |

**PRIDE IN SPORT NOMINATIONS**

| Inclusion Champion Awards may be given for: a coach, club, ally or player/athlete | Assessment: Individual submissions | As of 2017: • Trophy presentation at Awards • Profiled within Pride in Sport publication |
| Outstanding Role Model | Assessment: Individual nomination | As of 2017: • Trophy presentation at Awards |
| LGBTI Inclusion Initiative Award – Youth – Amateur – Professional | Assessment: Individual nomination | As of 2017: • Profiled within Pride in Sport publication |
APPENDIX: SUPPORTING INFORMATION

APPENDIX A: GLOBAL ANALYSIS / INTERNATIONAL CONVERSATIONS

A global analysis was conducted alongside conversations held throughout the year with international partners to determine best practice amongst organisations active in this space with particular relevance given to the Australian context and level of participation in LGBTI inclusion initiatives.

Key findings:

United Kingdom

• UK asks if organisations have a policy in place which covers the use of facilities and dress codes for non-binary people.

• UK asks if the organisation provides private health care to staff that is inclusive of interventions some transitioning individuals may wish to undergo.

• Asks if 90% or more of staff who deal with bullying/harassment complaints have undergone training specifically covering how to manage incidents of homophobic, biphobic and transphobic bullying/harassment.

• Asks if 90% or more of staff have completed training in a range of topic areas including confidentiality of diversity data, discrimination through recruitment process, unconscious bias, sensitively handling homophobic, biphobic and transphobic bullying/harassment, supporting trans staff and trans inclusion in the workplace.

• UK asks if the network has held initiatives, seminar events specific to: lesbians, bisexual people, trans people, black and minority ethnic LGBT people, disabled LGBT people, LGBT people of faith; also asks re formal profiles of, or visibility of the above groups.

• Asks re: monitoring of sexual orientation and gender identity in existing talent or career development programs.

• UK asks re: the gender composition of the network groups membership.

• UK asks if the organisation has in the last year undertaken a targeted initiative or program to specifically advance sexual orientation and gender identity diversity within senior management teams.

• Asks if there is at least one visible and out lesbian, gay, bisexual or trans person at board level.

• UK asks in regard to senior management about the visibility of at least visible out lesbian, gay man, bisexual person, trans person. Also asks as to whether or not there are any openly trans members of staff represented at different levels in the organisation.

• UK asks what proportion of overall workforce have declared their sexual orientation through a human resource system which allows for detailed analysis of data.

• UK asks if the organisation monitors those who are trans and how that information is collected and kept confidential.

• Asks whether or not in the past year, the organisation has undertaken any initiatives to encourage best practice in LGBT inclusion amongst suppliers.
**United States of America**

- US index has incorporated guidelines that prohibit company/law firm philanthropic giving to non-religious organisations that have a written policy of discrimination on the basis of sexual orientation and/or gender identity. As long as there is no explicit discriminatory language or practice found in the receiving organisations operations or membership requirements the assessed organisation may receive credit on the index for philanthropy. In terms of religious organisations the US index has always supported religious exceptions in legislation and at the programmatic level where appropriate. This continues for corporate giving.

- US Index requires parity in supplier standards, equivalent spousal and partner medical benefits including dental; vision; legal dependent coverage; bereavement leave; employer-provided supplemental life insurance for a partner; relocation/travel assistance; adoption assistance; qualified joint and survivor annuity for partners; qualified pre-retirement survivor annuity for partners; retiree healthcare benefits; and employee discounts.

- Incorporated as one of the competency choices selected for evidence of organisational LGBT competency, are LGBT diversity metrics for senior management/executive performance.

- Required for our equivalent of community engagement is the demonstrated reach of LGBT applicants within the recruitment process (required documentation may include a short summary of the event or an estimation of the number of candidates reached)

- Under responsible citizen, the US version of the AWEI will deduct 25 points from their score for a large-scale official or public anti-LGBT blemish on their recent records. Scores on this criterion are based on information that has come to the index developer’s attention related to topics including but not limited to: undue influence by a significant shareholder calculated to undermine a business’s employment policies or practices related to its LGBT employees; directing corporate charitable contributions to organisations whose primary mission includes advocacy against LGBT equality; opposing shareholder resolutions reasonably aimed at encouraging the adoption of inclusive workplace policies; revoking inclusive LGBT policies or practices; or engaging in proven practices that are contrary to the business’s written LGBT employment policies.

- As a significant number of participating employers participating within the US index are global, the index has for the last nine years, incorporated questions on employers’ level of LGBT inclusion within their global operations. 85% of employers reported that their non-discrimination policies apply across each of their global operations, 54% have distinct global codes of conduct that specify expectations on workplace inclusion and non-discrimination standards along the lines of sexual orientation and gender identity. Human resource policies are often decentralised, making it critical that there be clear non-discrimination policies in every operating location. Whether an employee is being relocated internationally, or merely traveling internationally on business for a finite period of time, the non-discrimination protections that they are afforded by their U.S. employer must be portable. Sexual orientation and gender identity protections must be consistently upheld either by global company policy, or must be ensured by the operating U.S. entity in a global partnership sponsoring the travelling employee. The mandate is one solid step in the right direction of consistent globally equality.

- In terms of supplier diversity the US index requests that non-discrimination provisions be embedded into the procurement process.

**Canada**

- We assisted with the development of the Canadian Index so once again, very much on par.
Ireland

Pride in Diversity played a key role in the development of the Irish index, and as a result, the two are very similar. A few exceptions include:

• In terms of Workplace Bullying & Harassment, the Irish index includes the following: "recognizing barriers to reporting related bullying/harassment, we have put in place special additional measures to facilitate reporting."

• Within HR Policies, the Irish Index requires evidence of updating policies to incorporate:
  – pension provisions inclusive of same-sex partners
  – “new parent leave” also known as “paternity leave” (where applicable)
  – parental leave
  – adoption leave
  – inclusive relocation leave
  – employee partner benefits.

• In relation to transgender employees;
  – The offering of medical leave that is inclusive of trans people who are undergoing surgery or otherwise require time related to transitioning.

• Where you collect monitoring data on LGBT identity, please indicate which of the following actions are taken to follow-up your monitoring exercise;
  – Foundations: Summary report of key issues discovered via monitoring exercises are reported to and actioned by board/senior management.
  – Next Steps: Summary report of key issues discovered via monitoring exercises are reported to and actioned by line management.
  – Best Practice: Summary report of key issues discovered via monitoring exercises is communicated to all staff.

• Targeted Diversity Training;
  – Foundations: Human Resources, Staff with recruitment responsibilities
  – Next Steps: Board and Senior level management
  – Best Practice: Line Managers, New Starts

• Proportion of staff attended training:
  – 245 or less, 25-49%, 50-74%, 75-89%, 90-100%

• ERG works with operations to enhance the organisation’s external reputation. ENG leaders – formal component of their role. NG leaders – recognised in performance evaluations

Hong Kong

• We assisted with the development of the Community Business index, so many similarities.

• Key differences:
  – Every two years.
  – Individual awards every year.
  – Separation of employer case studies/profiles and benchmarking report:
    • Publish a benchmarking report that equiv $35.00 US to download for non-members
    • Best places to work for LGBT employees 2015 (year) profiles Gold, Silver, Bronze (entries provided by companies).
APPENDIX B: LOCAL CONTRIBUTORS TO THE REMOVAL OF THE LEADER BOARD

In terms of the removal of the leader board, the following have been acknowledged as key considerations:

- **Concerns communicated in regard to reaching Employer of the Year status.**

  Once an employer reaches Employer of the Year, maintaining this position can only occur if the employer continues with the same intensity of effort it took to reach number one – this may not be a realistic expectation. As a result, some employers have voiced the possibility of no longer participating as it may reflect negatively on their practice here on in if they start to move in the opposite direction.

  Our concern has also been that once an employer reaches employer of the year status, an employer may feel that they have "made it" and reduce further efforts to increase or maintain activity in this important area of diversity and inclusion. The reality is that while an employer may be employer of the year within any given year, there is still an enormous amount of work to do in this space and the gradual changes to the index are designed to continually shift practice, not promote a one-off achievement.

- **Disparity between leader board ranking and overall AWEI score.**

  Over the years, the leader board has driven participation in the AWEI, and the competition has proved to be a significant motivator in increasing an organisation's activity in LGBTI inclusion. With the gradual increase of press coverage moving from LGBTI Australian gay press only to mainstream media, international media and television coverage there is more and more concern re: the external perception when an organisation moves down on the leader board in stark contrast to what might be an improvement in their overall score. This creates questions around reputation, branding and perceptions that have an impact on an organisation’s decision to participate further.

- **Heighted focus on leader board position as opposed to annual score**

  While it is understandable that people pay close attention to the leader board ranking, this has been viewed by many as a higher priority than the annual score. Organisations increasing their annual score on the AWEI are still seeing it as a degree of failure should their leader board ranking decline even though this out of their control as a comparative annual ranking. Removal of the leader board will rightly reposition focus on annual organisational progress.
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