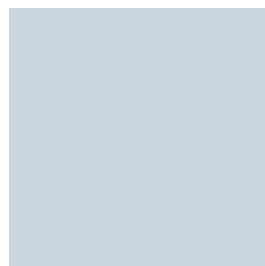
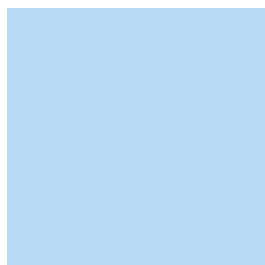


THE AUSTRALIAN WORKPLACE EQUALITY INDEX 2013

prideindiversity®

This publication proudly sponsored by

**Goldman
Sachs**



Different voices, smarter solutions.

At Goldman Sachs, diversity isn't an initiative. It's part of our culture. Having an inclusive environment gives us access to the best talent, without restriction. Talent that helps us find innovative solutions for clients across the globe. That's not just a good story. It's good business.

As part of Goldman Sachs' commitment to diversity in Australasia, the GLaM Network's mission is to advocate a work environment that respects, welcomes and supports lesbian, gay, bisexual, transgender and intersex professionals, helping them to perform to their fullest potential.

Goldman Sachs is proud to have been named as one of the Top 10 Employers for LGBTI Employees, as measured by the Australian Workplace Equality Index.

www.gs.com





A Few Words From Our 2013 AWEI Publication Sponsor Goldman Sachs

We are proud to be the sponsor of the Australia Workplace Equality Index (AWEI) annual benchmarking publication for the third consecutive year. We would like to extend our congratulations to all the companies and Lesbian, Gay, Bisexual, Transgender and Intersex (LGBTI) networks that took part in the 2013 AWEI.

At Goldman Sachs we believe people have the right to a workplace where their experience and contribution is welcomed and valued by their team and the firm. We believe clients best interests can only be served if organisations fully utilise the insights, talents and judgements of a diverse talent pool and we are extremely proud of our recognition as a Top Ten employer for LGBTI employees.

Goldman Sachs is committed to advocating work environments that respect, welcome and support LGBTI professionals to perform to their fullest potential. The increase in participation in the index this year shows the tangible progress corporate Australia is making with LGBTI inclusion.

We look forward to continuing this journey in partnership with Pride In Diversity and the companies who have supported the national benchmark for LGBTI inclusion.

Simon Rothery
CEO Goldman Sachs Australia and New Zealand



A Few Words From Our 2013 Employer Of The Year ACCENTURE

We are very pleased to receive this award in recognition of Accenture's demonstrated commitment to inclusion and diversity. Providing a positive, inclusive and safe work environment where individual differences are honoured and valued is part of the way we do business.

Respect for the individual is one of Accenture's core values. By living this value and leveraging the power of diversity our people feel supported and can perform to the best of their ability and, as a result, we can provide first-class service to our clients.

This ranking contributes to our recognition as an employer of choice in Australia of which we are very proud.

Jack Percy
Chairman and Managing Director
Accenture Australia



A Few Words From Our Pride in Diversity Patron, The Hon. Michael Kirby

It has been a pleasure once again to be present at the AWEI Annual Business Luncheon and Awards Celebration in May to personally congratulate and award those employers that throughout the 2012 year have excelled in the area of LGBTI workplace inclusion. I would like to congratulate the regional, small employer, not-for-profit employers and individual LGBTI workplace inclusion champions who were also acknowledged for their contribution via a range of new awards presented for the first time in 2013.

Stigma and homophobia are still very real challenges today and one that many lesbian, gay, bisexual, transgender and intersex individuals face on a daily basis. Employers have both a moral and legal obligation to ensure that their workplaces are safe for all of their employees; and that behaviours that seek to ostracise, exclude or bully based on one's individual difference are not tolerated. While we celebrate and congratulate those employers who are active in this area of diversity and inclusion, let us not lose sight of the work that still needs to be done, not only within our workplaces, but within our society, our region and indeed across the globe.

I encourage the 2013 winners to not become complacent but to continue to move this agenda forward. I congratulate those who are active in this space that did not pick up an award for the fine work that you are continuing to do and I encourage those who are just starting or looking into this area of diversity and inclusion to embrace what it means to respect and value all employees within your workforce.

Once again, congratulations to all AWEI 2013 award winners for your efforts, your hard work, your leadership and your vision. I look forward to presenting the awards for the 2014 winners next year.

The Hon. Michael Kirby
Patron
Pride in Diversity



A Few Words From Pride in Diversity Director, Dawn Hough

It gives me great pleasure to present you with the 2013 Australian Workplace Equality Index benchmarking publication.

Last year we saw a 13% increase in AWEI submissions, so we set a 13% increase as our target for 2013. This target was well and truly exceeded. 2013 AWEI submissions increased by a staggering 62% with a total of 18 first-time submissions.

Last year we introduced the accompanying AWEI employee survey receiving 770 responses; this year we received 3026 responses, an increase of 393%. This volume of workplace data clearly introduces the AWEI survey as the most substantial survey on LGBTI workplace inclusion in Australia. This level of participation not only informs work at an organisational level but more broadly impacts LGBTI diversity & inclusion practice nationally.

This year we also saw a significant rise in the Top 10 entry point. In 2011, the Top 10 entry point came in at 68, last year 70, this year 84. While this shows a remarkable shift in practice, the increase also saw many of our traditional Top 10 employers move into the Top 15. The entry point for this years Top 15 sits at approximately the same entry point as the Top 10 entry point of 2011. While the ranking of the Top 10 is a "nice to have", we do encourage employers to focus on their individual year-on-year index score.

For those employers who dropped their ranking due to the increased participation and a rather dramatic forward shift in practice; but have themselves continued to see a year-on-year increase in their score; we acknowledge your work and pass on our congratulations. Next year we will publicly acknowledge the Top 20 employers while continuing to award the Top 10.

We have also found that annual participation in the AWEI is an important factor in assisting employers to maintain focus and currency in this important area of diversity practice. Annual participation in the index keeps organisations focused and allows them to continually benchmark themselves against a fast moving area of diversity and inclusion practice.

With constant growth in PID membership, index participation

and interest in this field, it is clear that LGBTI workplace inclusion initiatives are now on the rise in Australia. This important pillar of workplace diversity and inclusion can no longer be ignored or deemed irrelevant. It stands its ground as one of the many key contributors to a truly inclusive workplace culture for all employees. To those who are active in this space, please do not underestimate the power of your leadership in helping to bring this about. It has been our privilege over the last couple of years to work with you and to witness the vigour and passion of your initiatives. We proudly acknowledge your work and contribution to Australian diversity practice.

In closing, I would like to once again extend a special thank you to Goldman Sachs for sponsoring the AWEI 2013 benchmarking publication. Your support over the last three years has been greatly appreciated without which the distribution of this publication would not be possible. We would also like to thank Williams Lea for their ongoing support in terms of publication production, for their customer service and patience. It's a pleasure working with you. Thank you!

Dawn Hough
Director
Pride in Diversity

ABOUT THE AWEI

Since launching in February 2010, Pride in Diversity has both challenged and encouraged Australian employers to actively engage in LGBTI workplace inclusion initiatives. Via its employer support program, Pride in Diversity assists employers and LGBTI network leaders to develop solutions, provide training, set challenges and improve the overall inclusivity of their workplace policies, practices and workplace culture.

The Australian Workplace Equality Index (AWEI) is the definitive national benchmarking tool from which we compile the prestigious Top 10 Employers list for LGBTI employees. The index is used by many of Australia's leading employers to drive strategy and measure performance in this area.

The AWEI is a free service offered by Pride in Diversity to all Australian employers regardless of how new or advanced they are in this space. Both member and non-member organisations utilise the AWEI to measure the progress of their inclusion work internally and to annually benchmark themselves against other Australian employers, sectors and in most cases, industry peers. Now in its third year, this groundbreaking index continues to provide employers with a model for improvement and good practice.

Participation in the AWEI not only shows a tangible commitment to LGBTI employees, customers and service users but enables organisations to work towards a culture and practice that allows **all employees**, regardless of their orientation, gender identity or intersex status to bring their whole selves to work.

Inclusion impacts everybody and in an ongoing war for talent it is the culture of the organisation, it's inclusivity and corporate social responsibility that continues to rank high on the list of attractive organisational attributes for job seekers. The AWEI plays a key role in determining the inclusivity of a workplace culture and in setting a standard that can equally be applied across other areas of diversity and inclusion.

INDEX SCORING METHODOLOGY

Annual AWEI submission documents are available to download shortly after the AWEI Awards Luncheon in May each year.

Employers work their way through the index document responding to questions, providing evidence in support of their answers and year long inclusion activity.

Submissions are sent to Pride in Diversity along with supporting evidence by 5pm AEST on the last Friday in March.

All entries are marked twice against a comprehensive rubric by two different members of the Pride in Diversity team. The two score sheets are then compared and should any discrepancy in scores be found, the two markers return to the original submission to agree an outcome. At this point, employers are called for any qualifying information to assist in the process.

The rubric for the Australian Workplace Equality Index has been designed to ensure that the scoring and ranking process is fair, equitable and evidence based. The assessment process is rigorous and has undergone several reiterations via the UK version to withstand the test of time.

Once all submissions have been marked, individual scores for each of the section and subsections within the index are recorded in a spreadsheet. The spreadsheet calculates overall section scores, index scores and rankings.

Should two organisations receive the same ranking within the Top 10, they will be given equal ranking and the next place on the Top 10 forfeited. Should two organisations receive No. 1 ranking, interviews will be conducted to determine points of differentiation.

Comprehensive debriefing sessions provide transparency to the scoring process with feedback given to assist in improving ones ranking (and therefore overall practice in subsequent years). These debriefing sessions are optional and provided to members free of charge.

The 2012/2013 rubric allocated a total of 100 points with:

- 30% of the points awarded for evidence of inclusive policy and practice
- 40% of the points for employee networks, executive sponsorship and organisational awareness
- 10% of the points for LGBTI diversity training
- 10% of the points for LGBTI community engagement
- 5% for participation in an optional employee survey
- a further 5% discretionary points that can be allocated for additional work not covered by the index questions.

TOP 10 EMPLOYERS AND AWARD WINNERS 2013

Rank	2013 Top 10 Employers	No. of Yrs in Top 10
1	Accenture Australia	3
2	PwC	3 
3	Goldman Sachs	3
4	KPMG	3
= 5	IBM	3 
	Chevron Australia	2
= 7	Curtin University (Highest Ranking University)	2
	Westpac	1 <small>New to Top 10</small>
9	University of Western Australia	3
10	Lend Lease	2

Previous Employer of the Year



Highest Ranking University

Curtin University, Western Australia

Highest Ranking Public Sector Employer

Australian Federal Police

Achievement Award

National Australia Bank

Employee Network of the Year

BFS allsorts, Macquarie Banking & Financial Services Group

High Performing Network Groups 2013

BFS allsorts, Macquarie Banking & Financial Services Group

GLEE @ PwC

GLAM, Goldman Sachs

Curtin University ALLY Network

Lend Lease LGBTI ERG

Not-for-Profit Award for LGBTI Workplace Inclusion

UnitingCare Ageing NSW / ACT

Small Employer Award for LGBTI Workplace Inclusion

Prostate Cancer Foundation Australia

Regional/ Rural Award for LGBTI Workplace Inclusion

Northern Rivers Social Development Council (NRSDC)

LGBTI Workplace Inclusion Champion

Dade Bailey, CBA

LGBTI Regional Workplace Inclusion Champion

Dean Field, Westpac

REASONS TO BE VISIBLY LGBTI INCLUSIVE

1

Build your brand, enhance your reputation and communicate commitment to diversity – both internally to staff and externally to customers, clients and service users.

2

Become an employer of choice in competitive markets by attracting and retaining the very best talent from the entire talent pool.

3

Increase productivity, brand / organisational loyalty and employee engagement with a work environment that is respectful and inclusive of individual differences.

4

Prejudice has human costs for staff, but also costs the bottom line in terms of legal fees, recruiting, inducting and training new staff. Mitigate risk, be compliant and promote a genuine duty of care.

5

Allow your employees to be personally authentic and ensure that your organisational values are lived by creating a safe and inclusive environment for all.



AUSTRALIAN WORKPLACE EQUALITY INDEX 2013 BENCHMARKING DATA

AWEI PRACTICE BENCHMARK 2013

Executive Summary

Overall submissions to the 2013 AWEI increased by 62% with submissions by employers with more than 50 employees increasing by 39% to 36 entries overall. Participation was made up of private sector organisations (n21), government departments/agencies (n8), universities (n5) and not-for-profit sector or charity organisations (n2).

With a projected increase of 13%, submissions exceeded both the expected number of entries for its third year and the expected number of first-time submissions (n18).

As with last year, submissions came from both Pride in Diversity members and non-member organisations.

The private sector once again provided the highest number of submissions and the highest number of entries within the Top 10 employers list however it was the higher education group that this year held the highest average and median scores overall (75.6/80). Private sector organisations averaged a score of 64.5; government departments/agencies 34.5.

The largest number of industry entries came from the Banking / Financial Services sector (n9) followed by Professional Services (n6), then Higher Education (n5).

The Top 10 entry point this year rose by 20% to 84 points moving five organisations that would have made the Top 10 list by last year's entry point down into the Top 15; all of which saw an improvement on last year's overall index score.

This year all organisations achieving a score of 50 or higher were privately ranked. In 2014, Top 20 organisations will be publicly acknowledged with award presentations to the Top 10.

Private Sector 2013 Top 10 Qualifiers

Accenture

PwC

Goldman Sachs

KPMG

IBM

Chevron

Westpac

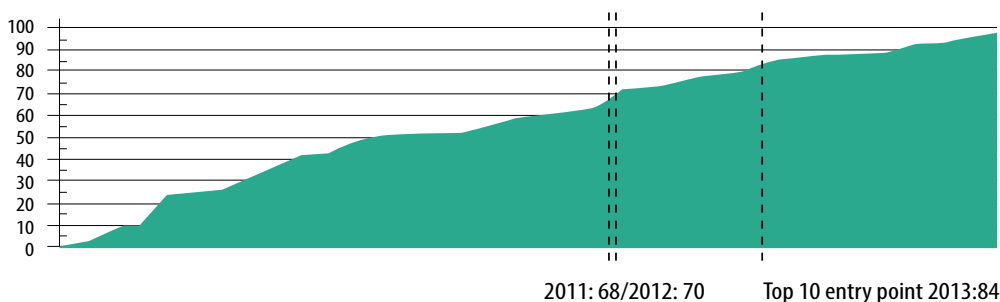
Lend Lease

Higher Education (Private Sector) 2013 Top 10 Qualifiers

Curtin University

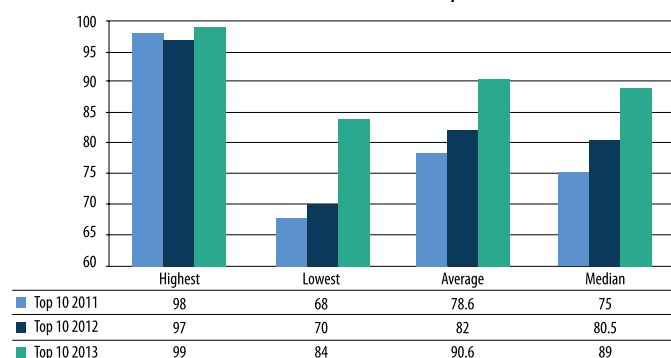
University of Western Australia

2013 Score Distribution



Top 10 Employers Summary Data

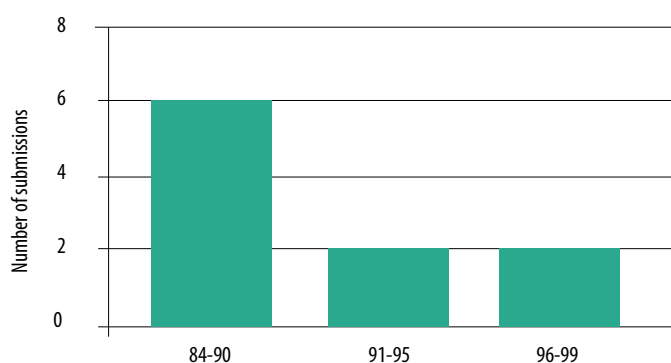
Historical Overview - Top 10



Competition for entry into the Top 10 employer list rose significantly this year with a 20% increase in the Top 10 entry point. Private sector dominated this year's Top 10 list with Higher Education making up the balance. For the first time this year, Government Departments/Agencies were not represented. Professional Services led the way, not only in Top 10 rankings but with majority representation within the Top 10.

Scoring was tight between the Top 10 organisations with several organisations sharing dual ranking. Two organisations were only points away from a perfect score, with the majority of Top 10 organisations sitting between 84 and 90.

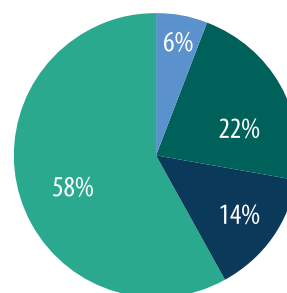
2013 Top 10 Score Distribution



Sector and Industry Comparisons

The majority of submissions this year came from the private sector. A following pie shows a breakdown of participation across sectors.

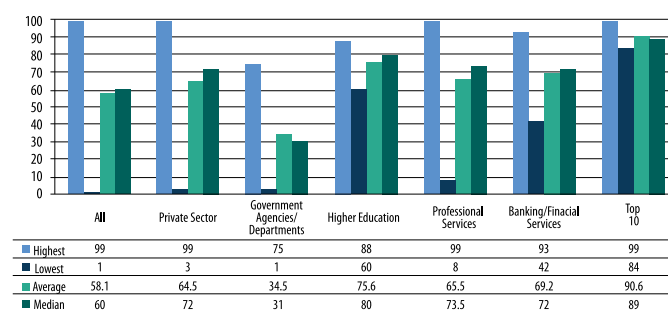
2013 AWEI Participation



Public Sector Higher Education Private Sector NFP/Charity

The following table shows overall score comparisons across all index submissions grouped by sector/industry. With a minimum of 5 entries, we can identify particular industry groupings; this year these included Banking/Financial Services, Professional Services and Higher Education. The chart shows the highest points achieved for each group represented alongside the lowest, average and median; providing an overall benchmark across several sectors/industries.

2013 Sector/Industry Comparisons



AWEI Section 1: Policy & Practice

Section 1 of the AWEI: Policy and Practice covers six key areas and is worth 30 of the 100 points allocated across the index. Key areas covered are:

1. Strategic approach to LGBTI diversity
2. LGBTI accountability
3. LGBTI inclusive policies / benefits
4. Discrimination or Human Rights Complaints
5. LGBTI related bullying/harassment and grievance procedures
6. Identification of LGBTI employees

We refer to Section 1 as the fundamentals or foundations of LGBTI workplace inclusion. This section of the index looks for evidence of LGBTI strategies, role accountability, inclusive language within policies, equity in staff benefits and a clear articulation of a zero tolerance of homophobic and transphobic bullying/harassment. It is also the only section of the index that can be copied (and updated) from previous years submissions as all other sections of the index relate specifically to current year activity.

While much of this work would fall under the heading of compliance, there is still ample opportunity for employers to differentiate themselves in Section 1. Best practice employers would not only have clearly articulated goals/outcomes in terms of LGBTI inclusion, but will have built LGBTI inclusion into the formal responsibility of a diversity or HR role (along with other aspects of D&I). Several of our Top 10 employers take this further by building LGBTI accountability into executive roles with national and in some cases, global accountability.

Best practice employers will also clearly articulate the inclusion of same sex partners and families within definitions of partner, family, parent and clearly articulate homophobic/transphobic examples in bullying/harassment documentation. Employers can differentiate themselves with policies and/or processes to assist transgender employees transition in the workplace and by collecting and analysing LGBTI demographic data.

In August 2013, the Sex Discrimination Act (Federal) was amended to provide greater levels of protection for LGBTI employees. Many of the index questions in terms of inclusive language and equity across policies / benefits will ensure compliance with recent changes.

The average score across section 1 this year increased from 18 to 18.4 and while that is not a significant shift, the standout change this year was the number of employers that now have in place policies and processes to assist transgender employees transition within the workplace. We also saw a greater focus on LGBTI outcomes and deliverables within the overarching diversity and inclusion strategy and a greater number of organisations including both homophobic and transphobic examples within bullying/harassment and/or grievance policies and documentation.

Best practice organisations will continue to show a review of their policies, definitions and peripheral staff benefits to ensure that they not only comply with changing legislation but that the wording within all documentation is explicit in its inclusion of all employees regardless of sexual orientation, gender identity or intersex status.

SECTION 1 AWEI SCORES

	Highest	Lowest	Average	Median
All	30	0	18.4	19
Private Sector	30	0	19.1	20
Government Agencies / Departments	17	0	10.7	12
Higher Education	28	17	23.4	24
Professional Services	30	5	21.4	24.5
Banking/Financial Services	29	15	21.3	20
Top 10	30	21	27.1	28

TOP 10 EMPLOYER CASE STUDY - SECTION 1

GOLDMAN SACHS

LGBTI / DIVERSITY ACCOUNTABILITY

At Goldman Sachs, Senior Management, the GLaM (Gays, Lesbians and Mates) Network and Human Capital Management (HCM) each have a remit that includes LGBTI inclusion; and work in close partnership with the firm's Global Leadership and Diversity group (GLD), as well as identified Managing Director LGBTI allies to ensure that LGBTI outcomes are met across the organisation.

In 2001, an Office of Global Leadership and Diversity was created to direct the firm's diversity strategy and to translate the firm's diversity commitments into specific, measureable actions. Aligned with both the Executive Office and HCM, GLD is driven by a central team that works collaboratively with divisional and local leadership to ensure that diversity strategies and practices are effective and have impact.

In Australia, Goldman Sachs leaders play an important role as members of the Australia and New Zealand Diversity Leadership Group (DLG). Led by Anthony Miller, Managing Director and Head of Financing Group, the DLG sets the strategy and priorities for diversity and inclusion for Australia and New Zealand. Anthony also represents Australia and New Zealand on the Asia Pacific Diversity Committee and works closely with the Australia and New Zealand CEO, and Chief of Staff and Head of Human Capital Management to deliver diversity initiatives and drive change.

The DLG's 25 members are amongst the most senior Managing Directors and Vice Presidents across all divisions in Australia and New Zealand. The scope of the DLG includes the following:

- Sponsor and promote policies and practices that foster a culture of inclusiveness and a fair and equitable working environment for all
- Input and oversight of the diversity strategy and priorities, to ensure a dynamic range of events and initiatives as well as maintain appropriate momentum and focus on diversity education
- Sponsor, support and engage with our key diversity networks to ensure they have profile and membership throughout the organisation
- Align and contribute to priority workstreams where diversity efforts are focused
- Launch and sponsor diversity initiatives
- Partner with global experts and external organisations to share ideas and knowledge; ensuring currency of diversity best practice

Goldman Sachs' executive sponsorship includes a Managing Director LGBTI Ally program. In Australia and New Zealand nine MD LGBTI Allies across Goldman Sachs work closely with HCM, the DLG and GLaM to:

- Create a support network for LGBTI employees at all levels of the firm
- Sponsor and promote an environment where LGBTI employees feel they can bring their "whole selves" to work
- Ensure that LGBTI employees have the sponsorship and mentorship of the firm's senior executives to excel and succeed in their chosen paths.

TOP 10 EMPLOYER CASE STUDY - SECTION 1

THE UNIVERSITY OF WESTERN AUSTRALIA

TRANSGENDER POLICIES / SUPPORT

For many organisations submitting for the AWEI, policies and processes to support transgender employees transition in the workplace are relatively new. But for UWA, these support initiatives have been in place for many years.

A staff member's sexual orientation or gender identity is an irrelevant consideration in any instance where the University provides entitlement or benefits to its workforce. The University's Diverse Sexualities and Genders policy also specifically precludes differential and less favourable treatment of staff for reasons associated with their sexual orientation or gender identity.

Transgender identity has always deliberately and specifically been included in the LGBTI acronym at UWA and is referenced in UWA's Diverse Sexuality and Genders policy alongside definitions for 'affirming gender', 'gender identity' and 'transgender'. Transgender resources and specific links to Transgender support organisations are referenced on the UWA web, along with contact details of other organisations/groups focusing on LGBTI issues (both on campus and off).

The web page also refers to specific initiatives developed for transgender staff or those who are considering gender affirmation in whatever form it takes for them. There is on average, one request a year to provide assistance for a staff member affirming their gender. For this process, UWA adopts the guidelines promoted by The

Gender Centre. The process recommended to the supervisor and their staff members includes the development of a Transition Management Plan which includes quarterly follow ups from the Equity and Diversity Office to ensure the experience of the affirming staff member remains positive.

UWA believe the policy environment and support services for existing transgender staff is also positive and inclusive. Transgender staff regularly attend GLBTI Staff Network events and Ally workshops. All staff attending the Ally workshops learn about the diversity of gender identity. Gender identity is also covered within Inclusive Campus Culture workshops delivered into local work areas.

Transgender bullying and harassment is also referenced in the University's Sexual Harassment and Prevention and Resolution of Bullying on Campus Policies. Unnecessary or degrading references to an individual's gender or sexual diversity are specifically called out.

Job applicants are now asked their gender choice within choices Male, Female, Trans, Other on eRecruitment forms. Previously Male, Female, Other as non-binary selections for gender was seen primarily as an awareness raising and inclusivity exercise helping to raise awareness amongst staff that gender identity is far from binary. With the introduction of the eRecruitment system and the additional choice of Trans, UWA now sees an opportunity to collect and analyse much more data in support of their Transgender employees.

TOP 10 EMPLOYER CASE STUDY - SECTIONS 1 AND 2

KPMG

STRATEGIC FOCUS & VISIBILITY ON LGBTI INCLUSION

Since the launch of the AWEI, KPMG has been within the top four organisations with each submission providing substantial evidence to support a strong and very visible strategy with both an external and internal focus on LGBTI workplace inclusion. Sexual Orientation and Gender Identity is one of the areas of focus in their Diversity & Inclusion Strategy supported by a comprehensive LGBTI strategy, with comprehensive activity detail, action plans and accountability to the firm's leadership.

Liz Forsyth, KPMG's Executive Sponsor for Sexual Orientation and Gender Identity is a KPMG Partner and Board member since August 2011 and Australian Deputy Chair since 2012. Liz is a bold voice for LGBTI inclusion at Board level, in the corporate community and with clients. She has a deep commitment to working to improve public policy and has spoken at major public conferences, including the UN on breaking the cycle of domestic violence.

KPMG uses their corporate twitter account and their graduate Facebook account to promote their commitment to LGBTI, including significant calendar dates such as Wear It Purple, Red Ribbon Appeal and World AIDS Day. They also prominently display the Top 10 Employer Logo and EOWA. They have a dedicated Diversity and Inclusion page on their website and all new employees receive a postcard from KGEN (KPMG's LGBTI Employee network)

on how they can be involved as part of their induction pack. A new initiative of KGEN is the Brown Bag Lunch series where Partners and employees hear a KPMG person/external speaker share their story on diversity. This program is a good opportunity for straight KGEN supporters to join with their colleagues.

Last year, the KGEN network provided advice to the firm as part of their policy revision process, including surrogacy within parental leave policies, international travel safety policies specifically focusing on safety for LGBTI employee and corporate travel recommendations to ensure that same sex couples are explicitly included. An additional resource last year was a transitioning in the workplace guide for KPMG people and their performance managers and Partners.

In 2012, KPMG developed, in collaboration with their US network, a new leadership structure, led by their Australian LGBTI Executive Sponsor. The new structure is designed to create a broader network of champions within the Partnership and to ensure local leadership in every office. This new leadership structure of multiple active sponsors will increase visibility of the firms support for its LGBTI population to ensure issues faced by LGBTI employees are on the local office agenda.

AWEI SECTION 2: EMPLOYEE NETWORKS, EXECUTIVE SPONSORSHIP & ORGANISATIONAL WIDE AWARENESS

While section 1 of the AWEI focuses on the fundamental basics of LGBTI workplace inclusion, Section 2 looks more at the cultural piece, those areas of practice that impact significantly on the lived day-to-day experiences of LGBTI employees.

Section 2 is worth 40 of the 100 points allocated across the index and covers:

1. LGBTI Employee Networks
2. LGBTI Executive Sponsors
3. Organisational Awareness

An effective employee network, particularly within larger organisations is seen to be one of the key contributors to a culture of inclusion. These networks not only provide visibility, a social network and a contact point for LGBTI employees but their ally membership contributes significantly to organisational awareness, visibility and overall cultural change.

The greater the tie-in between the employee network and the diversity outcomes and/or people strategies within the organisation; the greater the level of support, ownership, buy-in and credibility. For this reason, section 2 places a significant emphasis on the structure and strategy of the network, the contribution of the network back to the organisation, the accountability against plan and the level of activity throughout the organisation.

The role of the executive sponsor is equally important. Effective executive sponsors are active within the network, have oversight of the network's strategy, advocate for inclusion at senior levels and promote the inclusivity of the organisation both internally and externally.

The third piece of Section 2 is the level of organisational visibility in terms of its inclusivity. As a new employee, how does someone know whether or not they are working for an inclusive organisation? For too many LGBTI people, there will be an assumption of exclusion. Very few people start a new role "gay". People will generally test the waters, get a sense of the organisation, look at policies or in more recent times, try to locate an LGBTI employee/ally network. Organisational awareness not only lets LGBTI employees know that you are an equitable and inclusive organisation but also sends a message to the broader employee base in terms of your culture.

The average score across all submissions remained on par with last year however the median rose by one point. Top 10 organisations jumped from an average of 35.6 and a median of 37 to an average of 38.4 and median of 39. Higher education also jumped from 27.4 / 31 to an average of 32.8 / 34.

SECTION 2 AWEI SCORES				
	Highest	Lowest	Average	Median
All	40	0	25.9	30
Private Sector	40	0	29	33
Government Agencies / Departments	34	0	15.4	12
Higher Education	39	24	32.8	34
Professional Services	40	0	27.7	32.5
Banking/Financial Services	40	24	32.7	33
Top 10	40	34	38.4	39

While the three components of Section 2 create an overall picture of activity and support of inclusivity throughout the organisation, it also provides an opportunity for LGBTI employee networks to demonstrate their effectiveness and contribution back to the organisation. Due to the importance and impact of effective networks, 57 per cent of the points allocated in Section 2 are directly attributed to its work.

All networks that score 100% in the network component of this section are awarded High Performer Network Group status for the index year.



The 2013 High Performer Network Groups, each achieving 100% in this area are:

- BFS allsorts, Macquarie Banking & Financial Services
- GLEE @ PwC
- GLAM, Goldman Sachs
- Curtin University ALLY Network
- Lend Lease LGBTI ERG

Of these groups, an LGBTI Employee Network Group of the Year is awarded.



The 2013 LGBTI Employee Network of the year was awarded to :

- BFS allsorts, Macquarie Banking Financial Services Group.

EMPLOYEE NETWORK OF THE YEAR CASE STUDY - SECTION 2

BFS ALLSORTS

MACQUARIE BANKING & FINANCIAL SERVICES GROUP

This year five employee networks were given recognition as High Performing Network Groups: 2013. These were PwC's GLEE network, Goldman Sachs GLAM network, Macquarie's BFS allsorts, Curtin's Ally Network and Lend Lease's LGBTI Employee Resource Group. This year the top award of LGBTI Employee Network Group of the year went to Macquarie Banking & Financial Services Group's Network: BFS allsorts.

While all of these networks achieved 100% within the network section of the AWEI, BFS allsorts stood out for its comprehensive submission and evidence portfolio and for the level of detail and accountability built into their network strategy designed to deliver against key business targets.

The network's documentation included a concise, strong mission statement, clearly articulated leadership and governance structure and a strategy comprising four key streams; each focusing on particular network activities. Each stream identified success factors, a stream leader, several key initiatives, deliverables against the initiatives, alignment to the BFS goals and values and a timing/resources and cost assessment. In addition a comprehensive month-by-month timeline was constructed detailing key deliverables across all streams over the AWEI reporting year.

The LGBTI Executive Sponsor, senior executive within Macquarie BFS, is actively engaged within the network and was responsible for approving the plan. Accountability is high on the agenda with monthly status meetings with the Executive Sponsor to report on progress, Quarterly BFS Diversity Steering committee meetings along with frequent checking in and reporting against plan.

In 2012, the network increased its membership by 84% maintaining an extremely visible presence within the organisation. Employees at Macquarie BFS can find out about the network via its dedicated intranet page, online inductions, face-to-face inductions, communications, diversity week events, periodic newsletters, all staff updates and the groups HR and Diversity teams.

The group provides a myriad of networking events for employees, supports LGBTI charities, brings in regular speakers, attends PID events and hosts monthly social evenings for network members.

The group also plays a key consulting role within the organisation and throughout the 2012 year participated in a comprehensive review of Macquarie policies, met with senior leaders to discuss LGBTI issues as they relate to specific aspects of the business and provided recommendations that specifically target BFS's current and prospective LGBTI clients.

As a network, the group not only supported LGBTI charities but aligned with some of the organisation's sponsored charities; promoting their work amongst the broader Macquarie population.

In December 2012, Andrew Collings, the BFS Allsorts lead, received a Macquarie Award for his work in leading this group and the impact of the group on the overall business. This organisation-wide award recognises outstanding achievement across a range of categories, including diversity.

TOP 10 EMPLOYER CASE STUDY - SECTION 2

IBM

EXECUTIVE SPONSORS

IBM has a long history of LGBTI workplace inclusion and diversity in general so it goes without saying that the IBM executive sponsor would be well tuned into the need for leadership support and visibility across diversity initiatives.

In 2012 we saw the exit of long standing Executive Sponsor Mark Latchford (now working within IBM's Hong Kong office) and the introduction of newly appointed Executive Sponsor Rob Lee. Rob Lee is a direct report to IBM Australia's General Manager (CEO) and sits within the country's leadership team.

As active advocates of LGBTI inclusion and the Pride in Diversity program, both sponsors have contributed enormously not only to internal inclusion initiatives, but LGBTI inclusion generally through their active participation in EAGLE (IBM's LGBTI employee network) events, external promotion through media, encouraging other organisations through the sharing of IBM's LGBTI inclusive practices and participation in key LGBTI external events.

Prior to Mark's move in 2012, Mark participated in a one hour interview with Joy FM Radio (Melbourne) titled Corporations and Community, an Interview in Diversity. The interview explored the many ways in which IBM actively promotes diversity within the corporate sector and supports community organisations such as Midsumma. The podcast of Mark's interview can be downloaded at www.cpod.org.au/page.php?id=250.

After a comprehensive handover from Mark Latchford earlier in the year, Rob immediately put his hand up to be featured in the Pride in Diversity publication Engaging Allies for Change, participate in the Executive Sponsor panel at the Pride in Diversity annual conference and present internally on IBM's LGBTI Reverse Mentoring Program.

Rob attends EAGLE networking events regularly to speak with LGBTI employees and himself participated in IBM's Reverse Mentoring Program to better understand the unique challenges faced by LGBTI employees.

Rob often comments within internal news articles, discusses LGBTI initiatives internally and encourages IBMers to become involved in events that support LGBTI inclusion. Rob featured in all communications surrounding Pride Month in June and Wear It Purple Day in September. Rob also sent out communications to employees, the IBM Leadership Team and Diversity Committee members to participate in the AWEI employee survey providing IBM with comprehensive feedback on the impact of inclusion initiatives within the general employee base and in particular the lived day to day experience of LGBTI employees.

Rob Lee is also one of the executive members participating in the Pride in Diversity Executive Strategic Forum 2013-2014.

EMPLOYER OF THE YEAR CASE STUDY - SECTION 2

ACCENTURE

ORGANISATIONAL AWARENESS / VISIBILITY

Visibility of inclusion is essential. Accenture, our 2013 Employer of the Year shone in many aspects of their LGBTI inclusion work but in particular, for their commitment to making LGBTI inclusion an active and visible component of their culture whether it be in raising awareness of LGBTI initiatives, creating visibility of their ally network or developing LGBTI educational and awareness platforms.

The promotion of allies within Accenture was a standout. Not only does the internal people directory visually identify LGBTI allies, but so do the email signatures of those involved in the network, encouraging others to get involved or follow a link to the dedicated ally intranet page.

LGBTI Network members from Sydney, Melbourne and Perth travelled to Brisbane (a much smaller Accenture office) to join other network members and allies for an LGBTI Network weekend away to catch up on everything LGBTI, forge stronger ties with the main office networks and to discuss how to make the culture of inclusion apply across the whole workforce.

An Accenture LGBTI Network Facebook group also keeps employees connected across Australia and around the globe with many senior leaders and local Managing Directors participating.

Accenture employees produced I AM PRIDE videos, straight ally videos and created a customised LGBTI recruitment brochure complete with a rainbow cover.

LGBTI awareness training was also made accessible via specifically developed training sessions on Android and Apple apps; accessible anywhere at any time via smart phone technology.

Travel and advisory notices also identified higher risk locations for LGBTI employees automatically on any travel booking and the Australian office contributed significantly to a global transgender portal providing support, guidance and a means by which global transgender employees can connect.

Our Employer of the Year, Accenture Australia, is a standout case study of innovative and effective ways to communicate overall awareness and inclusion in a mobile and geographically disperse organisation.

AWEI SECTION 3: DIVERSITY TRAINING

Diversity Training in the 2013 index covers both LGBTI awareness and manager/leader support and is worth 10 of the 100 points allocated across the index.

LGBTI awareness training does not need to stand in isolation; this training can easily be incorporated into other aspects of diversity and inclusion training, but must cover more than general EEO or discrimination compliance training to be allocated points.

Training here looks at raising levels of awareness particularly in relation to:

- Why the organisation is active in LGBTI inclusion (business case/rationale)
- Why LGBTI inclusion is an important pillar of diversity and inclusion
- Terminology
- Challenges faced by LGBTI employees
- Practices that makes an organisation inclusive (of all people, not just LGBTI employees)

The second component of this section looks at Manager / Leader competency. Manager/Leader competency may not necessarily take on the form of face-to-face training. Organisations can provide Managers/Leaders with fact sheets, Q&A, guidelines, policy data, tips on resolving any diversity related conflict.

This again, will become particularly important within the 2014 index with the recent amendments to the Sex Discrimination Act (Federal) offering greater protection to LGBTI employees.

Average and median scores across all submissions for this section remained identical to last year. Top 10 organisations average jumped from 7.4 to 8.8 with the median jumping from 7 to 9.5. More notable was once again the shift in Higher Education moving from an average/median of 4.2 and 6 to 8.2 and 9.

This year, we saw a greater number of organisations roll out awareness training to senior leaders within the organisation, and in several cases, inclusive of the CEO (or equivalent) and their direct reports.

SECTION 3 AWEI SCORES				
	Highest	Lowest	Average	Median
All	10	0	5	6
Private Sector	10	0	6	7
Government Agencies / Departments	8	0	2.9	0.5
Higher Education	10	6	8.2	9
Professional Services	10	0	5.7	7
Banking/Financial Services	10	0	7	9
Top 10	10	5	8.8	9.5

TOP 10 EMPLOYER CASE STUDY - SECTION 3

PwC

DIVERSITY TRAINING

PwC's Sticks and Stones training program has now reached a level of fame amongst Pride in Diversity members. PwC has not only successfully implemented this program both in Sydney and Melbourne, but it has also been taken up by other PwC offices internationally and by organisations externally to PwC. Forever generous in their knowledge sharing, PwC have shared their experiences, ideas and the key essentials of the program widely.

The content focuses on explaining PwC's commitment to promoting an inclusive workplace and on their support of LGBTI employees. The program describes the impact of passing comments or phrases often used to describe the LGBTI community. Through the use of three different possible scenarios a PwC employee may encounter on the job, the course provides learners with insight to interpret comments or behaviour and factors to consider when deciding how to respond. Each scenario is acted out by PwC GLEE volunteers. Various responses (avoidance, indirect and direct) are reviewed and discussed. Ultimately the direct responses provide learners with tools to address negativity and discrimination in the workplace.

In addition, PwC engaged Pride in Diversity to run two LGBTI 101 sessions for employees and partners. The program was recommended for coaches with LGBTI-identified coachees and LGBTI allies. The program was also offered as part of "FS Uni", a series of training sessions specifically designed for client-facing assurance staff. In addition, the course was also offered firmwide to all employees on an RSVP basis.

Other LGBTI related training conducted by PwC over the 2012 calendar year included:

- **Management Business Simulation** aimed at revealing some of our unconscious biases, creating an understanding of how unconscious bias impacts decision making and learning how to make decisions taking unconscious biases into account in order to create a more meaningful client experience. The program consists of four modules which provide examples of unconscious bias at play, one involving a gay character.
- **Unconscious Bias Training** aimed at revealing attitudinal biases about gender, age, race, sexual orientation. PwC understands that unconscious bias often affects members of the LGBTI community so during these programs explicitly makes ties to sexual orientation showing how inequities can develop in the workplace. Several workshops were run around the country over 2012 with the participation of 69 PwC partners.
- **Pride in Diversity ALLY Training** for the engagement of LGBTI allies.

AWEI SECTION 4: COMMUNITY ENGAGEMENT

Section 4 of the index looks at LGBTI community engagement. Community engagement takes on many forms and organisations generally pick and choose the different ways in which they would like to, or are able to, engage. The ultimate aim is to reach as broad an audience as possible in terms of your activity and visible level of inclusion. This not only increases the visibility of workplace inclusion and initiatives generally but increases your visibility within the LGBTI community in terms of being an inclusive employer.

Utilising volunteering days to work at LGBTI related charities is a popular choice as is sponsorship of key LGBTI community events. Community engagement also looks at the promotion of your inclusivity to the LGBTI community across a series of initiatives from campus recruitment at universities and advertising in LGBTI press through to speaking at external conferences or LGBTI specific events.

Section 4 is worth 10 of the 100 points allocated across the index and covers:

1. Partnerships with LGBTI Professional organisations (assisting LGBTI inclusion internally)
2. Community volunteering at LGBTI community organisations and/or charities
3. Financial sponsorships (or in-kind services) for LGBTI community organisations and/or charities
4. Fundraising initiatives for LGBTI charities or World AIDS Day
5. Participation in LGBTI community events
6. External promotion of your LGBTI inclusivity

There has been little movement of scores within this section over the last year, with Top 10, Professional Services and Higher Education continuing to lead the way.

SECTION 4 AWEI SCORES				
	Highest	Lowest	Average	Median
All	10	0	5.3	4
Private Sector	10	0	5.3	3.5
Government Agencies / Departments	10	0	3.8	3
Higher Education	10	3	6.2	7
Professional Services	10	2	6.4	6.5
Banking/Financial Services	10	2	5.3	4
Top 10	10	7	9.4	10

TOP 10 EMPLOYER CASE STUDY - SECTION 4

LEND LEASE

COMMUNITY ENGAGEMENT

Lend Lease, a foundation member of Pride in Diversity and Gold Sponsors of the Pride in Practice LGBTI Workplace Conference since its inception in 2011, has a strong history of LGBTI community engagement. For the past two years Lend Lease have achieved recognition within the Community Engagement section of the index for their support of LGBTI organisations, charities, events and external awareness building.

In 2013, Lend Lease demonstrated again their support of community engagement. With a relatively small employee network but strong leadership support, this organisation has contributed significantly to LGBTI professional organisations and charities through sponsorship, volunteering, fundraising, employee attendance of significant LGBTI events and participation in fundraising initiatives.

Some of the engagement with the LGBTI community includes the following:

Partnership with Twenty10, a Sydney based charity that assists at risk LGBTI youth.

- Lend Lease's most significant contribution has been with the Sydney based charity Twenty10. Throughout the year Lend Lease committed a significant amount of hours to the design, construction, documentation and project management of new premises in Chippendale requiring a team of 15 Lend Lease employees as well as collecting funds for a Twenty10 Art Exhibition for the launch of the new site.

In addition Lend Lease employees cooked over 400 meals in the Twenty10 drop-in centre (cooking every two months), attended events at Claire's Kitchen, a fundraiser for Twenty10 and attended Twenty 10's 30th anniversary dinner. Lend Lease also provided sponsorship for cooking and painting equipment for the launch and collected 200 Christmas Hamper packs for at risk LGBTI youth as part of the Twenty10 Christmas hamper appeal.

SGLBA Membership for Lend Lease Employees

- Lend Lease provided funding for Lend Lease employees to become members of the Sydney Gay and Lesbian Business Association (SGLBA) and attend SGLBA events as representatives of Lend Lease.

Pinnacle Foundation

- Lend Lease employees signed up as mentors for the Pinnacle Foundation, providing an important link for their Talent and Diversity team around mentoring, traineeships and mentoring.

Ropes Crossing

- Lend Lease has supported community initiatives (Ropes Crossing, Blacktown) providing both internal exposure to LGBTI issues and assisting with the building of awareness and inclusion within the communities within which Lend Lease operates.

TOP 10 EMPLOYER CASE STUDY - SECTION 4

WESTPAC

COMMUNITY ENGAGEMENT

Westpac is relatively new to the world of LGBTI workplace inclusion reporting but has forged ahead at lightning speed to create an environment where LGBTI employees can not only thrive but participate in many of the Westpac networks activities and initiatives. Although strong across many aspects of the index, we have chosen to profile Westpac in Section 4 of the AWEI highlighting their work in the area of community engagement.

Here are just a few of the examples that Westpac provided:

Community Fundraising – Westpac employees raised funds for several LGBTI charities / services including:

- **World AIDS Day** – The GLOBAL network co-ordinated ribbons to be delivered to each state, collecting money centrally to enable participation in the Westpac Matching Gifts Program. Funds were distributed between:
 - ACON (NSW)
 - Victorian AIDS Council
 - AIDS Council of South Australia
 - AIDS Trust of Australia

Westpac matched dollar for dollar funds raised by employees for World AIDS Day

- **Bobby Goldsmith Foundation**
- **Gay & Lesbian Counselling Service of NSW**

Volunteering & Community Event

Participation – Westpac participated in a number of community events throughout the year:

- **Just Like You Exhibition** – Love Knows No Difference – a public photographic exhibition created by a former GLOBAL network member, his partner and friends supporting marriage equality and highlighting how relatable gay and lesbian relationships are by depicting day-to-day moments in these couples' lives. GLOBAL supported this exhibition.
- **MardiGras parade**
- **Twenty10** – organising Christmas Hampers for this NSW based charity that assists at risk LGBTI youth

LGBTI Partnerships – Beyond individual volunteering, fundraising and community event participation, Westpac set about establishing long-term relationships with:

- **MardiGras** – to establish avenues to investigate volunteering opportunities, sponsorships and the inclusion of MardiGras in an organisational mentoring program
- **Pinnacle Foundation** – to establish sponsorship and mentoring opportunities
- **Twenty10**

External communication of Inclusivity:

- Westpac refreshed their external Graduate Recruitment Communications to promote their LGBTI inclusivity and actively promoted it's LGBTI inclusivity in the Groups 2012 Sustainability Report to Shareholders.

LAUNCHING 2013



**Australia's first national LGBTI recruitment guide
profiling active Pride in Diversity Members,
their work in LGBTI inclusion
along with careers information, contact points,
details of LGBTI employee networks
and inclusion initiatives.**

**This guide will be distributed to
universities, TAFEs, colleges and interested recruiters.**

**For more information, please contact
Daniel O'Neill at Pride in Diversity on (02) 9206 2138**

AWEI SECTION 5: ADDITIONAL INFORMATION

Section 5 of the index provides employers with an opportunity to present additional work over and above that which has already been identified within the index. Employers can also make a case for additional points should they feel that a particular area of activity exceeds expectations of the index.

This section is worth 5 of the 100 points allocated across the index. Each item presented that meets the criteria for additional points will be allocated 1 point; allowing for the presentation of five pieces of additional work.

Guidelines for point allocation:

- Points will not be given for work that has previously been allocated points for, unless it significantly exceeds expectations for the index
- Points will not be given for any overseas initiatives that were not driven out of Australia or completed/contributed to by Australian employees
- Points **will be** given for **additional work over and above the index** and may be industry specific ie:
 - Commercial offerings/products specifically designed for LGBTI consumers/clients (commercial / public sector organisations)
 - Service provision specifically designed for the LGBTI population (government agencies)
 - Research or student related activities (higher education)

This is a difficult area in which to gain additional points with only one employer receiving a full five point allocation.

Examples of point allocation for this year's submission include:

- LGBTI Employee Mentoring or Reverse Executive Mentoring Initiatives
- Transgender Portals
- Visual email and phone identification of allies
- LGBTI leadership / talent initiatives
- In-house LGBTI Awareness educational apps
- Videos supporting Wear It Purple, It Gets Better or other significant inclusion messages
- Network Leadership Roles being built into official score cards or performance rankings
- Specific workshops or discussion groups in lesser covered areas ie: Transgender / Bisexual
- CEO or equivalent public support
- Public stance on areas of societal LGBTI inclusion
- Corporate Human Rights Charter
- Multiple LGBTI Exec Sponsors across multiple business units
- Strong alignment and cross-working with other internal networks
- LGBTI specific services/products
- Research contribution

SECTION 5 AWEI SCORES				
	Highest	Lowest	Average	Median
All	5	0	0.9	0
Private Sector	5	0	1	0
Government Agencies / Departments	1	0	0.4	0
Higher Education	3	0	1.6	1
Professional Services	5	0	1.7	1
Banking/Financial Services	3	0	0.6	0
Top 10	5	0	2.4	3

TOP 10 EMPLOYER CASE STUDY - SECTION 5

CHEVRON

COMMITMENT TO DIVERSITY & HUMAN RIGHTS

In Chevron Australia's 2013 AWEI submission, points were allocated for diversity training, organisational awareness and network activity. In addition, Chevron provided a comprehensive suite of evidence to demonstrate the extent of its commitment to diversity and human rights in the workplace. To this end, additional points were allocated in Section 5 for its PRIDE Network mentoring program and Diversity Action Plan scorecards, which align network participation and leadership with business performance.

The Chevron PRIDE Network was established in 1991 and stands for "Promote Respect, Inclusion and Dignity for Everyone". When a new member joins the network, they are offered the opportunity to participate in the PRIDE mentoring program. Members are matched with mentors depending on function and location and are given the option of choosing between a LGBTI mentor or an Ally mentor.

Chevron maintains a formal mentoring system across all employee networks that is refreshed every six months. Mentors and mentees are matched by network affiliation, location and function. Mentees can also request to be paired with someone from another network, allowing PRIDE members to engage with a diverse range of employees from a variety of networks.

Chevron employees are actively encouraged to participate in activities to increase their understanding and appreciation of diversity. Every employee has an annual work agreement or scorecard called a Performance Management Plan. Along with performance objectives, safety metrics and career development, the plan also includes a Diversity Action Plan.

Diversity Action Plans are designed to guide and focus employees on their personal diversity learning journey and visibly demonstrate their commitment to diversity. Participation in employee networks is a common component of these plans. The inclusion of the Diversity Action Plan in the Performance Management Plan sends a strong message to employees about the importance of diversity to the overall success of the business. The PRIDE Network receives strong support from management and regularly hosts events to raise awareness with employees.

Chevron Australia has six employee networks: Asian Network, Boola Moort Network, Filipino Network, PRIDE network, Women's Network, and Gen XYZ Network.

Chevron also has a Human Rights Policy, highlighting its commitment to respecting human rights wherever it operates. All employees are required to comply with the policy, which states Chevron will treat all employees with respect and dignity and promote diversity in the workplace.

TOP 10 EMPLOYER CASE STUDY - SECTION 5

CURTIN UNIVERSITY

Curtin University provided a comprehensive portfolio of evidence seeking additional points within Section 5 of this year's Index. Curtin was awarded 3 out of the 5 points available for the outstanding contribution of an internal counselling department to LGBTI employees/staff, the contribution of some of Curtin's academic staff to a broader body of knowledge and societal inclusion and for their continuing work with employers active in LGBTI inclusion for the benefit of their LGBTI graduates. Some of the evidence provided by Curtin in this section includes:

The contribution of the University's Counselling and Disability Services (CDS) to LGBTI students and staff at Curtin within the 2012 year.

The counselling and support services of the University's CDS are available to both staff and students at Curtin. Strategic decisions by management in the allocation and prioritisation of staff resources; up-skilling of staff for new initiatives; and working in partnership with Curtin's Guild Queer Department all contributed to the exceptional work of the CDS over the 2012 year in helping to build a greater culture of LGBTI inclusivity across the Curtin Campus and provide a greater breadth of services for both LGBTI employees and students. Part of this work included:

- **Creating a Bisexuality Group** – a discussion group that convened for an eight week period and due to its success is likely to become an annual group
- **Stronger Links between the CDS and the Guild Queer Department** – allowing LGBTI people to be fast-tracked (given the demographic information about

higher levels of risk in this population) for a counselling appointment without having to go through triage along with an assurance of an LGBTI friendly counsellor

- **Ally Training for all CDS staff** – ensuring that all employees of this unit have been trained in LGBTI sensitivities and are LGBTI Allies
- **New support services** for transgender clients

Contribution of Curtin Academic Staff to LGBTI Academic body of knowledge

Curtin academic staff also made a substantial contribution to the LGBTI body of knowledge via research, publications, reports and conference presentations. Focus areas include mental health for older LGBTI people; residential aged care in WA for non-heterosexual people; perceived health priorities among non-heterosexual populations; and public health priorities for lesbian and bisexual women's sexual and reproductive health.

Partnerships with LGBTI inclusive business for LGBTI graduate students

Curtin has also partnered actively with local businesses who support LGBTI workplace inclusion, last year identifying a very real need for LGBTI students to alleviate some of the fears of joining a workforce as an LGBTI employee. Curtin this year continued to work alongside Chevron Australia in particularly in the area of Graduate Recruitment in the field of Engineering.

A graphic featuring a large, light blue curved arrow on the left side, pointing upwards and then downwards. A dark blue horizontal bar is positioned above the text, and a light blue horizontal bar is below it. A grey curved arrow points from the right side of the text towards the bottom right. The text "2013 AWEI EMPLOYEE SURVEY DATA" is centered in the middle of these elements.

2013 AWEI EMPLOYEE SURVEY DATA

AWEI EMPLOYEE SURVEY DATA 2013

Executive Summary

The Australian Workplace Equality Index (AWEI) 2013 is made up of two key elements; the benchmarking instrument that assesses organisations against a comprehensive rubric and an optional employee survey that is designed to balance the organisational submission with an analysis of the lived day to day experiences of LGBTI employees within that workplace. Together the two create a powerful picture of not only how successful an organisation is in achieving its desired outcome but also of how these initiatives impact important organisational levers such as LGBTI employee engagement, bullying/harassment, workplace culture and productivity.

Survey participation this year rose by a staggering 393% from 769 responses in 2012 to 3026 responses in 2013. 54% of organisations participating in the AWEI took part in the optional survey with the vast majority (65%) distributing the survey invitation to all employees. The survey did not exclude any employee demographic. By including heterosexual employees within the survey we were able to draw comparisons between perceptions of inclusivity, support and awareness.

Of those who were willing to disclose their sex, orientation and/or gender identity 72.3% (n1957) identified as heterosexual, 27.3% (n748) as non-heterosexual. Transgender employees made up 0.9% of respondents (n24) and Intersex people 0.2% (n6). Between 10-13% of respondents chose not to respond to questions of this nature.

Findings this year strongly supported those of last year in regard to the differing perceptions of non LGBTI employees and LGBTI employees. This year, the inclusion of questions around gay jokes, innuendo and LGBTI related bullying/harassment showed even greater levels of disparity with LGBTI people being far more likely to witness gay jokes/commentary (29.1% vs 12.4%) and LGBTI related bullying harassment (16.5% vs 4.8%). While this would be a somewhat obvious conclusion, it does for the first time provide us with data to refute commentary around LGBTI inclusion initiatives not being needed in this day and age; clearly showing that those who do not personally identify are simply not privy to; or do not by default instinctively tune in to some of the destructive behaviour that LGBTI people report. LGBTI people also had less confidence that managers would address gay jokes and inappropriate innuendo (64% LGBTI vs 73.7% non-identifying) and that both senior leaders and management/team leaders supported LGBTI inclusion initiatives (57.4% LGBTI vs 68.5% non-identifying for senior leaders and 60.9% LGBTI vs 71.6% non-identifying for team leaders).

Equally replicable this year were the findings around the resistance of young people to be out at work with 25-34 year olds being the highest demographic to be completely

closeted at work (10.2%). By incorporating questions around the importance of LGBTI initiatives we also found that 16-34 year olds held the strongest views in regard to the importance of LGBTI inclusion initiatives (16-24yo 86.1%; 25-34yo 82.9%); felt strongest that their organisation should do more in terms of LGBTI inclusion communication/ training (16-24yo 66.4%; 25-34yo 59.9%), and felt most strongly that out role models were important to an organisations' sense of inclusivity (16-24yo 95.9%). It was also the 16-24 year olds that most strongly agreed that an organisation active in LGBTI inclusion would influence their decision to join the organisation (82%).

Another key finding this year was the high number of gay men, lesbian/gay women and transgender employees that directly tied their engagement levels into LGBTI inclusion initiatives (gay men 82.5%; gay/lesbian women 85% and Transgender employees 86.3%).

New questions this year also allowed us to compare the workplace experiences within the LGBTI employee group. As a result, we found that gay/lesbian women reported higher levels of negative commentary and jokes targeting LGBTI people, higher levels of witnessing significant LGBTI employee bullying/harassment and less confidence in people within their immediate work being comfortable with, and supportive of people being out at work. Compared to gay men, gay/lesbian women were more likely to feel they had to hide a part of themselves at work (21.2% vs 15.9%); were more likely to expend a significant amount of energy hiding aspects of themselves to fit in within their immediate work environment (16% vs 12.1%), more likely to report gay/jokes/commentary/innuendo having a negative impact on their day to day work experience (5.6% vs 5.4%). They were also more likely to report being the target of negative and inappropriate jokes/commentary in relation to their orientation (24.4% vs 21%).

In terms of reasons for not being out to managers, gay/lesbian women when compared to gay men also reported higher levels of concern around this being too risky (18.8% vs 6.4%), career limiting (20.8% vs 17%), being unsure of repercussions (37.5% vs 19.1%) and the belief that being out would make their manager uncomfortable (27.1% vs 17%). Similar findings were evident in relation to reasons for not being out to the majority of colleagues.

On key questions of the importance of LGBTI initiatives across all demographics, it was clear that there is an overwhelming support for what organisations are doing in this space regardless of how people personally identify or age. 81% of all respondents believed these initiatives were important to an organisation with 75.6% of all respondents believing

that gay jokes and innuendo within the workplace are unacceptable and 79.2% of all respondents wanting to see more people comfortable enough to be out at work.

In terms of the overall impact of LGBTI inclusion initiatives on LGBTI employees, Top 10 organisations this year once again outperformed all other employers on all scales that directly relate to the lived day-to-day experience of LGBTI employees. As with last year, this current data shows that the more active an organisation is in the space, the greater the inclusivity of their workplace culture and the greater the impact on LGBTI employees; particularly in relation to the reduction of negative commentary (33.4% vs 42%), bullying harassment (14% vs 21.8%) a sense of having to hide oneself at work (16.3% vs 21.7%), energy expended “fitting in” (11.3% vs 16.5%) and one’s willingness to recommend their employer (87.4% vs 67.2%).

For more information on the Australian Workplace Equality Index and/or its accompanying employee survey, please contact the Pride in Diversity team at awei@prideindiversity.com.au.

Demographics

3026 employees participated in the survey. The following demographic data has been provided for those who responded. Please note, this does not incorporate *Prefer not to Respond* selections or skipped questions.

State	Number	Responses
ACT	516	17.3%
NSW	678	22.7%
NT	12	0.4%
QLD	658	22%
SA	35	1.2%
TAS	16	0.5%
VIC	452	15.1%
WA	580	19.4%

Age	Number	Responses
16-24	180	6%
25-34	955	31.8%
35-44	900	30%
45-54	629	21%
55-64	275	9.2%
65+	22	0.7%

Dimension selected	Number	Responses
Heterosexual	1957	72.3%
Non-heterosexual	748	27.7%
Gay man	373	31.8%
Gay woman/ lesbian	181	30%
Bisexual	88	21%
Queer (orientation) female	24	9.2%
Queer (orientation) male	12	0.7%
Transgender	24	.9%
Intersex	6	.2%

2013 SURVEY FINDINGS

PART 1: ALL RESPONDENTS

Transgender and intersex employees

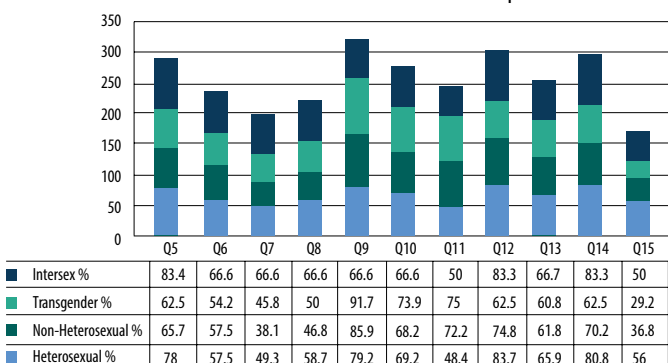
Please note that due to the low number of transgender and intersex respondents, we cannot use the data provided over the following pages to accurately gauge trends or draw conclusions for this population. The data has however, been included within the charts to give a voice to those who responded.

The following charts provide insight into overall perceptions around key areas of LGBTI workplace inclusion.

Level of awareness and views on LGBTI inclusion : All respondents

Survey Question No.	Survey Question	Data selection for chart
Q5.	To what extent do you believe your organisation actively supports LGBTI inclusion?	Large/Moderate
Q6.	To what extent are you aware of any diversity initiatives or programs within your organisation that focus on LGBTI inclusion?	Large/Moderate
Q7.	To what extent do you believe people within your organisation understand the business case for LGBTI inclusion?	Large/Moderate
Q8.	To what extent do you believe your organisation communicates LGBTI inclusion?	Large/Moderate
Q9.	How important do you personally believe LGBTI inclusion initiatives are to an organisation?	Very important, somewhat important
Q10.	To what extent do you personally understand why your organisation is working in this area?	Large/Moderate
Q11.	Do you believe your organisation should do more communication/training in the area of LGBTI inclusion?	Much more / Somewhat more
Q12.	I believe this organisation is inclusive of LGBTI employees	Strongly agree/ Agree
Q13.	I know where to go for more information on LGBTI inclusion within this organisation	Strongly agree/ Agree
Q14.	Lesbian, Gay, Bisexual people could comfortably be themselves within this organisation	Strongly agree/ Agree
Q15.	Transgender employees could comfortably be themselves within this organisation	Strongly agree/ Agree

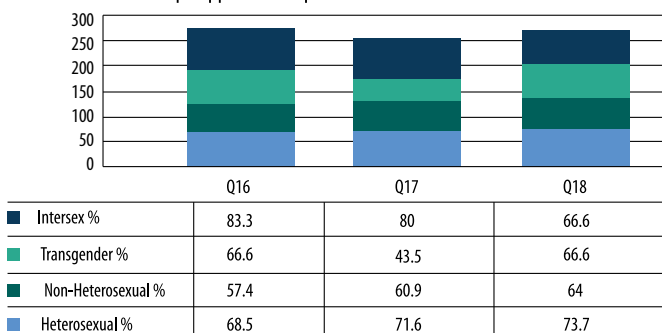
Awareness and Views on LGBTI inclusion: All respondents



Perceived level of leadership support for LGBTI Workplace Inclusion : All respondents

Survey Question No.	Survey Question	Data selection for chart
Q16.	Confident that senior leaders support LGBTI workplace inclusion	Strongly Agree/Agree
Q17.	Confident that managers/team leaders support LGBTI workplace inclusion	Strongly Agree/Agree
Q18.	Confident that managers/team leaders would address LGBTI related bullying/harassment	Strongly Agree/Agree

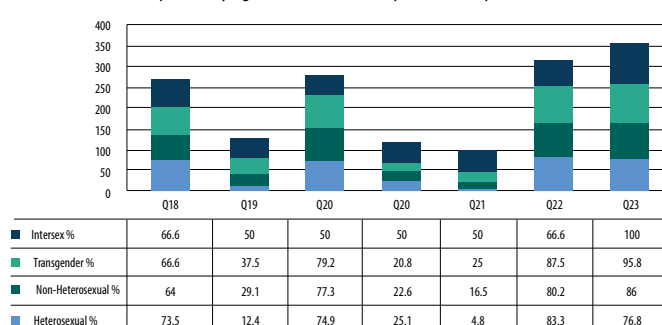
Leadership Support: All respondents



Visibility and views on LGBTI related bullying/harassment : All respondents

Survey Question No.	Survey Question	Data selection for chart
Q18.	Confident that managers/team leaders would address LGBTI related bullying/harassment	Strongly Agree/Agree
Q19.	Personally witnessed negative commentary or jokes targeting LGBTI people	Large / Moderate / Some Extent
Q20.	View of gay jokes / innuendo in the workplace (% who see this as unacceptable)	Totally unacceptable / Unacceptable
Q20.	View of gay jokes innuendo in the workplace (% who see this as harmless or are indifferent)	Indifferent / Harmless fun
Q21.	Personally witnessed or been made aware of LGBTI bullying/harassment	Large / Moderate/ Some Extent
Q22.	Majority of people within my work area would be comfortable with, and supportive of people being out at work	Strongly agree / Agree
Q23.	I personally would like to see more people comfortable enough to be out at work	Strongly agree / Agree

Workplace bullying/harassment and acceptance: All respondents

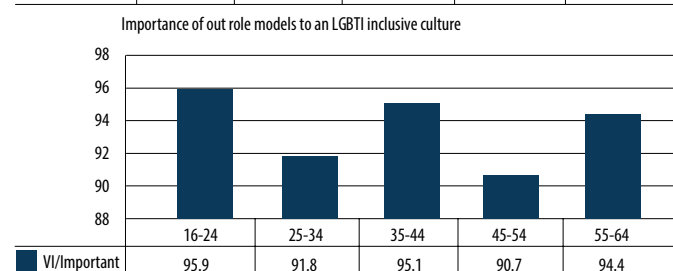
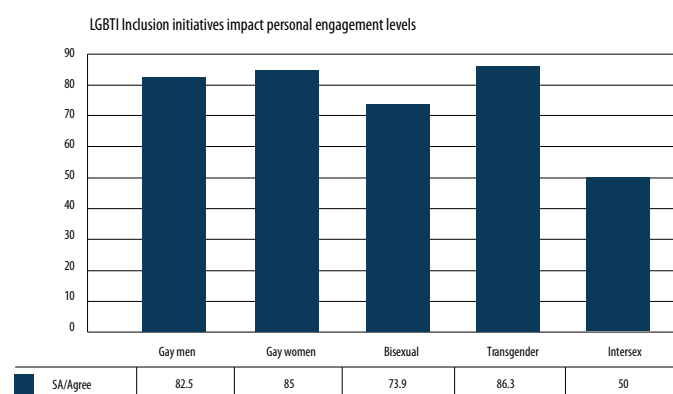
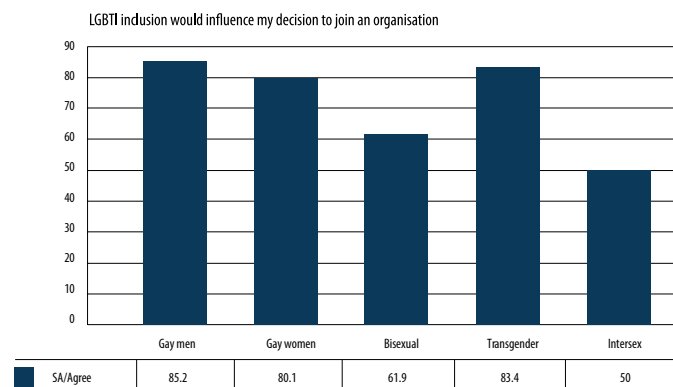


2013 SURVEY FINDINGS

PART 2: LGBTI EMPLOYEES

When looking at the responses of LGBTI employees specifically, it was clear that LGBTI inclusion initiatives not only influenced their decision to join an organisation, but also impacted overall levels of engagement.

LGBTI employees also rated out role models as being extremely important to an LGBTI inclusive culture.



Comparisons Between Gay Men And Lesbian Women

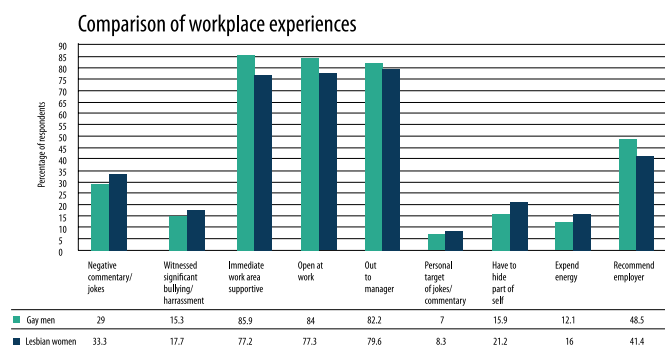
Another key finding of the 2013 AWEI survey was the differences in the workplace experiences of gay men and lesbian women.

Lesbian women held the strongest views in terms of the importance of inclusion initiatives, the need for more communication/training and the need for more visible out role models. They also rated the inclusivity of their organisation a little lower, along with confidence in senior leader support, manager/team leader support and in

managers/team leaders addressing LGBTI related bullying/harassment.

In terms of LGBTI related bullying/harassment, lesbian women reported higher levels of negative commentary and jokes targeting LGBTI people, higher levels of unacceptability of this behaviour, higher levels of witnessing LGBTI employee bullying/harassment and less confidence in people within their immediate work area being comfortable with, and supportive of, people being out at work.

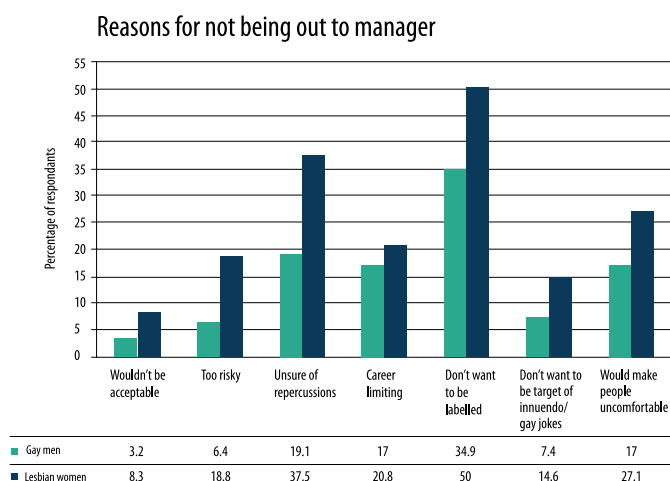
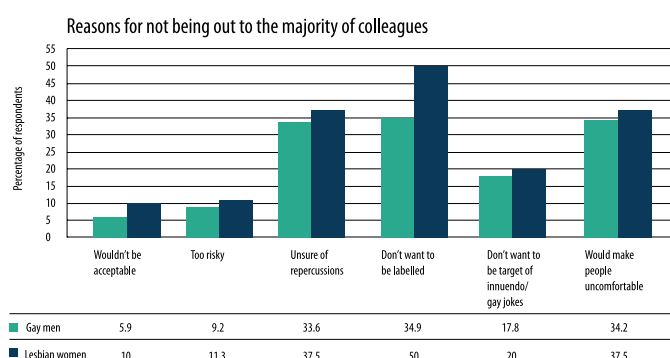
Survey Question No.	Survey Question	Data selection for chart
Q19.	To what extent within the last year have you personally witnessed at work (or been made aware of) negative commentary or jokes targeting LGBTI people?	To a large extent; To a moderate extent; To some extent
Q21.	To what extent within the past year have you personally witnessed or been made aware of LGBTI employee bullying/harassment at work?	To a large extent; To a moderate extent; To some extent
Q22.	To what extent do you agree with the comment "the majority of people within my immediate work area would be comfortable with, and supportive of, people being out at work?"	Strongly agree; Agree
Q27.	To what extent are you open about your sexual orientation at work?	Completely; To a moderate extent;
Q30.	Are you out to your Manager?	Yes
Q35.	To what extent do you hear or have you been the target of negative gay commentary or jokes at work?	Large extent; moderate extent
Q42.	Rate your level of agreement with the statement "I feel I have to hide a large part of who I am at work"	Strongly Agree, Agree
Q43.	To what extent do you agree with the statement "I expend a lot of energy hiding aspects of myself to fit in with my immediate work environment"	Strongly Agree, Agree
Q44.	To what extent would you recommend your current employer as a place in which lesbian, gay, bisexual people could be themselves at work?	To a large extent



Reasons for not being 'out' at Work

Women were also more nervous about being 'out at work', held greater fears around being labelled and along with their male counterparts stated that being unsure of repercussions contributed to not being out at work. Both gay men and women felt that being 'out' would make people uncomfortable.

This highlights once again the need for visible out role models within an organisation. While all organisations that took part in the survey were to varying degrees active in LGBTI inclusion, the lack of visible out role models did little to alleviate concerns in regard to impacts..

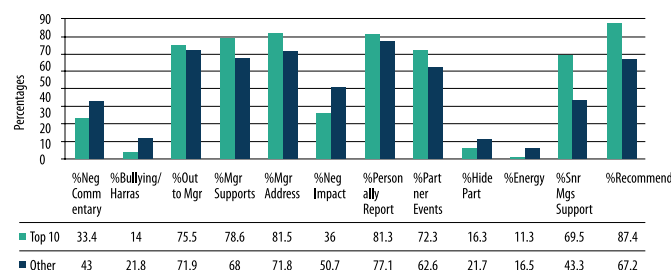


Impact of Inclusion Initiatives

The following table/chart looks at key contributors to an inclusive workplace culture for LGBTI employees. On all scales, Top 10 organisations outperformed non-Top 10 organisations. This not only validates the Top 10 selection but clearly shows that the more active an organisation in this space, the greater the impact on the lived day to day experiences of the target audience.

Survey Question No.	Survey Question	Data selection for chart
19	To what extent within the last year, have you personally witnessed at work (or been made aware of) negative commentary or jokes targeting LGBTI people?	All criteria except "not at all"
21	To what extent within the past year have you personally witnessed or been made aware of LGBTI employee bullying/harassment at work	All criteria except "not at all"
30	Are you out to your manager?	Yes responses
32	To what extent do you agree with the statement "I believe my managers supports LGBTI inclusion"	Strongly Agree, Agree
34	To what extent do you agree with the statement "I feel confident that my manager would address homophobic behaviour within my work team"	Strongly Agree, Agree
36	To what extent do you agree with the statement "gay jokes/commentary/innuendo have had a negative impact on my day to day work experience"	All criteria except "not at all"
37	To what extent do you agree with the statement "I would personally report being homophobically bullied or harassed at work?"	Strongly Agree, Agree
41	Please state your agreement with the statement "I would feel comfortable bringing my same sex partner to work based events"	Strongly Agree, Agree
42	Please rate your level of agreement with the statement "I feel I have to hide a large part of who I am at work"	Strongly Agree, Agree
43	To what extent do you agree with the statement "I expend a lot of energy hiding aspects of myself to fit in with my immediate work environment"	Strongly Agree, Agree
45	To what extent do you agree with the statement "senior managers are seen to support LGBTI inclusion initiatives here"	Strongly Agree, Agree
47	To what extent would you recommend your current employer as a place in which LGBTI people could be themselves at work (large/moderate responses only)	To a large extent, to a moderate extent

On all scales, top 10 employers outperform in terms of lived day-to-day experiences of LGBTI employees





2013 AWEI AWARD WINNERS: WHAT THEY SAY

2013 AWEI AWARD WINNERS: WHAT THEY SAY



ACCENTURE (EMPLOYER OF THE YEAR)

Jack Percy, Chairman and Managing Director

2013 Employer of the Year, Ranked No. 1

"We are very pleased to receive this award in recognition of Accenture's demonstrated commitment to inclusion and diversity. Providing a positive, inclusive and safe work environment where individual differences are honoured and valued is part of the way we do business.

Respect for the individual is one of Accenture's core values. By living this value and leveraging the power of diversity our people feel supported and can perform to the best of their ability and, as a result, we can provide first-class service to our clients.

This ranking contributes to our recognition as an employer of choice in Australia of which we are very proud"



PwC AUSTRALIA

Luke Sayers, CEO

Top 10 Employer, Ranked No. 2

"Embracing differences is one of PwC's core values and it speaks in a powerful way about who we are as a firm and what we expect from our people. The success of our GLEE@PwC network shows that, through valuing differences and working together, we can create better outcomes for everybody. More than that, I think it demonstrates the value we place on creating a safe and supportive environment that encourages people to be open and authentic about who they are and what's important to them. Amidst ever increasing competition and the bar continuing to be raised, we were delighted to be placed second in the 2013 Australian Workplace Equality Index"



GOLDMAN SACHS

Anthony Miller, Managing Director and Head of Financing Group in Australia and New Zealand

Top 10 Employer, Ranked No. 3

"Goldman Sachs is proud to rank third place in the Australian Workplace Equality Index and to be recognised as an employer of choice for LGBTI employees. Having our efforts recognised with this award is very gratifying and a fitting tribute to the hard work of the Goldman Sachs Gays, Lesbians and Mates (GLaM) Network. We believe recruiting a diverse range of talent is key to being successful in business and this award enhances Goldman Sachs' position as an employer of choice and helps the investment banking industry become a more LGBTI inclusive industry.

We are delighted to see the progress that is being made across corporate Australia and feel encouraged by the commitment firms are making to help people bring their whole selves to work. Goldman Sachs is proud to be a part of AWEI since it's foundation"

KPMG**Liz Foryth**

Top 10 Employer, Ranked No. 4

"KPMG is proud of its diverse and inclusive workplace and our continued progress in making our company welcoming to everyone regardless of their sexual orientation.

Diversity and inclusion is a sustainability issue, connected to the profitability of our business, the quality of our relationships with clients and the solutions we provide.

KPMG aims to attract and retain the best people from the whole talent pool, respecting and leveraging their difference. We believe diversity of thought, background, and experience drives innovation and delivers successful business outcomes for our clients and for us. It is a key strategic driver of our growth and success and a priority for our CEO and Board who are committed to an inclusive work environment, where difference is encouraged and respected.

As a KPMG board member, deputy chairperson and as spokesperson and champion of our KGEN network I am delighted we have retained our position in the top ten gay friendly workplaces."

IBM**Rob Lee, Managing Director, IBM New Zealand & Executive Sponsor LGBTI**

Top 10 Employer, Ranked Joint No. 5

"It is an honour for IBM to again be recognised as a Top 10 Employer in the Australian Workplace Equality Index. IBM has had a longstanding commitment to LGBTI inclusion. Not only is this inclusion embedded in our company culture and diversity heritage but it is continually being reinvented through new innovative initiatives, such as our LGBTI reverse mentoring program which we launched in 2012. It is through such programs that we can expand understanding of LGBTI people and the challenges they face while contributing to a workplace environment in which all employees, including our LGBTI community, are valued, respected and empowered."

CHEVRON AUSTRALIA**Kaye Butler, General Manager Human Resources**

Top 10 Employer, Ranked Joint No. 5

"Chevron Australia is delighted to rank number five in this year's Australian Workplace Equality Index Awards list of Top Ten LGBTI employers – an increase of four places from our ranking last year.

This achievement is a visible demonstration of our continued commitment to promote and support diversity in the workplace, including diversity in experience, gender, ethnicity, ability and sexual identity. At Chevron, we believe diversity is an essential part of better options, better decisions, and better solutions so we became the first major energy company to include sexual orientation and gender identity in our non-discrimination policies.

We strive to provide a workplace where LGBTI employees feel comfortable to be open about themselves and their families. Our PRIDE Employee Network helps us foster an inclusive workplace by providing a safe and friendly platform for LGBTI employees to build connections within the company, and for allies to increase their awareness of LGBTI issues. We know that an inclusive workplace has a direct positive correlation with staff wellbeing, loyalty and productivity. We also know that Chevron Australia's positive reputation in the LGBTI community helps increase our ability to attract new talent to the company. Our ongoing commitment to diversity is good for our colleagues, our shareholders and the community in which we operate"



CURTIN UNIVERSITY

Val Raubenheimer, Vice President, Corporate Relations & Development

Top 10 Employer, Ranked Joint No. 7 and Highest Ranking University 2013 Award

"Curtin University was delighted and very proud to receive the Highest Ranking University award for LGBTI Workplace Inclusion. The University respects and values the diversity of its students, staff and university community and is committed to creating an environment free from discrimination and harassment. It was also very meaningful that the Curtin Ally Program, launched in 2006, was a runner up for the best LGBTI Employee Network of the Year. We communicated the award win to the whole of the University and held a special Ally lunch to celebrate. Our trophy is proudly on display in the Vice Chancellor's reception".



WESTPAC

Brad Cooper, Chief Executive, BTFG

Top 10 Employer, Ranked Joint No. 7

"Westpac Group is extremely proud of its recognition as a top-ten employer for LGBTI employees. Our equal 7th placing in the 2013 AWEI awards reflects our genuine commitment to ensuring our workplace environment is inclusive and supports the diversity of all our employees.

I am delighted to sponsor GLOBAL, our employee action group for LGBTI employees, which has established a powerful and passionate voice for our LGBTI employees and continues to advance Westpac Group's vision of being one of the world's great companies for diversity and flexibility."



UNIVERSITY OF WESTERN AUSTRALIA

Winthrop Professor Bill Loudon, Senior Deputy Vice-Chancellor and Executive Sponsor of the UWA Ally Initiative

Top 10 Employer, Ranked No. 9

"The UWA Ally Initiative is a culture change strategy that predated the introduction of sexual diversity legislation in W.A. It is premised on the notion that people work best in a setting marked by mutual respect, personal dignity and support.

We are delighted at the continued recognition of this strategy and of the University as a Top 10 Employer. We recognise there are shared values within this University and that our campus community is proud of their institution 'taking a stand' on issues they care about. What resonates with our staff about the Ally initiative is that the values of the institution align with their personal values. Out of such synergies, transformation can occur."



LEND LEASE

Tony Brennan, Group Executive

Top 10 Employer, Ranked No. 10

"I'm thrilled, that for the second year running, Lend Lease has been recognised as a Top Ten employer in the Australian Workplace Equality Index. Lend Lease offers a workplace where people can bring their whole self to work and I would like to congratulate our LGBTI ERG on the recognition they have received in this year's AWEI index. I am excited about the opportunity to build on this success in 2013."

2013 Highest Ranking Public Sector Employer

AUSTRALIAN FEDERAL POLICE

Assistant Commissioner Leanne Close, National Manager Human Resources.

"The Australian Federal Police is delighted to have received the award for the Highest Ranking public sector agency in the 2012/2013 Australian Workplace Equality Index. For the AFP this reflects more than 15 years of commitment to the inclusion of gay, lesbian, bisexual, transgender and intersex (GLBTI) people in our workplace. It supports the AFP's ongoing participation in events such as the Sydney Mardi Gras and Perth Pride and assists us to promote the AFP as an Employer of Choice for GLBTI people. The AFP celebrates the diversity of our people and aims to reflect the community we serve. The recognition of our work through this award will help us to achieve this by raising awareness of the inclusivity of the AFP within the GLBTI Community"

2013 Achievement Award

NATIONAL AUSTRALIA BANK

National Australia Bank were awarded the Achievement Award 2013 for the most significant AWEI increase across the 2012 and 2013 submissions. The bank achieved a staggering 59 point increase over the calendar year being the most significant achievement to date on the AWEI achievement tally. Congratulations NAB.

2013 Employee Network of the Year

MACQUARIE BANKING & FINANCIAL SERVICES GROUP

Andrew Collings, Chair – BFS allsorts, Macquarie Banking & Financial Services

"At Macquarie, we believe the diversity of our people is fundamental to our success. The broad range of experiences, skills and views of our people are key strengths and critical to the wide range of services we deliver to clients and to understanding the communities in which we operate. Our allsorts group is a crucial part of this strategy for Banking and Financial Services and we are proud to receive the award for LGBTI network group of the year. While only two years old, our allsorts group has worked hard to grow our membership base, run regular events to raise awareness and continue our inclusion work. We are excited by the support we have received from our organisation and the recognition from this award"

2013 High Performing Network Groups

- BFS allsorts, Macquarie Banking & Financial Services Group
- glee@PwC
- GLAM, Goldman Sachs
- Curtin University ALLY Network
- Lend Lease LGBTI ERG

SMALL BUSINESS, REGIONAL/RURAL AND NOT-FOR-PROFIT AWARDS



UNITINGCARE AGEING NSW/ACT

Steve Teulan, Director,

2013 Not-for-Profit Award for LGBTI Workplace Inclusion

The Not-for-Profit/Charity Award may be selected from either AWEI Index Submissions (>50 employees) or from small employers submissions, understanding that these organisations can be quite large and complex or small in operation.

This year we had several employers that qualified but UnitingCare Ageing NSW/ACT was chosen for the considerable amount of work put into LGBTI inclusion initiatives internally over the 2012 calendar year, the contribution that they are making to inclusive LGBTI Aged Care generally but most significantly their achievement in increasing their overall AWEI score by a substantial 41 points. While many may be aware of the work that UnitingCare Ageing NSW/ACT is doing publicly, few may be aware of the significant amount of work that this organisation has done internally to ensure that their workplace is inclusive of LGBTI employees. This award acknowledges that work.

"UnitingCare Ageing is thrilled to be the 2013 Not for Profit, AWEI award winners. UnitingCare Ageing is proud to be recognised as an inclusive employer. We continue in our commitment to creating an environment of trust and respect amongst our staff whilst celebrating and supporting diversity. Our InspiredCare approach applies equally to all of our staff and volunteers as individuals working in a supportive and nurturing environment, as it does with our residents and clients"

PROSTATE CANCER FOUNDATION OF AUSTRALIA

Dr. Anthony Lowe, CEO

2013 Small Employer Award for LGBTI Workplace Inclusion



While small businesses are not put through the rigour of the AWEI (nor would it be fair to do so) there is a very strict minimum criterion that must be met in order to receive an award. The Prostate Cancer Foundation of Australia not only exceeded all criteria set for this award but have shown substantial leadership for small business via their concentrated efforts to ensure that their workplace is inclusive, that all internal policies have been audited and amended where need be and that all relevant communications both internal and external explicitly reference and include LGBTI people. This charity group has also actively incorporated this level of inclusion and awareness through to their external service provision and actively engaged external groups in awareness training and initiatives.

"Prostate Cancer Foundation of Australia (PCFA) is honoured to be the winner in the Small Employer category (less than 50 employees) for LGBTI Workplace Inclusion in the 2013 Australian Workplace Equality Index (AWEI) Award. The Award is a reflection of our commitment to promoting inclusive workplace policies and practices that foster dignity, respect and acceptance amongst all workers"

NORTHERN RIVERS SOCIAL DEVELOPMENT COUNCIL (NRSDC)

Tony Davies,

2013 Regional/Rural Award for LGBTI Workplace Inclusion



The Northern Rivers Social Development Council is a community-based not-for-profit organisation that promotes fairness and social inclusion in the Northern Rivers region of NSW. While social inclusion is obviously the organisations external mandate, it was clear from their submission that this organisation also ensures that their workplace is inclusive of all employees; with ample evidence supporting the visible inclusion of lesbian, gay, bisexual, transgender, intersex employees. With only 45 staff, the organisation employs a large number of out and proud LGBTI people and has built a reputation as an employer that not only supports, but values LGBTI diversity in the workplace. The organisations submission included numerous testimonies from LGBTI employees validating the organisations claims and supporting the organisation wholeheartedly and enthusiastically for this award.

"I am delighted NRSDC won the Regional/Rural Award for LGBTI Workplace Inclusion. We didn't do anything special to win the award; It's how we operate. We have a diverse workforce and openly acknowledge and celebrate our gay and lesbian employees for who they are. We are a workplace that is inclusive and accepting of diversity and place people in positions based on merit and skills. We won the award because of the fantastic staff we have within the organisation and because of the support of staff from all backgrounds for our nomination for the award"

LGBTI Diversity Champion Awards 2013

DADE BAILEY

2013 LGBTI Workplace Inclusion Champion



"When I set out on my journey to set up an LGBTI Network at CommBank, I did it for three main reasons. To create a workplace to be proud of, where LGBTI employees and I knew they could feel comfortable to be ourselves at work. Secondly to know my employer understood LGBTI inclusion and why it was so important and finally, as it was the right thing to do.

It's an honour to be recognised for the work I have done and a very proud moment to be named Australian LGBTI Diversity Champion of the Year. However, none of what I have achieved could have been possible without the advice and support from the CommBank LGBTI community and allies, Pride in Diversity, friends and especially my Unity employee network steering group members, who also believed in LGBTI inclusion and have helped embed the network throughout the business."

DEAN FIELD

2013 Regional LGBTI Workplace Inclusion Champion



"I was thrilled and speechless when my name was called up for the Workplace Diversity Champion (Regional) Award. It's so great to see that PID looks out for and recognises not just employers that operate in rural and regional areas but the employees in that area as well. It's great that the Westpac Group continues to support me in my role and gives me time and resources to support the work of the GLOBAL committee"



INTRODUCING THE NEW 2014 AWEI

The Australian Workplace Equality Index is a free service open to all Australian employers. Employers do not need to be a member of Pride in Diversity. Index participation is encouraged regardless of how new or advanced you are in LGBTI workplace inclusion practice. Index participation provides you with an external benchmarking tool that informs your practice and provides you with both quantitative and qualitative feedback year-on-year that can be utilised to benchmark your work and inform strategy/practice.

This year marks the third year of the Australian Workplace Equality Index. The inaugural index in 2011 set the introductory benchmark for LGBTI workplace inclusion in Australia after a careful analysis of current practice and comparison to the widely recognised workplace equality index offered by the Diversity Champions Program in the UK, a sister program offering to Pride in Diversity.

At the time of the launch, there were only a handful of organisations publicly active in this space and no instrument by which employers could actively benchmark and gauge the effectiveness of their work. Within these first three years of the index, there has been a significant increase in the number of organisations that are actively working in this area and in those that submit to the index for benchmarking purposes, year-on-year feedback and strategic direction.

As a result of the increased participation and the work of organisations utilising this instrument, the Australian benchmark has shifted significantly. Many of the country's top employers are now only points away from maximum score with very little room to move or grow. It has always been the intention of the index to shift practice, not stabilise it at a given point with the intention of bringing the work of Australian LGBTI workplace inclusion on par with many of the other LGBTI workplace indexes globally. Now reaching its peak, Pride in Diversity in consultation with many of the other leading indices in this space globally, have developed and launched the second generation of the AWEI taking Australian practice to another level.

The new index provides far greater flexibility for organisations of all sizes, industries and sectors. Rather than providing a list of initiatives proposed for all employees the new index provides a broad array of potential areas of growth and practice from which employers can pick and choose. All identified initiatives within the index contribute to a greater level of inclusivity.

The following pages outline some of the changes between the original and new AWEI. Should you have any questions in regard to these changes, please call the Pride in Diversity office on (02) 9206.2139.

Submission Outline and 2014 Changes

Submissions are marked against a comprehensive rubric with points allocated across a range of key inclusion areas. Every three years we review the index for currency and if required, make changes to shift practice. 2014 is the first significant change to the index since its introduction in 2010 and will be in place for the next three years (minimum)

To keep in place existing criteria and at the same time bring the Australian index closer in line to leading global practice, we have followed the example of Stonewall UK's Workplace Equality Index and increased the total number of points that can be obtained, from 100 to 200.

Organisations will still be able to comparatively gauge progress on last year's submission as the new point allocation is allocated to practice over and above the original index requirements.

The AWEI index is now broken into the following sections:

Section 1: POLICY AND PRACTICE (same value - 30 points)

Section 2: CULTURE AND VISIBILITY - formerly called Employee Networks, Executive Sponsorship and Organisational Awareness (increased from 40 to 60 points) incorporating a new section on Ally Engagement, CEO support and additional questions addressing sustainability.

Section 3: STAFF TRAINING AND DEVELOPMENT (increased from 10 to 30 points) incorporating greater levels of accountability re: manager competency and a new section on career development.

Section 4: MONITORING (worth 10 points)

Section 5: New Section: SUPPLIER POLICIES (worth 15 points)

Section 6: COMMUNITY ENGAGEMENT (increased from 10 to 30 points) incorporating new sections on external promotion of inclusivity and LGBTI targeted offerings/ services.

Section 7: New Section: INCLUSION BEYOND: For inclusion initiatives or influence beyond employee base (worth 10 points)

Section 8: Application for additional points: ADDITIONAL WORK ON LGBTI INCLUSION OVER AND ABOVE WORK OF INDEX OR REASONABLE EXPECTATIONS OF INDEX (increased from 5 points to 10 points)

Section 9: Optional: LGBTI EMPLOYEE SURVEY (worth 5 points)

Why These Changes

The core set of questions that many have become familiar with over the past three years have remained the same with slight point variations to promote practice where it needs to develop the most. The purpose of the index each year is to benchmark not only where current practice lies but to move Australian practice towards international best practice as ascertained by other prominent indexes worldwide. These include the Stonewall Workplace Equality Index (WEI), HRC's US Index (CEI) and the newer indexes coming out of Canada and Ireland. It is important that the AWEI does not sit in isolation but mirrors and complements the work of other indexes globally while maintaining its local relevance.

Pride in Diversity worked closely with the Stonewall group in April 2013 to shift Australian practice closer towards best practice globally and as a result several new sections have been added. Some of these additions have been given higher point values to promote areas that leaders in this space believe significantly impacts inclusion **over and above what we currently assess**.

Throughout the index, key consideration has also been given to sustainability. Questions have been added throughout to ensure that baseline work is sustainable and continually given focus as opposed to being one-off actions.

Comparing Scores Against Last Years Index

The index has moved from 100 points to 200 points. The 100 points within the original index remains intact with additional points being added for sustainability. The remaining points have been allocated to new areas of the index. Your scores will still provide you with a good comparison to last year's score.

In the 2013 AWEI awards, we saw the entry point for the Top 10 rise from 70 to 84. We don't expect an enormous shift in the entry point; however, the new index allows scope for growth and planning for all organisations moving forward while acknowledging the work of employers who are actively moving above and beyond.

Fairness Across Public/Private/Not-For-Profit Sectors

While it is difficult for an index to accurately reflect the ideal practice of every organisation, no matter its sector, size, remit or influence, we have built into the index equivalent initiatives for different types of employers. For example, in looking at how LGBTI inclusion impacts organisation's external offerings, we give equal value to commercial offerings, public service outcomes/deliverables, the work of universities and the service offerings of not-for-profit / charity organisations.

New Layout

We have also attempted to streamline the submission document this year for ease and have removed some of the duplication reported in previous years. Should you have any questions in regard to this new layout, please do not hesitate to contact us (see also *Quick Guide for Index Completion* on the following page).

Confidentiality

As always, all submissions are treated with the strictest confidence and viewed only by markers within the Pride in Diversity team. Submissions will be returned to you on completion of all benchmarking work and independent feedback sessions. Pride in Diversity is happy to sign any non-disclosure or confidentiality agreements required.

Completing the Index

In completing the 2014 index, please keep in mind that this new iteration of the AWEI is designed to move Australian practice closer to International Best Practice. This index will now remain in place for a minimum of three years.

Many of new sections and questions are forward-thinking. While the index seems exhaustive, in reality you are only answering those questions relevant to your practice / initiatives within the 2013 year. The index is not designed to be completed in its entirety. The index allows organisations to select the areas that are relevant to them and obtain points for their work in those areas.

Pride in Diversity recommends that the AWEI submission document be downloaded as soon as it is available. As evidence is collected or work is undertaken throughout the year, make notes within the submission document. At the time of submission, much of the work is complete and with a little editing, the submission should be ready to go.

- For each 'x' in the table, refer to the evidence questions below. Provide further detail and/or evidence as requested (ignore evidence requests for items not selected). Responses that require further information or evidence have been shaded within the table.

If you are not copying/pasting directly into the document, please ensure that the question number and letter appears in any soft-copy filenames or is clearly marked on any hard copy documentation.

Quick Guide for Index Completion:

- Review the table at the beginning of each numbered section
- Place an 'x' in the table **against all entries** that reflect your work, or to which you can answer positively in regard to the 2013 calendar year

2.1.1 Do you have a formal LGBTI employee network group within your organisation?

Please select all that apply and provide evidence where requested

	(a)	We do not have an employee network group
	(b)	We have an employee network group but it is not formally endorsed or supported by the organisation
	(c)	We are currently in the process of establishing an LGBTI employee network/group
X	(d)	We have an established LGBTI employee network/group
X	(e)	Our network group has a charter, vision/mission or clearly identified purpose
X	(f)	Our network group has a formal leadership structure, steering committee or equivalent
	(g)	Our network leadership includes a representative from HR, Diversity or an Executive Sponsor
	(h)	There are clearly defined roles or areas of responsibility for our network leadership
X	(i)	Our network has access to resources including a budget



EVIDENCE REQUIRED

C - Please supply evidence of actions undertaken and progress made towards establishing this group within the 2013 calendar year in response to (c) if selected.

AWEI Criteria Comparison

2010-2012 Index	2013-2015 Index
Total points allocated: 100	Total points allocated: 200
Announcements: Top 10	Announcements: Top 20
Awards: Top 10	Awards: Top 10
Section 1: Policy & Practice: 30 points	Section 1: Policy & Practice: 30 points
Section 2: Inclusive Culture & Employee Involvement : 40 points	Section 2: Culture & Visibility: 60 points
Section 3: Diversity Training: 10 points	Section 3: Staff Training & Development: 30 points
Section 4: Community Engagement: 10 points	Section 4: Monitoring: 10 points
Section 5: Additional Work: 5 points	Section 5: Supplier Policies (15 points)
Section 6: Optional AWEI Survey: 5 points	Section 6: Community Engagement (30 points)
	Section 7: Inclusion Beyond : 10 points
	Section 8: Additional Work: 10 points
	Section 9: Optional AWEI Survey : 5 points

Section Analysis

10
AWEI 2013

Section	Changes
Section 1: Policy & Practice	<ul style="list-style-type: none"> • Still worth 30 points covering the fundamental basics of policy and practice with the accommodation of both pillared and blended approaches to strategy formulation and strategic/network/joint accountabilities against targets • Stretch targets include: monitoring of LGBTI related complaints with action; communication with EAP programs;
Section 2: Culture & Visibility	<ul style="list-style-type: none"> • Name changed from Inclusive Culture & Employee Involvement to better reflect content • Increase from 40 to 60 points • Stretch targets include: network member feedback; network engagement in AWEI submission; collaboration with other internal networks; promotion of out role models; sustainability plans; visibility of inclusion initiatives • Accommodates multiple executive sponsors • New subsection for CEO (or equivalent) involvement/support • New subsection for Ally Engagement
Section 3: Staff Training & Development	<ul style="list-style-type: none"> • Name change from Diversity Training to better reflect content • Increase from 10 to 30 points • Content checklist for training (can add to; greater flexibility) • Stretch targets: Managers/Leaders: nomination of champions; senior manager accountability; reverse mentoring programs; appointment criteria • New subsection: Career development: LGBTI specific opportunities / talent progression

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Section Analysis

Section 4: Monitoring	
Section 4: Monitoring	<ul style="list-style-type: none"> • New Subsection : 10 points • Collection of LGBTI related data • Analysis of LGBTI related data
Section 5: Supplier Policies	<ul style="list-style-type: none"> • New Subsection : 15 points • Diversity compliance expectations
Section 6: Community Engagement	<ul style="list-style-type: none"> • Increase from 10 to 30 points • Stretch targets: LGBTI media; mainstream media; • New Subsection : Commercial / Public Service / Higher Ed related engagement
Section 7: Inclusion Beyond	<ul style="list-style-type: none"> • New section: 10 points • Impact beyond the walls of your employee base • Incorporates: mentoring of other organisations, providing awareness to audiences beyond employee base, innovative products or initiatives
Section 8: Additional Work	<ul style="list-style-type: none"> • Increase from 5 to 10 points • Between 1-2 points allocated per valid nomination
Section 9: AWEI Survey	<ul style="list-style-type: none"> • 2 points participation • Additional 3 points: invitation out to entire group (and evidence in submission numbers)
Throughout	<ul style="list-style-type: none"> • Questions around sustainability

Australian Workplace Equality Index 2014

We encourage all employers active in LGBTI workplace inclusion, no matter how new or experienced, to participate in the 2014 Australian Workplace Equality Index.

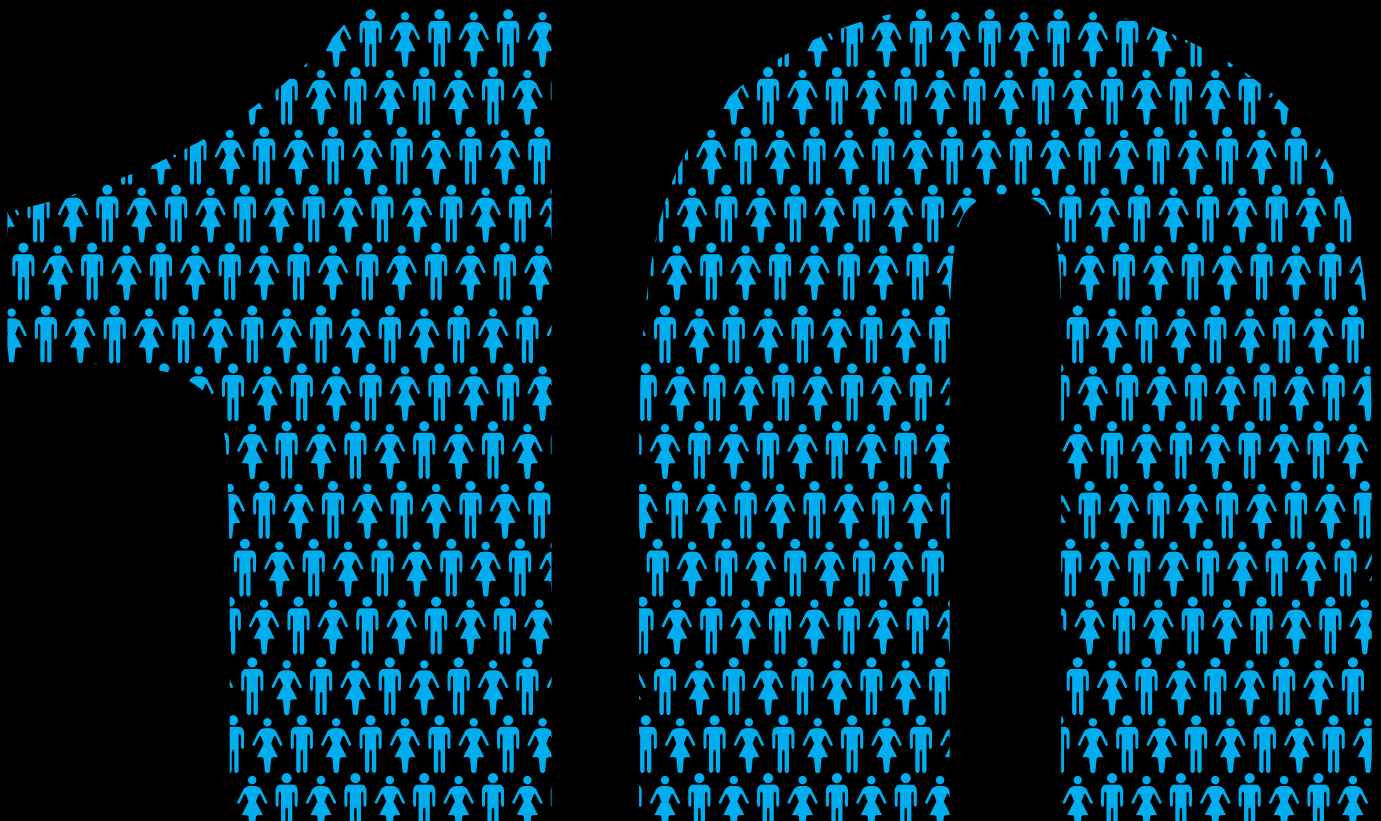
Participation is free.

You do not need to be a Pride in Diversity member to participate.

Index participants receive a hard copy of the benchmarking publication, an overall score, section scores, certificate of participation and comprehensive employee survey analysis (employee survey optional).

All index submissions are strictly confidential.

For more information, please contact Dawn Hough
Call: (02) 9206.2136 | Email: awei@prideindiversity.com.au



2014 AWEI AWARDS

Awards from the >50 Employees AWEI

- Employer of the Year
- Announcement of Top 20 Employers for LGBTI Employees 2014
- Trophy presentations to Top 10 employers for LGBTI Employees 2014
- Highest Ranking University 2014
- Highest Ranking Public/Private Sector Employer (whichever is not Employer of the Year) 2014
- Achievement Award for most improved 2014
- LGBTI Employee Network of the Year 2014

Individual Award Submissions

- CEO (or equivalent) of the Year 2014
- Executive Leadership Award for LGBTI workplace Inclusion 2014
- LGBTI Inclusion Champion Award (includes Regional Champion Award) 2014
- Innovation Award 2014

Small Employer Awards (<50 Employees)

- Small Employer Award for LGBTI Workplace Inclusion 2014
- Regional / Rural Business Award for LGBTI Workplace Inclusion 2014
- Regional / Rural office or branch Award for LGBTI Workplace Inclusion 2014
- Not-for-Profit or Charity Award for LGBTI Workplace Inclusion 2014

* The Not-for-Profit/Charity Award and Regional/Rural business Awards may be selected from the >50 employees AWEI or Small Employer Award submissions.

IMPORTANT DATES

All submission documents for the 2014 AWEI are now online. See www.prideindiversity.com.au/awei for more information.

Employee Survey: Becomes available mid January, 2014. Closes Friday 28th March, 5pm AEST 2014

Submission Due: Friday 28th March, 5pm AEST 2014

Awards Luncheon: Friday 16th May, 2014, Ivy Ballroom Sydney (celebrating Saturday May 17 as International Day against Homophobia and Transphobia 2014)

Announcement of all Award Winners, including Top 20 Employers.

For more information: Please visit www.prideindiversity.com.au/awei or call Pride in Diversity on (02) 9206.2139.

Pride in Diversity MEMBERSHIP BENEFITS

Being positive towards LGBTI employees is the ultimate litmus test for an inclusive culture and takes an Australian diversity strategy to the next level by ensuring that workplaces are inclusive of *all* employees, regardless of race/ethnicity, gender, age, sexual orientation, disability or religion. While LGBTI is an assumed agenda item on most progressive diversity strategies in the US and UK, there are many employers in Australia who are still nervous about this.

The *Pride in Diversity* program has been designed to assist you in strengthening your brand and reputation as an inclusive employer by providing you with the expertise and support required to implement or strengthen the LGBTI component of your diversity strategy.

Full membership of the Pride in Diversity Program is \$5,000.00 plus GST per annum. Members will receive the following benefits:

- A dedicated account manager to provide ongoing organisational support in all aspects of LGBTI inclusion and to ensure that you maximise the full benefits of the program
- Invitation to member roundtables conducted across most states several times a year to discuss topical LGBTI workplace issues and to share good practice amongst PID employers, broadening your diversity network
- Invitation to LGBTI member networking events for your LGBTI Network Groups and Allies
- Free high quality training sessions on Sexual Orientation and Gender Identity in the workplace, tailored to meet the needs of your executive, HR / Diversity team or general staff members. These sessions can be substituted for LGBTI Network Working Groups, All Staff Presentations or Diversity Council training
- 25% discount consulting for special projects, LGBTI Train the Trainer or internal training program development
- Free copies of Pride in Diversity annual publication with the ability to upload to your intranet.
- Members-only website with resources, research, presentations, videos, photos, workplace guides and a regular e-bulletin to keep you up to date and connected
- Targeted recruitment and marketing to the LGBTI community via members-only job pages on our website - ability to post jobs and organisational profile.
- Optional entry into the Australian Workplace Equality Index with a tailored feedback meeting, full benchmarking data and full program support for continuous improvement (worth \$1,350.00)
- Exclusive use of the Pride in Diversity logo to promote your active participation in the program
- An opportunity to build your brand reputation and leadership on diversity via sponsorship initiatives and website promotion
- An opportunity for your LGBTI network group and allies to participate in the Pride in Diversity entry of the Sydney Gay and Lesbian Mardi Gras parade (numbers pending)
- Access to Pride in Diversity speaker for company events, launches, diversity celebrations
- Nomination of an internal LGBTI Network Leader contact. This person will also have access to support and advice from the Pride in Diversity program and will be our contact for co-ordination of company participation in LGBTI networking events
- Opportunity to participate in Pride in Diversity community fundraising events
- Opportunity to profile your organisation in Pride in Diversity National LGBTI Recruitment Guide distributed to universities, TAFE colleges, recruiters and educational institutions
- Meetings to assist with strategy direction and input.
- Unlimited telephone / email support for key organisational contacts
- Discounted ticket prices at our annual Pride in Practice LGBTI Workplace Conference
- An associate membership for smaller organisations (less than 50 employees), charities or not-for-profits is available for \$2500.00 per year plus GST
- Individuals may also join for \$225.00 plus GST with limited benefits. For more information on these membership tiers, please contact Dawn Hough, Program Director on (02) 9206 2139.

NOTES

2013 Australian Workplace Equality Index Publication Sponsor:

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AWEI Awards Luncheon Acknowledgements

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Patron of the Pride in Diversity program: **The Honorable Michael Kirby**

Speakers at our awards luncheon:

- The Hon. Michael Kirby
- Jason Ball, anti-homophobia AFL campaigner
- Master of Ceremonies: Bob Downe

Team Acknowledgements

Special thanks to Daniel O'Neill, Steph Mellor and Lin Surch for proofing this document several times over and to Emily and Marvin for their tireless efforts and patience in supporting PID through the design and the many iterations of document layout. Couldn't do this without you.



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