



TOP EMPLOYERS 2012

THE AUSTRALIAN
WORKPLACE
EQUALITY INDEX

This publication proudly sponsored by

**Goldman
Sachs**

prideindiversity®

A few words from our 2012 Employer of the Year



"At PwC Australia we pride ourselves on delivering value to Australia's communities and business networks.

We recognise that people are the key to our success as a business, which is why we are committed to building a culture that empowers every individual and celebrates difference.

Being recognised as the 2012 AWEI Employer of the Year was therefore a great honour, and a well deserved recognition of the efforts of our GLEE network, which was also awarded the LGBT Employee Network of the Year.

Our LGBTI employees and many of their straight colleagues, through the GLEE network, have launched a number of initiatives that have made our workplaces more inclusive, supporting and empowering. Already, these initiatives are being adopted by our clients and other firms in the global PwC network.

While we still have progress to make, PwC is proud to be making a difference to the lives of LGBTI employees and members of our wider Australian community.

We look forward to building on our momentum and sharing the journey with others."

Luke Sayers
CEO, PwC Australia

A note from our Publication Sponsor



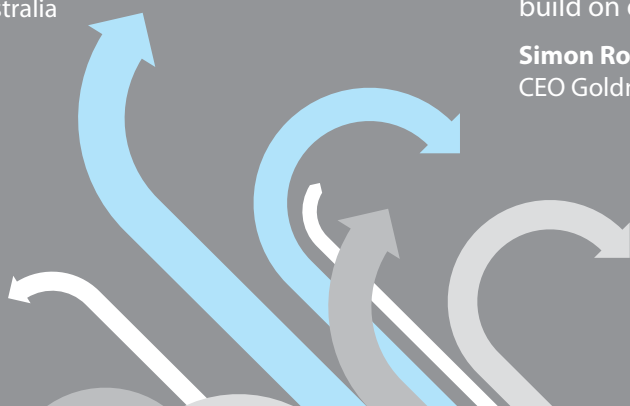
"As a sponsor of the Australia Workplace Equality Index (AWEI) annual benchmarking publication for the second year, we extend our congratulations to all companies and Lesbian Gay Bisexual and Transgender (LGBT) networks that took part in the 2012 AWEI for their continued focus on LGBT diversity.

Since the inaugural survey in 2011, there has been a marked improvement in the standard of applications which is a clear indicator of the hard work and positive progress being made across the public and private sectors in Australia.

Goldman Sachs continues to prioritise diversity as a commercial imperative and we actively support our GLaM network to drive LGBT inclusion across the firm. Driving change across the firm has required us to focus on a spectrum of initiatives from recruitment and education to community engagement and renewed internal governance. At Goldman Sachs, we are committed to making our workplace more gay-friendly, and to having a work environment where every employee is valued as an individual.

Participating in the AWEI has been an essential part of our development. We are delighted to sponsor this publication and hope it will provide another opportunity for us all to share best practices and build on our LGBT inclusion progress."

Simon Rothery
CEO Goldman Sachs Australia and New Zealand



Pride in Diversity Patron The Hon. Michael Kirby



"While we celebrate the achievements of organisations that are actively engaged in creating LGBT inclusive workplaces; let us not lose sight of the significant impact that homophobic violence, bullying, harassment and exclusion continues to have on our society, within our families and indeed our places of work. There are many people, of all ages who continue to be bullied and harassed because of their sexual orientation or gender identity and this is clearly not acceptable. We don't always see this, and often it will go unreported. It is important that we do not become complacent in our place of work and that we do not underestimate the impact that discrimination and homophobic bullying has on individuals both physically and emotionally.

We should also look on our Australian achievements as an example and encouragement to employers and activists in other countries in our region, where prejudice, discrimination and violence are commonly much worse than we experience in Australia.

I commend all participating organisations for your commitment to this area of diversity practice and trust that you will join with me in congratulating those organisations that have been awarded one of the Top 10 places in the 2012 index awards for their efforts during the 2011 calendar year."

Michael Kirby AC CMG
Pride in Diversity Patron
2012 AWEI Luncheon

Pride in Diversity Program Director, Dawn Hough



"It gives me great pleasure to present to you the 2012 results of the Australian Workplace Equality Index. This year we were delighted to see a 13% increase in participation, 10 new organisations participate for the first time and a 2% increase to the Top 10 entry point.

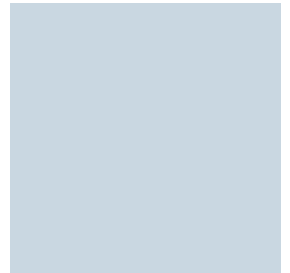
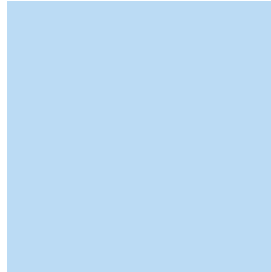
This publication would not be possible without your participation and I would like to encourage every organisation to continue to assess their work and contribute to this national benchmark on an annual basis. The AWEI will continue to develop, grow and drive best practice as LGBT inclusion becomes common place and the impact of inclusive workplaces becomes more apparent. Your participation not only contributes to the annual benchmark but enables you to gauge progress against those currently active in this space, obtain objective independent feedback on your internal initiatives and assess your performance against other Australian employers within your sector, the Top 10 and in many cases, your industry.

I would also like to take this opportunity to thank once again our publication sponsor, Goldman Sachs. Goldman Sachs have generously sponsored this publication now for two consecutive years. Their financial contribution to its production enables us to distribute this widely, to convey the importance of LGBT inclusion and to showcase those employers who have excelled in this space over the last calendar year.

We hope you find this publication useful, inspiring and engaging. We will be showcasing some of the award winning initiatives of these Top 10 employers at our annual Pride in Practice LGBT Conference towards the end of the year. We certainly hope you can join us.

Until next year."

Dawn Hough
Pride in Diversity Program Director



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 and transgender 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 LGBT Employees 2011, as measured by the Australian Workplace Equality Index.

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AWEI Top 10 Employers Lists 2012

The Australian Workplace Equality Index (AWEI) is the definitive national benchmarking tool from which we compile the annual Top 10 Employers list for lesbian, gay, bisexual and transgender (LGBT) employees in Australia.

The AWEI challenges employers to introduce or continue development on their LGBT diversity initiatives, improve the inclusivity of their culture and ensure that the foundational work of policies and practices are equitable, up to date and maintained. Now in its second year, this groundbreaking index provides Australian employers with tangible local data and benchmarking information on which they can determine a model for improvement and good practice.

The AWEI is developed by Pride in Diversity, Australia's first and only not-for-profit employer support program specifically designed to assist Australian employers with all aspects of LGBT inclusion. Since launching in February 2010, Pride in Diversity has worked with members and partners to create Australia's leading forum on sexual orientation and gender identity in the workplace. As well as challenging employers, Pride in Diversity assists employers and LGBT network leaders to develop solutions, provide training, set challenges and improve their overall effectiveness of their LGBT initiatives, thereby increasing their score within the Index.

Pride in Diversity actively encourages both members and non-members to participate in the index without cost. Participation not only provides employers with an opportunity to contribute to the national benchmark for LGBT inclusion, but enables them to gauge the effectiveness of current practice via an overall percentage score and preliminary feedback. Non-members may also choose to purchase a comprehensive feedback debrief on their performance with comparative data and strategy support for next year's submission. Members receive this debrief as part of their membership.

Increasingly employers are recognising that people perform better when they can be themselves. Personal authenticity and the ability to bring one's whole self to work not only positively impacts the health and wellbeing of employees but the organisations for which they work in terms of engagement, loyalty, productivity and collaboration. Still a largely untapped area of diversity practice for many Australian organisations, Pride in Diversity encourages employers with a genuine interest in diversity and workplace inclusion to participate, thereby increasing the overall exposure and adoptability of this important area of social and workplace inclusion.

Participation in the Pride in Diversity Australian Workplace Equality Index shows a tangible commitment to LGBT employees, customers and service users and we would like to thank all those who participated in the 2011-2012 index. Your participation shows great leadership and a genuine desire for an all-inclusive diversity strategy.

Pride in Diversity is delighted to congratulate and publicly recognise those organisations, both in the public and private sectors, that have made the Top 10 employers list this year. We acknowledge and applaud the contribution that each of these employers have made, and are continuing to make in order to improve the inclusivity of Australian workplaces and the working lives of LGBT employees.

Index Scoring Methodology

Submission documents are available on the Pride in Diversity website shortly after the awards for the previous years Top 10 Employers. These documents include a participation guide that details the significance of questions asked and the kind of evidence required to substantiate responses. The participation guide provides valuable information in relation to compiling your submission and should be read in conjunction with the submission document.

Strong supporting evidence is required throughout the submission. Evidence may be provided electronically or in hard copy. Points are not allocated for written responses without the support of evidence. Each year, submissions are graded against a comprehensive rubric that clearly outlines the level of evidence required for each question in order for points to be allocated.

Where necessary, Pride in Diversity will call submitting employers for clarification on the information provided and is committed to being available throughout the submission process to answer any questions or assist in any way.

The 2011/2012 rubric allocated a total of 100 points with:

- 30% of the points awarded for evidence of inclusive policy and practice
- 40% of the point for inclusive culture and employment involvement
- 10% of the points for LGBT diversity training
- 10% of the points for LGBT community engagement,
- 5% for participation in an optional employee survey, and
- a further 5% discretionary points that can be allocated for additional work not covered by the index questions.

All entries are marked twice against a comprehensive rubric by two different members of the Pride in Diversity team. Should two organisations receive the same score within the Top 10, they will be given equal ranking and the next place on the Top 10 forfeited.

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. Debriefing sessions provide transparency to the scoring process with feedback given to assist in improving ones ranking (and therefore overall practice in subsequent years).

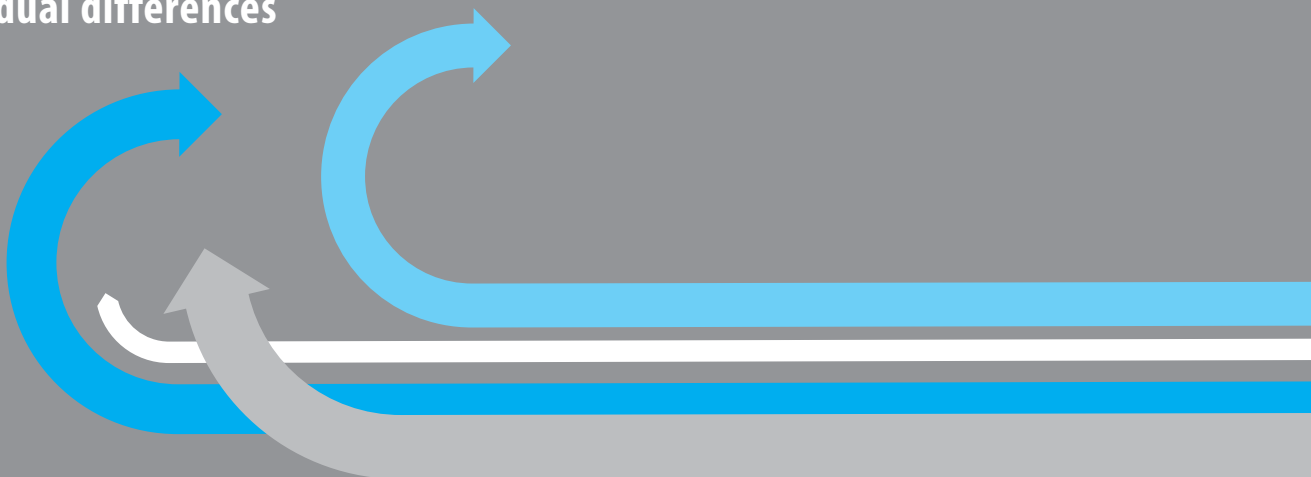


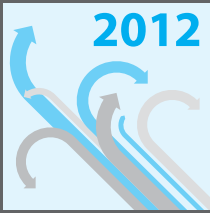
"It has been my honour to assist with the initial validation of the scoring process used by the Australian Workplace Equality Index. As an academic researcher, I am impressed by the depth, breadth and vigour of this index. The questionnaire not only adopted quantitative measures to ensure objectivity, it also incorporated quality responses to verify and enhance its objectivity. In addition, the markers have taken rigorous steps to ensure that the result is fair, equitable, transparent and objective."

Dr. Raymond Trau

Reasons to be visibly LGBT inclusive

- Build your brand, enhance your reputation and communicate commitment to diversity – both internally to staff and externally to customers, clients and service users
- Become an employer of choice in competitive markets by attracting and retaining the very best talent from the entire talent pool
- Allow your employees to be personally authentic and ensure that your organisational values are lived by creating a safe and inclusive environment for all employees
- 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
- Increase productivity, brand / organisational loyalty and employee engagement with a work environment that is respectful and inclusive of individual differences





TOP 10 EMPLOYERS FOR LGBT EMPLOYEES 2012



1	PWC	2011 #8
2	KPMG	2011 #3
3	IBM	
4	ACCENTURE	2011 #6
5	GOLDMAN SACHS	
6	LEND LEASE	TOP 10 DEBUT
=7	MACQUARIE UNIVERSITY	
=7	UNIVERSITY OF WESTERN AUSTRALIA	2011 #10
9	AUSTRALIAN FEDERAL POLICE	
10	CHEVRON	TOP 10 DEBUT

AUSTRALIAN WORKPLACE EMPLOYERS INDEX 2012

BENCHMARKING DATA



Pride in Diversity is extremely proud to once again provide the definitive national benchmark on Lesbian, Gay, Bisexual and Transgender (LGBT) workplace inclusivity. We would like to thank all of those organisations who participated in the 2011/2012 index, without your hard work and commitment to LGBT inclusion, this data would not be possible.

We are also proud this year for the first time, to incorporate data from our optional employee survey. Pride in Diversity will be issuing a press release on its findings and for those who participated, high level data will be provided within your individual

feedback sessions. While no identifying data is collected within the survey, we do identify the organisations from which they come and are therefore able to also provide some analysis around Top 10 organisations and sectors.

The benchmarking data this year will be broken down into:

- Executive Summary
- Top 10 Qualifying Organisations
- Sector/Industry Comparisons
- AWEI Section Comparisons and Summaries
- Survey Findings

Executive Summary

In this, our second year of the Australian Workplace Equality Index, we were once again delighted to see participation from members and non-members alike, from the public and private sectors as well as a growing number of submissions from the Higher Education sector representing universities in New South Wales, Queensland, Western Australia and Victoria.

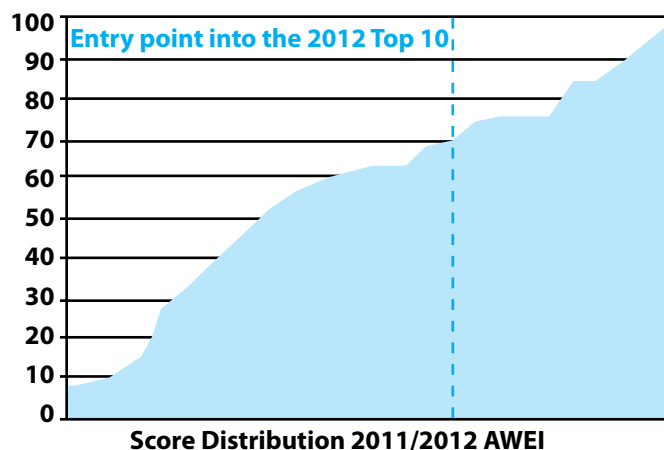
As opposed to last year, this year all Top 10 Employers were Pride in Diversity members. An increase of 30% in member representation within the Top 10.

This year we saw a 13% increase in submissions, receiving 26 submissions overall representing 14 different industry groups or employment sectors. For the first time we received submissions from the Not-for-Profit sector.

The private sector once again provided the highest number of submissions and the highest number of entries within the Top 10. The Private Sector outperformed the Public Sector within the Top 10 with an average score of 85.2% as opposed to 74.7% representing a Top 10 average increase of 2.7% for the public sector and 0.5% for the private sector.

Unlike last year, the private sector was also the most successful overall with approximately 50% of its submissions making the Top 10 as opposed to 30% of Public Sector submissions. The overall average for the Private Sector increased by 22.1% from last year to 65%, whereas the overall average for the public sector fell by 1.4% to 54.2%.

This year Financial Services provided the highest number of industry submissions whereas Professional Services provided the greatest industry representation within the Top 10, closely followed by Higher Education.



Points across the index were broken down as follows:

Policy & Practice	30%
Culture & Employee Involvement	40%
Diversity Training	10%
Community Engagement	10%
Optional Employee Survey	5%
Discretionary additional points	5%
* awarded for work over and above the index	

Top 10 Qualifying Organisations

Competition for entry into the Top 10 was significant this year with a tougher revised criteria, making the achievements of those organisations within the Top 10 even more significant. The entry point for the Top 10 Employer list this year rose by 2% from 68% to 70%.

Private Sector Top 10 Qualifiers

PWC

KPMG

IBM

Accenture

Goldman Sachs

Lend Lease

Chevron

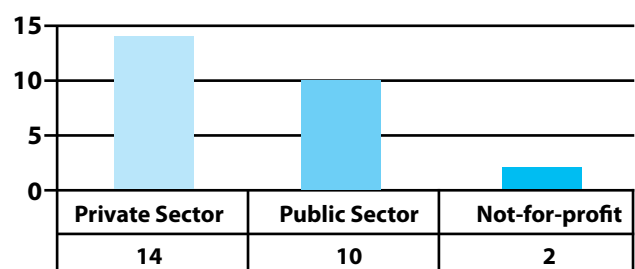
Public Sector Top 10 Qualifiers

Macquarie University

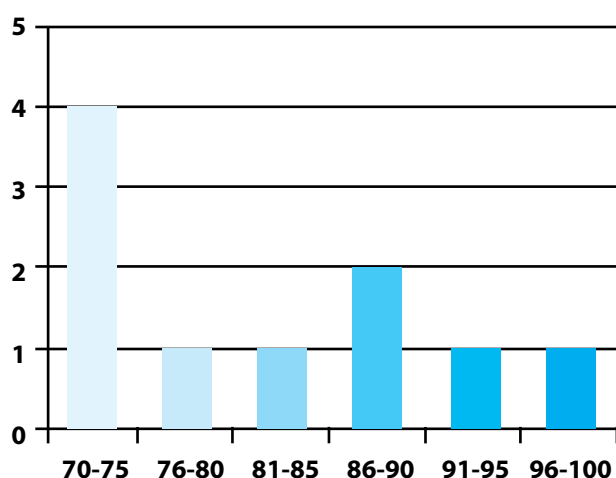
University of Western Australia

Australian Federal Police

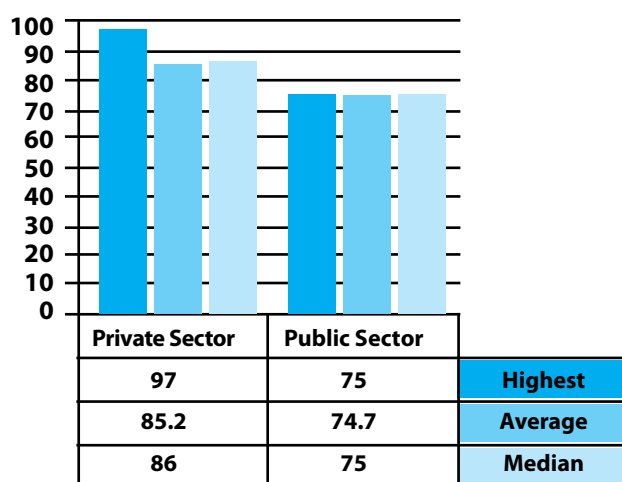
Sector Participation



Top 10 Score Distribution



Top 10 Comparative Data

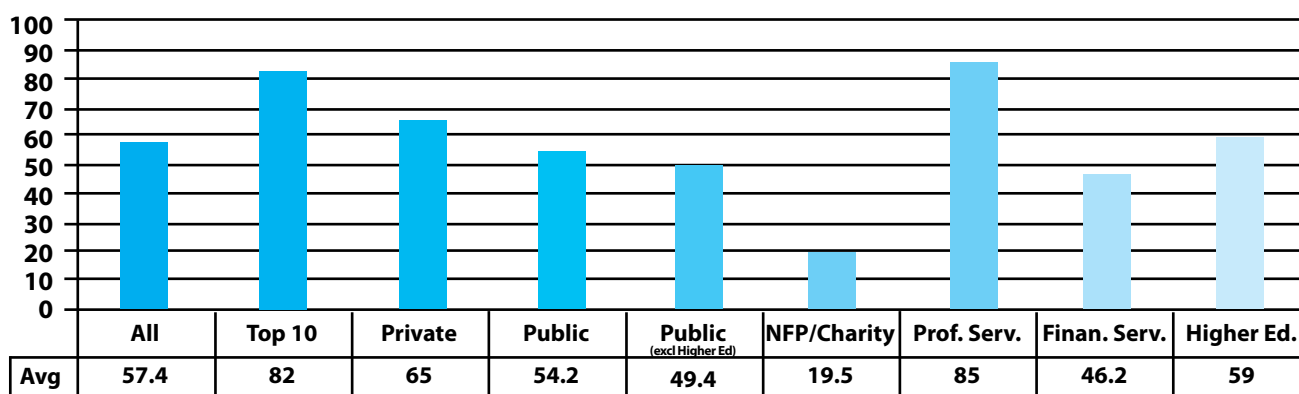


Sector & Industry Comparisons

The following table shows overall comparisons across all index submissions. This year we have pulled out industries with larger participation rates to provide additional analysis for competitive advantage. For the table of sector and industry comparisons we have combined both Professional and Financial Services. These have been separated within the chart providing a dual set of figures for comparison.

	Highest	Lowest	Average	Median
All	97	9	57.4	63.5
Top 10	97	70	82	80.5
Private Sector	97	10	65	67
Public Sector	75	9	54.2	62.5
Public Sector (excluding. Higher Education)	74	9	49.4	61
NFP / Community / Charity	28	11	19.5	19.5
Professional / Financial Services	97	10	61.7	63.5
Higher Education	75	33	59	68

Index Sector / Industry Averages 2012



Max Points Available: 30	Section 1: Policy & Practice			
	Highest	Lowest	Average	Median
All	28	2	18	20.5
Top 10	28	18	24.5	25
Private Sector	28	5	20.6	23.5
Public Sector	24	5	16.9	18
Public Sector (excluding. Higher Education)	21	5	15.4	18
NFP / Community / Charity	8	2	5	5
Professional Services	28	23	25.5	25.5
Financial Services	26	5	14.7	13
Higher Education	24	12	18.4	18
Max Points Available: 40	Section 2: Culture & Employee Involvement			
All	40	0	26	31
Top 10	40	28	35.6	37
Private Sector	40	0	28.3	31
Public Sector	36	2	26.2	31.5
Public Sector (excluding. Higher Education)	35	2	25	32
NFP / Community / Charity	13	6	9.5	9.5
Professional Services	40	32	37.3	38.5
Financial Services	39	0	20.5	26.5
Higher Education	36	18	27.4	31
Max Points Available: 10	Section 3: Diversity Training			
All	10	0	5	6
Top 10	10	5	7.4	7
Private Sector	10	0	6.5	6.5
Public Sector	7	0	3.6	3.5
Public Sector (excluding. Higher Education)	6	0	3	2
NFP / Community / Charity	3	0	1.5	1.5
Professional Services	10	7	8.8	9
Financial Services	9	0	5.7	6
Higher Education	7	0	4.2	6
Max Points Available: 10	Section 4: Community Engagement			
All	10	0	5.4	5
Top 10	10	5	8.9	10
Private Sector	10	1	6.4	8
Public Sector	10	0	4.8	5
Public Sector (excluding. Higher Education)	10	2	4.8	5
NFP / Community / Charity	1	0	0.5	0.5
Professional Services	10	1	7.8	10
Financial Services	8	1	4.2	3.5
Higher Education	8	0	4.8	7

Section 1: Policy & Practice

In line with last year's findings, Policy and Practice was the only section in which all submissions received points. Worth 30% of the overall submission and forming the foundation of LGBT inclusion, this is not surprising given that compliance would play a key role in ensuring that HR and discrimination policies are in place.

This section of the index covered six key areas:

- Strategic Approach to LGBT Diversity (incorporation within overall diversity strategy)
- LGBT Accountability (responsibility for action against initiatives)
- LGBT Inclusive Policies and Practices
- Discrimination / Human Rights Complaints
- LGBT Related Bullying / Harassment and Grievance Procedures
- Identification of LGBT employees

Inclusive Language

Submissions this year continued to show that the majority of organisations used LGBT inclusive language within their policy documents. In fact, this was one of the highest scoring areas of the index. However, as with last year, quite a number of submissions coupled inclusive terms with terms that could be deemed somewhat offensive. The common use of phrases such as *"those participating in lawful sexual activity"* alongside non-discrimination clauses in reference to gay, lesbian, bisexual people appeared on numerous occasions. While the terminology may be derived from discrimination policies, legal documentation or more archaic policy manuals, the inference is quite negative and where possible would ideally be removed. Lifestyle choices also appeared within several policies. To ensure that terminology is inclusive and in no way offensive, it is our recommendation that these terms be replaced with the more respectful phraseology of *"regardless of one's sexual orientation and/or gender identity"*.

Bullying/Harassment

While most organisations do have sound bullying/harassment and/or grievance procedures in place, many do not define or provide examples of homophobia / transphobic bullying or harassment within these policies or within any supporting documentation.

Only 46 percent of participating organisations could show homophobic examples within their definitions. Including examples of homophobic behaviour clearly identifies non-acceptable workplace behaviour and provides a means of "calling the behaviour" by citing policies. Managers or people leaders uncomfortable with calling this kind of behaviour (believing it may be all in jest or inconsequential) are much more likely to address the behaviour if it is in clear breach of policy guidelines and could put the person at risk of discrimination, bullying and/or harassment action. This in itself is another reason why education is so important. Programs or awareness sessions that move beyond general EEO compliance or discrimination training provide awareness of issues that could put the organisation at risk in an area that is rarely covered in detail. Pride in Diversity does deliver unlimited free training to members in this area.

Those organisations that scored highly in this area not only had clear examples of homophobic behaviour within their policy descriptions but also provided an LGBT confidential point of contact for LGBT employees outside of formal HR or Contact Officer reporting. 46% of participating organisations had LGBT specific contact points in place that were easily located by employees.

Section 2: Culture & Employee Involvement

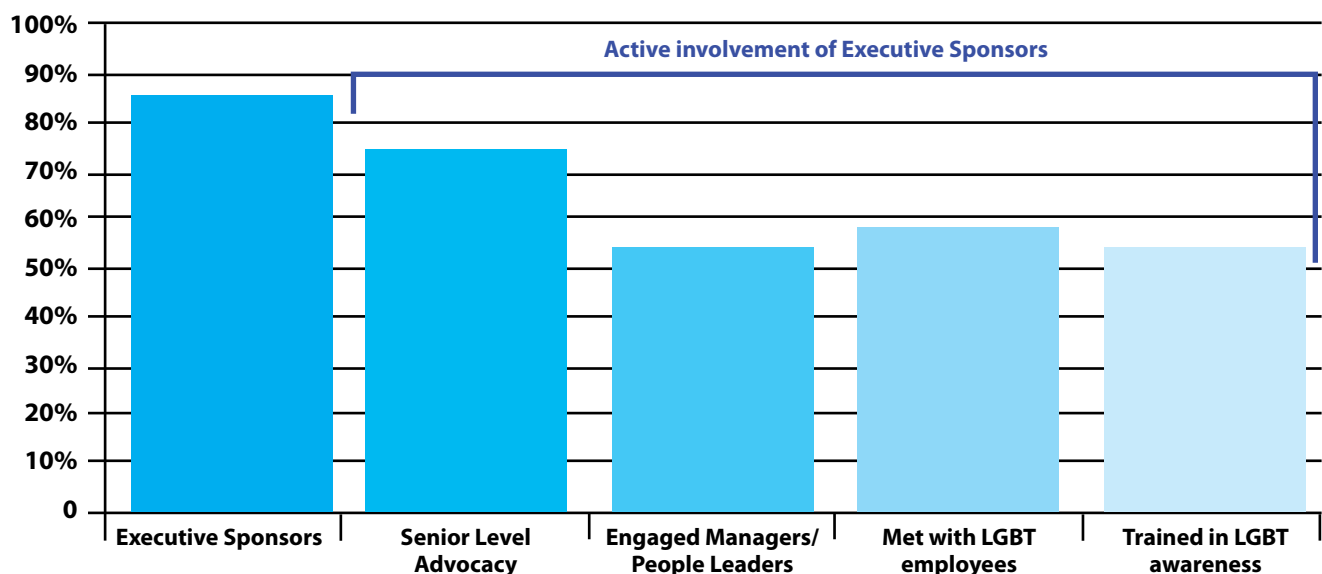
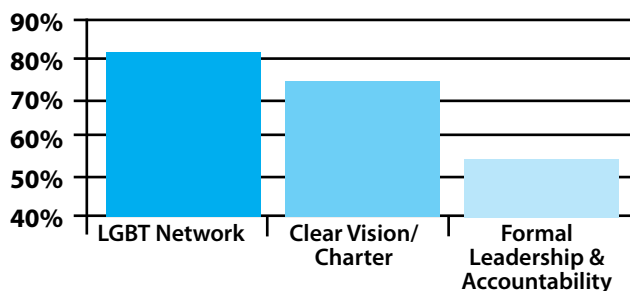
This section of the index covered three key areas:

- LGBT Employee Networks
- Executive Sponsors
- Organisational Awareness / Communications

This area predominately focused on the effectiveness of LGBT employee networks, the active involvement of Executive Sponsors and the visibility of the network and/or inclusion initiatives across the organisation.

Employee Networks

81 percent of all submitting organisations had an established LGBT employee network within their organisation. While 74% of these could clearly articulate a charter, vision and/or purpose for the network, only 54 percent had a formal leadership structure with clear accountability for actions against a plan.



Executive Sponsors

85 percent of organisations had an Executive Sponsor in place but the degree to which the Executive Sponsor was involved in LGBT advocacy or the network itself varied.

74 percent of those sponsors identified did advocate for LGBT employees at a senior level, however only 54% engaged with people managers / leaders re: LGBT advocacy/inclusion and only 58% met with LGBT employees themselves to understand their views on the inclusivity of the culture. Only 54% attended any form of training in LGBT awareness and/or sensitivities.

The role of an Executive Sponsor is an important one and can make an enormous difference to the overall visibility and effectiveness of the network.

Organisational Awareness/Communications

The communications methods adopted by organisations to promote LGBT inclusivity and network activity varied.

Interestingly, 50 percent of all participating organisations promoted LGBT employee networks or LGBT inclusivity specifically within their new employee induction or orientation programs and 65 percent of organisations promoted their LGBT inclusivity or initiatives on their external websites.

Section 3: Diversity Training

This section of the index covered two key areas:

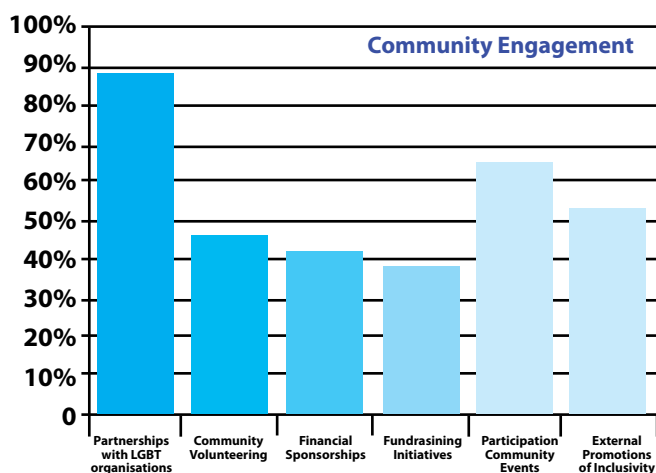
- LGBT Specific Training
- Leader Competency

As with last year, this was the section within the index that attracted the greatest number of “zero” scores indicating that LGBT inclusion training is still something that needs to be addressed within many organisations.

For this section, generic EEO / Discrimination training was not considered, unless it was significantly developed to include a comprehensive section on LGBT awareness / sensitivities. EEO and Discrimination training generally fall under the heading of compliance. Here we look for LGBT specific training that moves beyond the “you must not discriminate against” statements and obvious questions around “can you or can’t you”, “is this wrong/right” etc to training that provides HR / Diversity Leaders and People Managers with a solid understanding of LGBT employee sensitivities, terminology, challenges and general inclusion principles.

This training is essential and is provided by Pride in Diversity to members free of charge. HR and Diversity managers in particular need to be comfortable with LGBT terminology and the inclusion policies within the organisation to not only assist LGBT employees asking HR related questions but to equip them to address non-acceptable behaviour in the workplace and/or escalating diversity conflicts.

65% of organisations conducted comprehensive LGBT awareness training that provided understanding of terminology and the diversity within the community and 53% of participating organisations had guidance and/or resources available to managers to assist in supporting LGBT employees/inclusion within the workplace.



Section 4: Community Engagement

This section of the index covered two key areas:

- LGBT Partnerships / Sponsorships
- Community Events and External Promotion

This was the area of the index that held the highest number of maximum scores by participating organisations showing that engagement with the LGBT community is high on the agenda for many of the index participants.

Section 5: Additional Information

This section of the index was reserved for additional work over and above the areas covered by the index. One point was available for each piece of work submitted. Discretionary points were also allocated for significant achievements over and above the index expectations.

Examples of work that were allocated additional points within 2011:

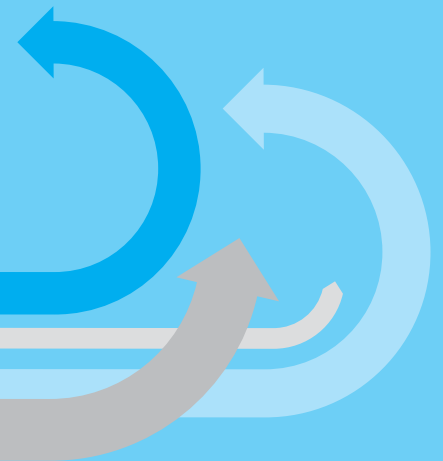
- Extensive work within the community benefitting the health and wellbeing of LGBTI people
- Extensive promotion of LGBT initiatives and inclusion across the organisation
- Extensive mentoring of other organisations in an effort to assist them in their LGBT initiatives
- LGBT annual reports
- Family Benefits over and above
- Extensive LGBT training
- LGBT Mentoring initiatives
- LGBT Intern programs
- Third gender options on recruitment documents
- LGBT transitioning from university to workplace : addressing fears / culture

Section 6: Employee Surveys

This year for the first time, we included optional employee surveys open to all employees within submitting organisations. We have provided an analysis of the survey data in the following section. Survey participation was worth 5 points distributed between participation and survey reach.

54 percent of organisations participated in the survey. 35% of those distributed an invitation to participate to all employees, 19% to their LGBT employee groups only.

SURVEY DATA 2012



Participation in the employee survey was an optional component of the index and worth 5 points overall. Points were not lost if responses were negative. The point of the survey was to obtain accurate data on the perceptions and experiences of both heterosexual employees and LGBTI employees in terms of their workplace. It is expected that within any organisation, perceptions and experiences will vary particularly in light of the many different subcultures that organisations will undoubtedly have.

The only identifying information collected within the survey was the employer name, with an employer code to ensure that submissions received were in fact from the employer identified.

The following pages contain high level findings of the survey results. Participating employers will also receive a high level summary of findings in their index debriefing sessions.

Executive Summary

54 percent (n14) of organisations that participated in the 2011/2012 AWEI took part in the survey. 65 percent of those distributed an invitation to participate to all employees, 25 percent to their LGBT employee groups only. Employees were invited to participate regardless of their sex, gender identity and/or orientation. Including heterosexual employees within the survey allowed us to draw comparisons between perceptions of inclusivity and awareness.

770 individual submissions were received, of those 34 percent (n261) identified as Lesbian, Gay, Bisexual or Other. 64.9 percent of survey respondents identified as heterosexual (n499). 1.2 percent of participants chose not to disclose. 2.1 percent (n16) identified as Transgender and 1 percent (n8) as Intersex.

The dominant age group of LGBTI respondents was 25-34 years (32 percent), closely followed by 35-44 years (31 percent). Of the non-heterosexual respondents, 50.6 percent identified as gay men, 28.7 percent as gay women/lesbians, 18 percent as bisexual and 2.7 percent as other.

Questions were asked in regard to an organisations inclusivity, the ability to “be yourself at work”, confidence levels in regard to reporting bullying/harassment, levels of education and awareness, and for non-heterosexual respondents, the degree to which they were out at work.

Findings show that heterosexual respondents were the most comfortable in reporting LGBTI bullying/harassment (88 percent), they were also the group that believed most strongly that Senior Management were supportive of LGBTI employees (74 percent) and that as straight colleagues they were well informed on LGBT inclusion (61 percent). Heterosexual colleagues were also least likely to feel there was a need for more LGBT education in the workplace. Heterosexual viewpoints differed by up to 32 percent in comparison to their LGBT colleagues across scales of inclusivity and awareness.

Transgender employees scored lowest in confidence reporting bullying / harassment (56 percent), lowest in the ability to be themselves at work (44 percent) and were the least likely to feel that their colleagues were well informed (44 percent). Intersex people rated highest on feeling that they could be themselves at work (88 percent) and were the least likely to feel that more education was needed in the workplace after their heterosexual counterparts (63 percent). **However, the number of Transgender and Intersex respondents were low; findings can therefore only be used to express the viewpoints of those who participated and as such can not be used to draw any significant conclusions.**

In terms of sexual orientation, while 11 percent of respondents were completely closeted at work, the degree

with which people were out varied immensely, with only 28% being out to everyone at work, including customers/clients. LGB people rated lowest on perceptions of a safe and inclusive work environment, and for Senior Management support. They were also much less confident in reporting bullying/harassment than their heterosexual counterparts, only 62% felt that they could be themselves at work and they were the strongest advocates (along with Transgender people) for more LGBT education in the workplace.

In a comparison between Top 10 employers and the remaining participating organisations, employees from Top 10 organisations reported perceptions of a safer and more inclusive environment (increase of 21 percent), were more confident in reporting bullying/harassment (increase of 11 percent) and more likely to state that their workplace culture was inclusive of LGBT employees (11 percent increase). This positive message shows that the work of LGBT inclusion does have a direct impact on its target population. Those more active in this space were able to show higher levels of positive ratings from their LGBT employee population.

Overall the findings clearly show a disconnect in the perceptions and experiences of heterosexual and LGBT employees in particular in relation to an organisations inclusivity, the ability to “be yourself at work”, the overall level of awareness and support and their own willingness to report homophobic bullying/harassment. 38 percent of lesbian, gay, bisexual employees do not yet feel that they can be themselves at work, 39 percent cannot confidently say that their work environment is safe and inclusive and 39 percent do not feel that they have the support of their line manager in regards to their sexual orientation. 12 percent of LGB employees would not feel confident in reporting bullying/harassment in relation to their orientation.

Participation by Identification

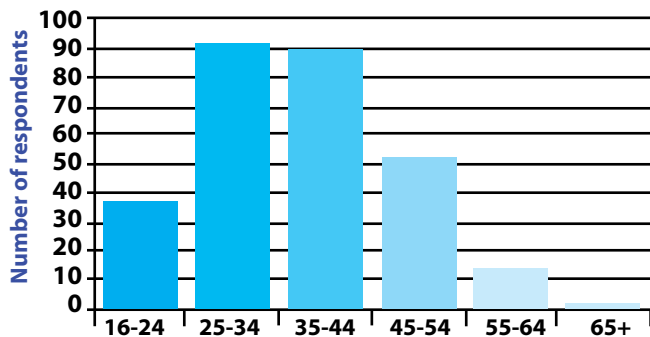
770 individual survey submissions were received. Participating groups can be broken down as follows:

Identification	Survey Respondents
Heterosexual	64.9% (n499)
Gay Men	17.2% (n132)
Gay Women/Lesbian	9.8% (n75)
Bisexual	6.1% (n47)
Other (Orientation)	0.9% (n7)
Prefer not to say (Orientation)	1.2% (m9)
Transgender	2.1% (n16)
Intersex	1% (n8)

* Please note, categories of identification are not mutually exclusive

LGBTI Participation by Age

Age Demographics: LGBTI Population



Key Findings

Age and being “out at work”

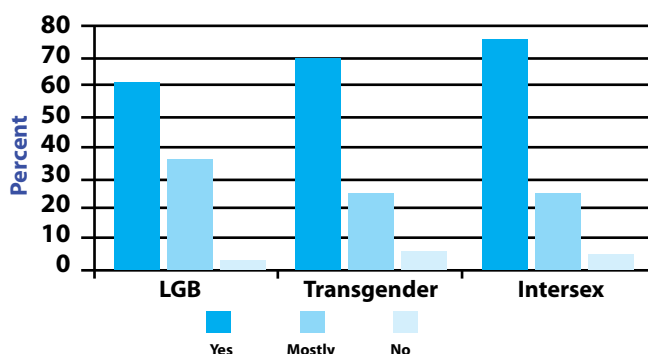
Interestingly it was the youngest age bracket (16-24) that had the highest percentage of respondents who were not out at all at work. Contrary to popular belief that younger people are far more likely to be out at work, this may indicate a nervousness of repercussions early on in a career. It will be worth following up reasons for this in next year’s survey.

This group was also the least likely to be out with their immediate line manager, least likely to be out with their colleagues and least likely to be out with clients / customers.

Apart from this noticeable outlier for the 16-24 age demographic, there were no obvious correlations between age and being out at work.

Safe and inclusive work environment

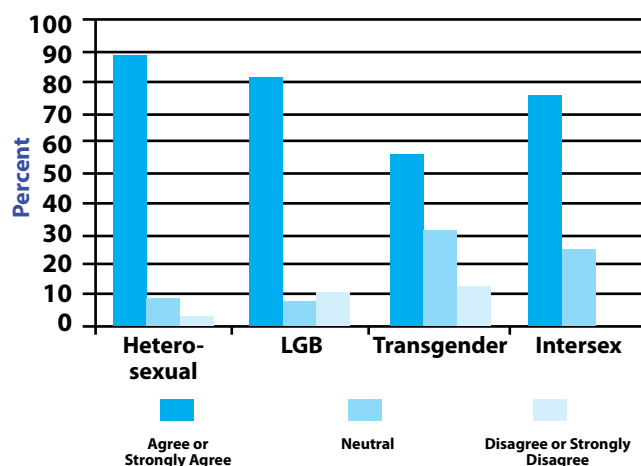
When asked if a respondent personally felt that they worked within a safe and inclusive work environment, it was our Intersex respondents who were most likely to say yes, and our Transgender respondents who were most likely to say no (noting the low number of respondents and therefore inability to draw significant conclusions). LGBT respondents had the lowest representation of respondents to affirm a safe and inclusive work environment and the highest number (36 percent) taking the middle ground of “mostly”.



Confidence in reporting homophobic bullying/harassment

Respondents who identified as Transgender were least likely to say there were confident reporting LGBT related bullying/harassment with the highest number of respondents (31%) remaining neutral; however the Lesbian, Gay, Bisexual population who were second to Transgender respondents in their likelihood to disagree or strongly disagree in terms of their confidence in reporting bullying/harassment saw only 8% take a neutral stance.

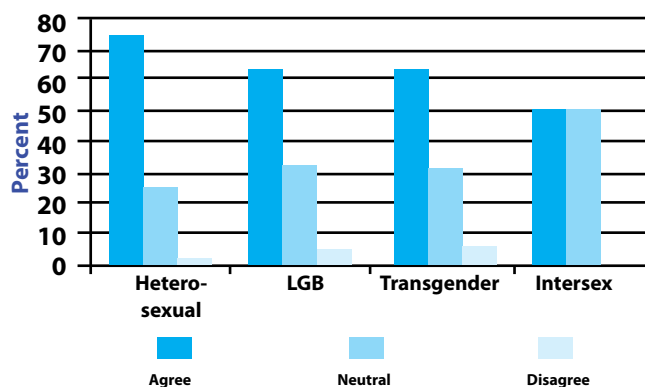
* Please note, categories of identification are not mutually exclusive



Senior Management Support

The visible support of Senior Management is extremely important in creating a sense of genuine inclusion within an organisation. Senior Managers can also significantly influence the actions of middle management, particularly in terms of zero tolerance of homophobic bullying/harassment and overall respect and inclusivity.

In asking if people felt that senior management were supportive of LGBT staff, there was a small disconnect between the views of heterosexual respondents who were most likely to agree, and LGBT employees who were most likely to disagree. Intersex respondents were most likely to remain neutral on this question.

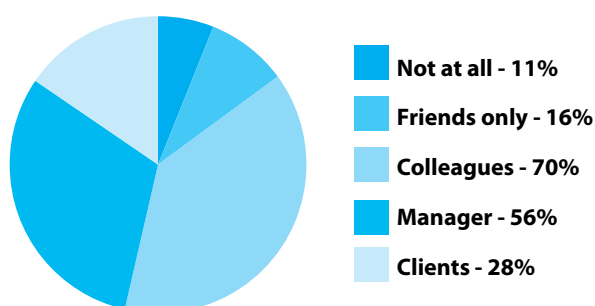


LGB Openness & Line Manager Support

LGB employees were also asked the degree to which they were "out" at work, and the degree to which they felt their Line Manager supported them. While 70% of LGB respondents reported being out with their colleagues, only 56 percent reported being out with their Managers, and 28 percent with their Clients. 11 percent of respondents were not out at all.

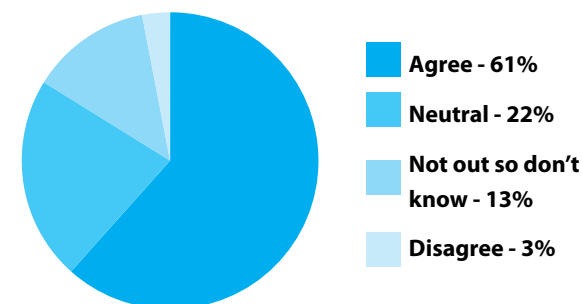
In terms of Line Manager support, the majority agreed that they did have the support of their Line Manager (61%), however 22 percent remained neutral and 3 percent responded in the negative.

Degree of being out



Categories not mutually exclusive

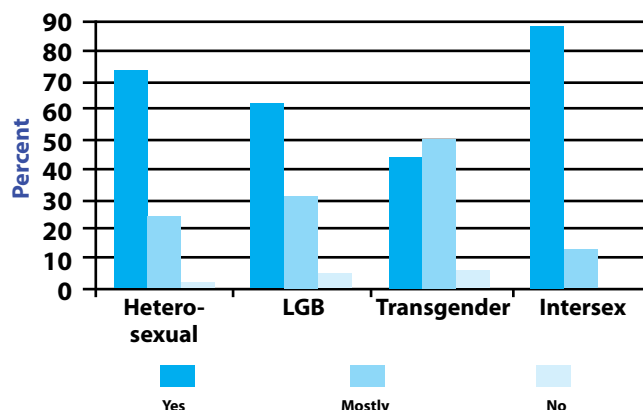
Line Manager Support



Not all respondents answered this question

The ability to be yourself at work

While a small percentage of people did not respond to this question, LGBT respondents were least likely to respond positively and the most likely to respond negatively. 6 percent of Transgender people and 5 percent of LGB people indicated that they could not be themselves at work. Heterosexual respondents were the most likely to say they could.

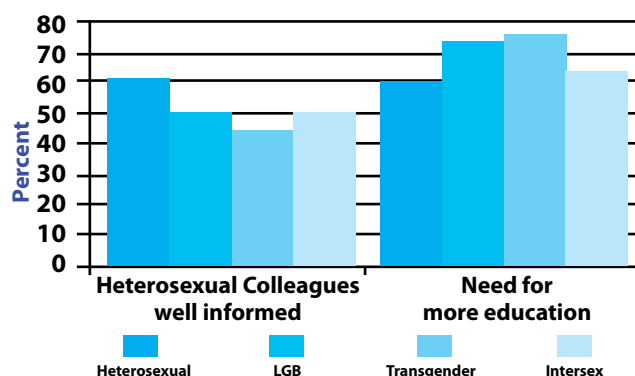


LGBT Awareness and Education

In terms of LGBT education/awareness and the level of awareness amongst straight colleagues, we once again see somewhat of a disconnect between views.

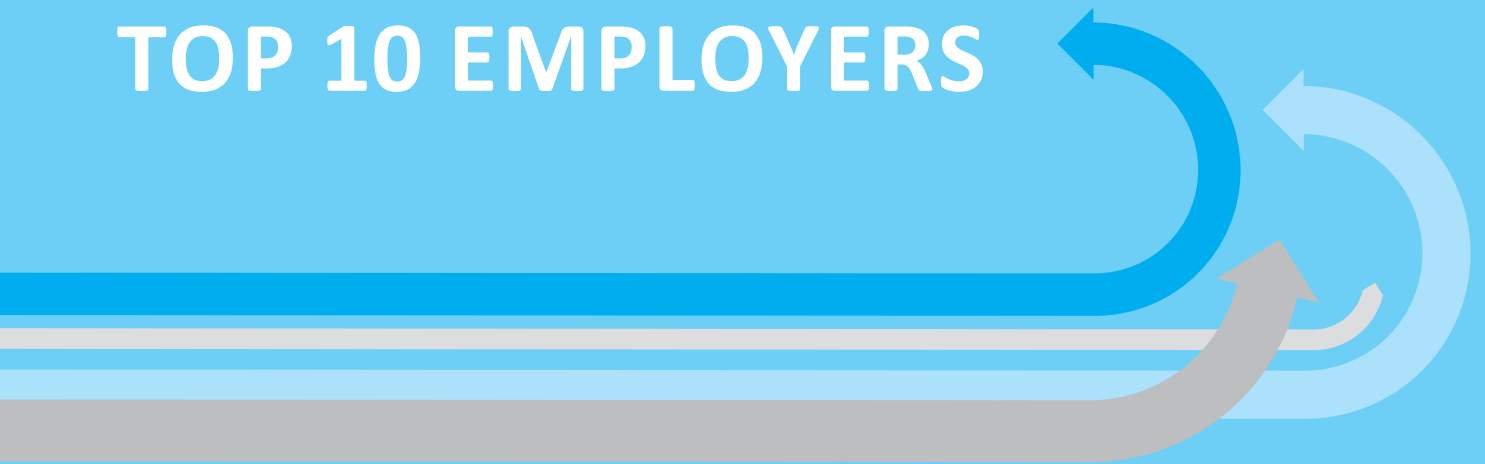
LGBTI employees do not feel that their heterosexual colleagues are as well informed on LGBT issues as their heterosexual colleagues do and their heterosexual colleagues are less likely to feel there is a need for more education/awareness than their LGBT counterparts.

Section 3 of the Australian Workplace Equality Index which looks at Diversity training and leadership competency stood out as being a key area of development for most participating organisations. With the highest representation of "zero" scores, it ranked second to the less likely categories of community engagement and fundraising. While organisations are clearly seeing value and benefit in engaging with the external LGBT community, there is still some work to be done internally in terms of employee education and awareness.



AUSTRALIAN WORKPLACE EMPLOYERS INDEX 2012

TOP 10 EMPLOYERS



Our Top 10 Employers



Luke Sayers, CEO, PwC Australia

"At PwC Australia we pride ourselves on delivering value to Australia's communities and business networks.

We recognise that people are the key to our success as a business, which is why we are committed to building a culture that empowers every individual and celebrates difference.

Being recognised as the 2012 AWEI Employer of the Year was therefore a great honour, and a well deserved recognition of the efforts of our GLEE network, which was also awarded the LGBT employee network of the year.

Our LGBTI employees and many of their straight colleagues, through the GLEE network, have launched a number of initiatives that have made our workplaces more inclusive, supporting and empowering. Already, these initiatives are being adopted by our clients and other firms in the global PwC network.

While we still have progress to make, PwC is proud to be making a difference to the lives of LGBTI employees and members of our wider Australian community. We look forward to building on our momentum and sharing the journey with others."



Geoff Wilson, CEO, KPMG

"KPMG is proud to rank 2nd in the Australian Workplace Equality Index 2012, up from 3rd place last year, an achievement that recognises our commitment to attract and retain talented individuals of all sexual orientations. We believe that the diversity of experience, skills and backgrounds directly influences the quality of business outcomes we offer clients. As such, we want to ensure that our people are able to enjoy a fair and inclusive workplace where they are comfortable in bringing their whole selves to work. This includes taking practical steps towards this by creating new policies or revising current ones to ensure inclusion and respect. Although we clearly have more work to do, the AWEI award is welcome affirmation of our diversity strategy, policies and programs, and the KPMG partnership and I are delighted that KPMG has been recognised as one of Australia's most gay-friendly workplaces."



Rob Lee, Client Managing Director, Westpac Integrated Account & Executive Sponsor, LGBT, IBM

"IBM has had LGBT inclusive policies as a cornerstone of our business strategy for many years. In 2012, we are delighted that Pride In Diversity has once again recognised our leadership role in promoting workplace equality and diversity in Australia. Throughout our more than 100 year history, IBM has always cherished difference, welcoming anyone with talent, regardless of their gender, race, sexual orientation, age or creed. This commitment to workplace equality and inclusion has helped to foster a vibrant and growing LGBT community, whose creativity, intelligence and diversity of thought continue to help drive our success."



Jack Percy, Australia/New Zealand Managing Director, Accenture

"We are pleased to be recognised as a leader in the Australian Workplace Equality Index for 2011/2012.

At Accenture we believe that Inclusion and Diversity is about excellence and respect for the individual. If you create a working environment that is founded on a positive approach to relationships with others, where individual differences are honoured and valued, you are going to attract and keep the best talent in the market.

This ranking helps recognise Accenture as an employer of choice, particularly for the LGBT community in Australia, and demonstrates Accenture's commitment to creating an environment where all employees feel supported and can perform to their best ability."

Our Top 10 Employers



Anthony Miller, Managing Director and Co-Head of Financing Group in Australia and New Zealand, Goldman Sachs

"Given our continued focus on creating an inclusive and engaging environment where everyone in the firm feels valued, I am encouraged by this important external recognition of Goldman Sachs Australia as a place where LGBT employees can feel welcomed, supported and enjoy coming to work."



Mark Menhinnitt, Chief Executive Officer Australia, Lend Lease

"We are delighted to have placed in the Top 10 Australian Workplace Equality Index for 2012, and our inclusion is a tribute to the work of the Lend Lease LGBTI Employee Resource Group, as well as our Australian Diversity Council. Our continued commitment to diversity will ensure we create a workplace that is fair and equitable for all our LGBTI employees and Lend Lease as a whole."



Professor Gail Whitehead, Pro-Vice Chancellor (Social Inclusion), Macquarie University

"We were delighted to be [joint] highest ranked public sector organisation in 2012 and, for Macquarie University, winning this award is significant for several reasons. First, it sends a clear signal to GLBTIQ staff and students that this is a place in which their identity is not just supported but affirmed and celebrated. Second, it reminds people that inclusion doesn't happen by accident – it's the result of commitment, action and dedicated resources. Finally it highlights that universities are, and always should be, institutions that stand for the creation of fairer and more just societies."



Senior Deputy Vice Chancellor and Ally Champion, Professor Bill Loudén, University of Western Australia

"We had three key aims when we began to promote diverse sexualities and genders: to ensure our workplace attracted the best staff and provided a safe and inclusive environment in which to thrive; to offer an inclusive campus for our predominantly young undergraduate student cohort, many of whom are still establishing their sexual and gender identity; and, to demonstrate leadership and bold institutional acts, such as flying the Rainbow Flag, that offer encouragement to the wider community."

Our success in this area can be attributed to highly visible and sustained senior leadership, a grass roots capacity building model and a willingness to critically examine, and remove where appropriate, structural and historic barriers. It is the University's aspiration to be included among the world's top 50 Universities in the next 50 years and a demonstrable commitment to diversity and inclusion is a critical ingredient in this aspiration."

Our Top 10 Employers



Shalini Danton, Manager Human Resource Strategies, Australian Federal Police

"The retention of a 'Top 10 Employer' rating at the recent AWEI awards luncheon recognises and celebrates the long standing dedication of the Australian Federal Police to all areas of Diversity with a particular focus on the Gay, Lesbian, Bisexual, Transgender and Intersex community.

The AFP's Gay & Lesbian Liaison Officer network has just passed its 16th year of operation. The network is vital due to its dual focus of internal support to AFP members along with the engagement and external liaison with the wider GLBTI community.

The update of the AFP's Workforce Diversity Plan includes specific policies to increase all areas of AFP's diversity with a goal to reach normal population levels reflected within the AFP".



Kaye Butler, General Manager Human Resources, Chevron Australia

"Chevron Australia is committed to promoting and supporting diversity in the workplace, including diversity in experience, gender, ethnicity, ability, and sexual identity. Our company is very excited to be in the "Top Ten" LGBT places to work this year, as it is a visible demonstration of our continuing commitment to diversity.

At Chevron, we strive to provide a workplace where LGBT employees feel comfortable to be open about themselves and their families. We know this has a direct positive correlation with staff well-being, productivity and loyalty. We also know that our positive reputation in the LGBT community increases our ability to attract new talent to the company. Chevron Australia's management team encourages all of our employee resource groups to provide unique insights into opportunities that improve our workplace and contribute to our shared success.

In summary, our commitment to LGBT diversity is good for our LGBT employees, their colleagues, our shareholders, and the community in which we operate."

ACHIEVEMENT AWARD: Most Improved Employer : Deutsche Bank



JT Macfarlane, Chief Country Officer, Deutsche Bank AusNZ

"I am delighted that Deutsche Bank in Australia has been awarded 'Most Improved Employer for LGBT Employees', as part of the Australian Workplace Equality Awards. This award is great recognition of the Bank's early progress and positive momentum to break down hidden barriers in this area of workplace diversity and inclusion.

At Deutsche Bank, we believe diversity contributes enormously to our culture and our ability to meet the expectations of our employees and clients, and LGBT inclusion is a key pillar of our global diversity agenda. As executive sponsor of Deutsche Bank's dbPride Network in Australia and New Zealand, I look forward to championing progress towards our goal of creating an inclusive workplace where all of our employees can bring their whole self to work, and contribute fully to the future success of the Bank."



EMPLOYER OF THE YEAR FOR LGBT EMPLOYEES

Australian Workplace Equality Index

PwC

PwC took out full honours this year with Employer of the Year and LGBT Employee Network of the Year. Jumping from 8th place in last years index, PwC was also one of three contenders for the most improved award.

PwC provided a comprehensive submission that clearly backed up their tagline of "LGBTI Inclusion – woven into the fabric of PwC". Mark Johnson, then CEO of PwC Australia stated that *"at PwC, we strive to be a learning organisation. It was an honour to be recognised in last year's AWEI awards as a top 10 employer, but we know its important not to rest on our laurels. Our GLEE network has made great progress this year responding to last year's AWEI results, challenging our thinking and taking us to a new level of awareness and inclusion for LGBTI staff. The growth of our people will only come if we grow as a firm, and I am proud of how we progressed in 2011"*.

Some of the standouts highlighted in PwC's 2011 submission for the 2012 award included:

- Design and delivery of LGBTI training program *Sticks and Stones* to over 500 staff nationally
- Contribution to Australia's business community through mentoring and speaking engagements
- Mentoring of PwC's leaders to ensure passionate buy-in "at the top" (Partner reverse mentoring)
- Substantial networking opportunities for staff, with clients and within the community
- Changing the firm's diversity statement to reflect the needs of transgender employees transitioning in the workplace.
- Training the HC Policies team on issues facing LGBTI employees to ensure policy relevance
- LGBTI and GLEE Steering Committee member appointed to lead PwC's firm-wide diversity program.
- Embedding of GLEE into recruitment, internal communications, corporate social responsibility and greater networking opportunities.
- Growth of PwC's GLEE network (Gays, Lesbians, Everyone Else) by over 40%, with straight allies accounting for 40% of the network.

PwC will talk more of their award winning initiatives at the *Pride in Practice LGBT Workplace Conference* held by Pride in Diversity at the end of the year.



pwc



Jim Lijeski and Suzi Russell accept the award for Employer of the Year from Patron, the Hon. Michael Kirby and special guest Jacki Weaver at the Pride in Diversity Annual Business Luncheon & Awards Celebration



"We recognise that people are the key to our success as a business, which is why we are committed to building a culture that empowers every individual and celebrates difference.

Being recognised as the 2012 AWEI Employer of the Year was therefore a great honour, and a well deserved recognition of the efforts of our GLEE network, which was also awarded the LGBT employee network of the year"

Luke Sayers
CEO, PwC Australia

"It is important for people to feel comfortable in their own workplace. I am proud that GLEE@PwC network helps to foster an environment of acceptance and support of our LGBT employees and friends"

Jim Lijeski,
GLEE@PwC Partner Sponsor

PRIDE IN DIVERSITY TOP 10 EMPLOYERS 2012



Macquarie University & University of Western Australia

This year the highest ranking public sector organisation award was shared by two universities, both ranking an equal 7th on the overall index.



(left) Daniel O'Neill and Gail Whitford, and (right) Malcolm Fialho accept the award for Highest Ranking Public Sector Organisation (Joint) from Patron, the Hon. Michael Kirby and special guest Jacki Weaver at the Pride in Diversity Annual Business Luncheon and Awards Celebration.



Macquarie University enjoyed its second year with the Top 10 Employers list and in their 2011 submission provided evidence of furthering their work in LGBT inclusion. Macquarie was pleased to report an increase in counselling staff registered within the Allies network, with a particular sensitivity to and awareness of the needs of those who are transitioning. The university undertook a gender binaries research project, launched an "It Gets Better" YouTube video, brought in guest presenters from PFLAG, Freedom to Be and ran GLBTI awareness workshops throughout the year for the Macquarie Ally network and Biology staff.

Applicants for vacancies at Macquarie now have a third gender option on their application forms and existing staff have the option of altering their gender status on university systems.

The Macquarie Ally network is active with bulletin boards and professional development luncheons headed by a steering committee that meets monthly to track progress and with regular attendance and input from the Pro Vice Chancellor. Participation in community organisations is also evident, including board participation in the Pinnacle Foundation, Working Group representation on the City of Sydney Pride in Colour initiative, working group participation in Sydney IDAHO and the ACON 2011 Community Forum organising committee on transphobia.

In addition, a Macquarie staff member and PhD student/tutor from the Faculty of Business and Economics recently established a new community initiative called Gay Hero matching young gays with mentors.

University of Western Australia also enjoys its second year within the Top 10 Employers, but this year escalated from 10th place to 7th, enjoying not only a higher ranking but sharing the accolades for highest ranking public sector organisation with Macquarie University.

In 2011, the Vice Chancellors Equity and Diversity Committee requested the drafting of a Diverse Sexualities and Gender Policy and developed and lodged the 2012-2014 Equity and Diversity Management Plan specifically outlining the University's inclusion strategy. This work builds upon the University's historic commitment to sexual diversity and further strengthened its commitment to equity and inclusion. In addition a campus wide initiative Inclusive Campus Culture was launched along with an LGBTI staff network and survey to determine the organisational 'climate' with respect to diverse sexualities and genders. UWA also as part of the Collective Agreement Bargaining Process, included within the EBA Log of Claims surrogacy provisions in the parental leave clauses and a language change to reflect current terminology around diverse sexualities and genders.

The UWA submission also reflects strong LGBT related bullying/harassment and grievance procedures with their complaints system being streamlined, automated and centralised with specific LGBTI complaint fields that replicate policy, accompanied by regular training for HR/Contract Officers on LGBTI sensitivities, terminology and common concerns.

The UWA ALLY network was also regenerated throughout 2011 via a consultative process following feedback from last years submission, formalising initiatives and redeveloping its web infrastructure.

UWA participated in a high-level WA Government Committee addressing Gender and Sexuality based bullying in the public school system. Their award winning ALLY Program and progressive LGBT strategy was also acknowledged by the WA Equal Opportunity Commission.



**ACHIEVEMENT AWARD
FOR MOST IMPROVED**

Australian Workplace Equality Index **Deutsche Bank**

For the first time this year, we included an Achievement Award for the most improved organisation regardless of whether or not that organisation makes the Top 10 employer list. This award specifically acknowledges the organisation that has jumped the highest number of points on their previous years submission.

Pride in Diversity actively encourages organisations to submit annually to the AWEI as it provides current and relevant feedback on LGBT inclusion initiatives and contributes to a national benchmark for which you can obtain qualitative and quantitative feedback. Of course one of the most significant advantages is the ability to provide an external analysis and acknowledgement of progress made.

This year, the Most Improved Award was presented to Deutsche Bank who jumped an incredible 40 points on the index. We congratulate Deutsche Bank on the steps taken to actively engage with the index, take on board last years feedback and implement change.

Deutsche Banks LGBT Inclusion Initiatives 2011

Deutsche Bank's commitment to equality transcends age, race, gender, religion, disability and sexual orientation. We believe that diverse companies are innovative companies, and the Bank endeavours to create a truly inclusive culture where all employees can thrive and reach their full potential.

In 2011, Deutsche Bank established a Diversity Council for Australia and New Zealand. The Council comprises senior leaders from across the Bank's divisions. Its objective is to provide strategic direction to the Bank's diversity agenda, with business ownership and accountability. JT Macfarlane is the Executive Chairman of our business in Australia and New Zealand and chair of the Council. He is a passionate advocate for creating an open, inclusive environment, where employees can bring their whole self to the workplace.

The Diversity Council has rolled out several initiatives to promote the importance of LGBT inclusion.



The Council supported the formation of the dbPride network in Australia and New Zealand – an employee network for lesbian, gay, bisexual and transgender employees and those who support this community. dbPride takes on the important role of being an LGBT workplace ally. With established LGBT networks in London, New York, Frankfurt and Asia Pacific, dbPride network is closely linked to our global diversity priorities. For many years, the Bank's LGBT networks have hosted forums with senior business leaders, interbank events, a mentoring program, corporate volunteering days and fundraisers.

Recently, over 300 senior leaders within the organisation participated in Unconscious Bias training, because we believe that making leaders aware and accountable will help to build a culture of inclusion. The training aimed to increase awareness of how our assumptions about others affect our behaviour – a key barrier to diversity. The sessions were well received and emphasised diversity in all its forms as a leadership priority for the Bank.

During the last year, Pride in Diversity has delivered a number of educational LGBT awareness sessions to the Bank including for all members of the Diversity Council and for Human Resources. These sessions were well received and have been instrumental in our recent progress. Deutsche Bank looks forward to continuing this partnership, to continue to support the development of a diverse and inclusive environment.

Later this year, Deutsche Bank will host Global Diversity Week consisting of educational videos and webinars conducted by senior leaders, including topics on sexual orientation and strategies for enabling inclusion.

More generally, dbPride is focused on building awareness and providing education on LGBT inclusion for all employees. While it is still in its early stages, dbPride is establishing a presence – on our intranet, with planned events, drawing upon insights from our global networks, and by adding to many of the more general diversity initiatives that are in place across the Bank.



LGBT EMPLOYEE NETWORK OF THE YEAR

Australian Workplace Equality Index **GLEE @ PwC**



This year, PwC not only took out the Employer of the Year award, but also LGBT Employee Network of the Year.

In 2011, the GLEE (Gays Lesbians and Everybody Else) Network focussed on embedding the group into the four key areas/activities that their people told them were the most important:

- Recruitment
- Internal Communications
- Corporate Social Responsibility, and
- Networking Opportunities.

In terms of the AWEI, this network was exemplary in it's:

- Ability to articulate, formally document and be accountable to its mission, aims, strategy and overall contribution back to the organisation
- Ability to engage the group in frequent and varied LGBTI networking opportunities with a mix of professional, community and internal events (over 21 events throughout the year)
- Fortnightly review and reporting against the GLEE plan with strong links to the organisations objectives
- Quarterly meetings between the GLEE Partner Sponsor and the CEO to provide an update on GLEE's focus and to highlight areas of discussion at the Firms Executive Meetings.
- Active engagement of the GLEE Executive Sponsor
- Active production of brochures and communications ie. Experienced Hire Brochures, Campus Recruitment Brochures.
- Extraordinary contribution to the development and delivery of the Sticks and Stones LGBTI specific training program, delivered to over 500 people in 2011.
- Commitment to mentoring other organisations and contributing to community organisations.



STAR PERFORMER NETWORK GROUP

Australian Workplace Equality Index

LGBT Employee Networks that receive full marks on the LGBT Employee Network Component of the Index are awarded Star Performer Network Group Status.

The 2012 Star Performer Network Groups were:

- PwC's GLEE Network
- IBM's EAGLE Network
- KPMG's KGEN Network
- Goldman Sach's GLAM Network
- AFP's GLLO Network, and
- Lend Lease's LGBTI Employee Resource Group

1 PwC

Recognising and celebrating diversity does not just have symbolic value. For PwC it's good business practice too. By understanding and advancing the interests of our LGBTI people, the firm gets to better understand our clients, contribute insightfully to public debates, and meaningfully contribute to the communities we belong to.

This philosophy underpins our approach, informs our many initiatives, and has helped contribute to our past success. In fact, understanding and advancing LGBTI issues has now become core to PwC's professional culture. It is an accepted part of the way we do business – not a discretionary exercise or an employee 'value add'.

In the past year PwC has:

- launched a comprehensive development program focused specifically on LGBTI inclusion;
- broadened our Diversity Statement to reflect the needs of Transgender employees;
- trained our Human Resources teams on LGBTI issues;
- incorporated inclusive language into the firm's policies;
- imprinted GLBTI inclusion in our recruitment, communications and corporate responsibility activities; and
- reworked the GLEE strategy to embed it within the firm's overall strategy and client programs.



Jim Lijeski and Suzi Russell accept the Employer of the Year Award from Patron, the Hon. Michael Kirby and special guest Jacki Weaver at the 2012 Pride in Diversity Annual Business Luncheon and Awards Celebration.

A key initiative in building widespread acceptance of LGBTI issues has been our diversity training. During the past year, GLEE@PwC established a Sticks & Stones training program which has reached more than 500 people to date. The program highlights the importance of an LGBTI-inclusive workplace and leads our people through role play scenarios which help them respond to behaviour that deliberately or unconsciously impacts LGBTI people. It has opened the door for honest and open conversations about LGBTI issues in our teams. We are pleased to report huge demand for the training program, which will now be offered to every PwC office across the nation.

These and other initiatives have catered not only to our LGBTI staff but have been enthusiastically embraced by straight employees who share our commitment to building and celebrating a diverse workplace. We are proud that straight members of GLEE@PwC now account for fully 40% of members. From Graduates to Senior Leaders, Human Capital teams in Sydney to our Client Service teams in Perth, people across the country have played a significant role in making GLEE@PwC a success.



We believe our workplace must reflect the diversity of our communities, with our CEO and board committed to an inclusive work environment where difference is encouraged and respected. This is an important part of our aspiration to be the best firm to work with, for our clients and our people.

Our diversity and inclusion journey began formally, in 2006, with the establishment of a Diversity Advisory Board to lead KPMG's Diversity & Inclusion Strategy and program. We wanted to show our people we are serious about an environment where people flourish by bringing their whole selves to work. Our current Sexual Orientation and Gender Identity Strategy was developed as part of that commitment and forms an integral part of our diversity agenda.

Our goal for 2011 was to review the existing strategy to ensure our key activities were successfully contributing towards creating a culture of inclusion. The review showed our KGEN network needed rejuvenation and focus, along with a survey to KGEN members which clarified their needs and expectations. The sound practical feedback identified the need of a structured management ensuring KGEN's objectives are met and accelerating its growth. The Management Committee, reports to the KPMG leadership on its progress, impact and budget, and manages KGEN events nationally. This committee organises regular events, support for members and encourages participation in community events. Marching in Sydney's Mardi Gras, volunteering at Melbourne Midsumma and attending fundraising events like the annual Aurora Gala are some examples.

We firmly believe in working in tandem with other organisations to promote visibility of our LGBT employees and continued to leverage our partnerships with other organisations through the regular attendance of various professional member networking events organised by Pride in Diversity. The KPMG partnership continued our pro-bono commitment to the Gay and Lesbian Switchboard (Victoria) in FY 2011, providing \$66,349 of pro-bono auditing services



Ryan Burke and Heather McIlwain accept their award from Patron, the Hon. Michael Kirby and special guest Jacki Weaver at the 2012 Pride in Diversity Annual Business Luncheon and Awards Celebration.

and a \$5,000 donation. Since the relationship began in 2009, KPMG has provided in excess of \$177,000 in pro-bono work, including pro-bono audit services, and donated \$20,000.

In addition, I was appointed to the KPMG Board which provided me with access to KPMG's Executive and Leadership team, thus allowing the opportunity to champion this cause directly with the foremost senior leaders in the organisation.

Activities and pro-bono work aside, the key tenets of our Sexual Orientation and Gender Identity strategy have ensured our policies support our people regardless of sexual orientation or gender identity.

This includes:

- challenging assumptions made about people based on physical appearance or social affiliation
- encouraging people to respect another's private life or sexual orientation through our Equal Opportunity Policies
- revising our Parental Leave Policy to ensure that all KPMG employees (regardless of gender, sexual orientation or relationship) are entitled to the policy benefits
- ensuring KGEN continues to be a specific supportive network for our non-heterosexual employees.

The AWEI award is welcome affirmation of our diversity strategy, policies and programs, and an encouragement to continue and improve our diversity and inclusion strategy. The KPMG partnership and I are delighted we are recognised as one of Australia's most gay-friendly workplaces

Liz Forsyth - Sexual Orientation and Gender Identity Champion and KPMG Board Member

3 IBM

IBM Australia has a talented and diverse workforce because we maintain a deliberate focus on equality and inclusion – at every level, and both inside and outside our organisation.

Out and proud in the community

IBM has a strong LGBT community presence, supporting numerous iconic events, including attending fund raising dinners for the Aurora Group, a charity that raises funds to disburse to gay, lesbian and transgender community organisation; and sponsoring Queer Screen for the 2012 Festival. These partnerships help to build LGBT inclusion and awareness and promote IBM as an employer of choice within the LGBT community.

Since 2007, IBM has been a partner of the Midsumma Festival helping ensure the ongoing success of one of world's largest gay and lesbian arts and cultural festivals. IBM's partnership of Midsumma primarily funds, equips and supports the vital Midsumma volunteer program. Each year, IBM has a stand at the event and it is staffed by IBM employees who meet the public and represent IBM to 'spread the word' about the many reasons why IBM is an employer of choice for gay, lesbian, bi-sexual and transgender people.

In 2005, IBM became a founding sponsor of Joy FM, the premier LGBT radio station within the LGBT community, both locally in the greater Melbourne area and nationally through live internet broadcasting. Our continued support of the station included an investment of hardware, software and services in 2011.



Steven Preston and Rob Lee accept their award from Patron, the Hon. Michael Kirby and special guest Jacki Weaver at the 2012 Pride in Diversity Annual Business Luncheon and Awards Celebration.

Proactive LGBT education at all levels

IBM offers all employees and managers specific diversity training in a variety of delivery formats, including classroom based workshops and self-paced online learning.

In 2011, through our Pride in Diversity (PID) membership, IBM's HR Partners, Recruiters and Resource Managers also received PID training on "Sexual orientation and gender identity in the workplace".

In addition, to further increase understanding and awareness of LGBT issues at an executive level, in 2011, IBM started a new LGBT reverse mentoring program. The program pairs an 'out' LGBT employee with a senior business leader or executive to help them understand the importance of LGBT inclusion and build a workplace culture that supports LGBT employees. Around the world, 200 'out' LGBT IBMers have volunteered to be mentors.

A strong, well-supported network

IBM Australia's EAGLE diversity networking group was established in 2000. This is a local, employee-managed community, supported by IBM. The EAGLE team has an internal governance structure that reports directly to the LGBT Executive Sponsor, who also sits on the Diversity Council. Its objective is to promote a safe and open working environment for all employees, regardless of sexual orientation, gender identity, or gender expression. To this end, it runs internal and external events and sends out regular communications and publications, as well as providing a support structure for LGBT employees and their straight allies.

4

Accenture



Ashley Anderson-Buick and Russell Lath accept their award from Patron, the Hon. Michael Kirby and special guest Jacki Weaver at the 2012 Pride in Diversity Annual Business Luncheon and Awards Celebration.

At Accenture we are pleased to be highly ranked in the Australian Workplace Equality Index for 2011/2012. This ranking recognises the importance we place on inclusion and diversity initiatives, and the focus we have in creating a more inclusive work environment.

In 2011, we developed a Human Capital Strategy to support the growth projected in the Australian business. One of the Human Capital Strategy imperatives was to increasingly 'engage our people'. This included increasing our commitment to inclusion and diversity programs, and reinforcing a supportive and inclusive workplace for all of our people. In 2011 we also established an Australian-specific Inclusion and Diversity Plan, which included a range of programs designed to better integrate diversity into our core business.

Recruiting, Onboarding and Ongoing Training

A range of mandatory internal training courses and recruiting material was updated to include inclusion and diversity specific content. Specifically, our 'Managing Diverse Teams' training includes role play activities based on a range of diversity situations, and was delivered via 13 sessions in all Australian locations to 66 executives.

Policies and Procedures

Over the last two years, Accenture's policies and procedures have been reviewed to ensure appropriate inclusive language is incorporated. This was a key initiative in strengthening our foundation for inclusion and diversity, and an important contributor to Accenture being awarded the Australian Human Resources Institute's Diversity@Work Award for the Employment and Inclusion of Gay, Lesbian, Bi- Sexual, Transgender and Intersex Award.

Communications & Visibility

We recognise that diversity and equality in the workplace has many dimensions. As an example, in 2011, Accenture launched a dedicated LGBT Australian internal portal site which provides links to local and global initiatives, key contacts, and updated communications relevant to the local LGBT community. Our annual global employee survey was also updated to include optional LGBT identification questions in order to gain a better understanding of this community. Multimedia initiatives such as the Accenture "It Gets Better" video and a recorded message from Accenture's global CEO Pierre Nanterme which was shared with all employees, further demonstrates Accenture's commitment to initiatives that support our inclusion and diversity agenda.

Networking & Community Engagement

Monthly LGBT network events are regularly held in Melbourne and Sydney, along with special networking events organised ahead of the office end-of-year functions where our LGBT and Ally employees and their partners are invited to meet and socialise ahead of the main company event.

To continue Accenture's global commitment to equip people with the 'Skills to Succeed', in 2011 Accenture was proud to announce support of the Pinnacle Foundation - a not-for-profit organisation that supports disadvantaged LGBT youth through mentoring, scholarships, and pro-bono assistance.

Through Accenture's LGBT network and allies we have been able to strengthen awareness within the organisation, while continuing to deliver on our commitment to creating a truly inclusive, supportive, and diverse work environment.

5

Goldman Sachs



Michelle Nyberg and Bohdan Abrat accept their award from Patron, the Hon. Michael Kirby and special guest Jacki Weaver at the 2012 Pride in Diversity Annual Business Luncheon and Awards Celebration.

Throughout 2011, Goldman Sachs in Australia continued to prioritise LGBT initiatives ranging from recruitment and education to community engagement and renewed internal governance. The firm's LGBT network, GLaM (Gays, Lesbians and Mates) received the Star Performing Network Group award in this year's PiD index and is the driving force behind LGBT initiatives as part of the firm's diversity and inclusion agenda.

At Goldman Sachs, summer interns and graduates form the bedrock of the talent pipeline. Over the past couple of years, the firm has developed an LGBT campus recruitment strategy; actively promoting GLaM at undergraduate roadshows by displaying highly visible signage, distributing flyers and holding targeted, GLaM-sponsored recruitment events.

The Diversity and Inclusion (D&I) training curriculum at Goldman Sachs is extensive and over the past 12 months has included upward of 40 different training opportunities held locally, regionally and globally. All employees are required to attend 2 hours mandatory D&I training each year. Sessions and programs focused specifically on LGBT issues include "Out in the Open: Sexual Orientation in the Workplace", hosted by renowned US diversity specialist Mark Kaplan. This program provides insights into the workplace experiences of LGBT professionals and tools and guidance on how to consistently exhibit and promote inclusive behaviours that foster a harmonious work environment. This year, Goldman Sachs extended invitations to external contacts which facilitated sharing best practices on LGBT issues and networking with the broader LGBT business community.

November is Pride Month at Goldman Sachs. Pride Month is a global initiative that invites all employees to attend events to increase their awareness of LGBT issues. Highlights of the month for our Australia and regional employees were "Be the Ally, Be the Change" focused on lessons learnt from managing director LGBT allies, "The Power of Pride: The Influence of the LGBT Market" focused on LGBT clients and a "Fireside Chat with Jin Xing". Jin Xing was born as a boy, advanced to the rank of colonel in the Chinese army, had gender reassignment surgery and then followed a staggering career as a world-class prima ballerina.

Engaging in the communities that we live in is central to the firm's philosophy through a range of initiatives including those relating to LGBT. Contribution from GLaM has included making donations to the Sydney Gay and Lesbian Choir, raising money for World Aids Day and supporting Pinnacle Foundation, a charity that assists disadvantaged gay and lesbian youth to further their studies or vocational training. GLaM's contribution to Pinnacle has been through funding, time (presenting to students) and governance (one of the GLaM co-heads is also a volunteer board member of the Pinnacle Foundation).

Goldman Sachs has a robust diversity and inclusion governance framework overseen by the Asia Pacific Diversity Committee (APDC). The APDC works closely with the firm's diversity professionals and networks to develop and approve strategies that guide the firm, divisions and regions in achieving their diversity goals. Locally, the APDC has created a Diversity Leadership Group (DLG), a select group of senior EDs and MDs across the various businesses in Australia and New Zealand to champion and role model diversity in their areas. A key deliverable for this group is to support GLaM on LGBT issues. This includes encouraging attendance at LGBT events and holding open conversations with team members around LGBT in the workplace.

6

Lend Lease



Martin Hunt and Chris Lamb accept their award from Patron, the Hon. Michael Kirby and special guest Jacki Weaver at the 2012 Pride in Diversity Annual Business Luncheon and Awards Celebration.

Our Diversity Strategy

At Lend Lease, we define diversity and inclusion as 'All the ways in which we differ'.

Our aim is to create environments where people are respected for who they are and what they do. Our core values ensure we are dedicated to our relationships and the respect of all people, their ideas and their cultures.

Connecting people: our Employee Resource Groups

Our Australian Diversity Council (ADC) coordinates seven Employee Resource Groups (ERGs) at Lend Lease, including those focused on age and intergenerational diversity, all abilities and cultural diversity, Indigenous engagement and workplace flexibility.

Promoting awareness and inclusion

Led by Chair, Martin Hunt, the Lesbian, Gay, Bisexual, Transgender and Intersex (LGBTI) ERG is open to LGBTI people and their straight allies throughout Lend Lease, and its members cover a wide range of professional and business backgrounds.

Through the Australian Diversity Council (ADC), Martin Hunt has access to the executive level support of Chris Lamb, Head of HR for Australia, and the Australian Diversity Council co-chairs, Chief Executive Officer, Australia, Mark Menhinnitt, and Tony Brennan, Director of Operations, Australia.

Bringing 'your whole self to work'

Over the past few years, there has been a marked increase in the organisational awareness of LGBTI diversity, thanks in large part to the work of our Employee Resource Group. They communicate regularly with other employees with news stories and blogs on the Lend Lease intranet, and through internal campaigns such as World AIDS Day and the electronic display of the Australian Quilt Project in our head office.

They have also been part of many networking events, increasing our profile in the Diversity space and making us an employer of choice that attracts and retains the best talent.

Creating partnerships and sharing respect

Our commitment to diversity is also demonstrated through our community partnerships, such as our work with Twenty10 - a community based, non-profit state-wide organisation that offers support and resource centre for young people who identify as gay, lesbian, bisexual, transgender or intersex.

The ERG has worked with Twenty10 on a number of projects, such as preparing lunches for the drop-off centre, running marketing workshops with Twenty10 employees, and assisting in the set-up of their intranet. Combining our Diversity talents with our strengths in the project management and construction space, the ERG has also commenced a project to provide support and resources to assist with the leasing and fit out of Twenty 10's new premises.



The University of Western Australia Macquarie University



The University of Western Australia is delighted to have received this prestigious accolade in recognition of our sustained focus over a decade.

Our primary achievement has been the implementation of the transformative ALLY strategy launched in 2002. Predating the introduction of sexual orientation and gender identity legislation in WA, the Ally strategy has tangibly contributed towards fostering a more inclusive campus culture both at UWA and across more than a dozen universities in Australia and New Zealand. The University has also implemented a range of proactive strategies such as the adoption of a broad definition of family in the Enterprise Agreements, recognition of Trans and Intersex status on UWA forms and an active LGBTI staff network.

There are numerous benefits from this strategy for both the University and the community it serves. Embedding diverse sexuality perspectives in the UWA student experience facilitates a deeper and more sustained engagement around issues of social responsibility, as part of a broad-based education. Staff also work best in a setting marked by mutual respect, personal dignity and with forms of support that enable them to reach their full potential.

The wide publicity and emulation of the Ally strategy nationally has strengthened our reputation as a 'good citizen' demonstrating leadership in our contribution to the economic, social and cultural well-being of the broader communities in which the University operates.

Macquarie University celebrates the diversity of all staff and students. We continually strive to ensure that our community is one of inclusion and respect, where sexual and gender diversity is valued and acknowledged, and where everyone can participate fully and flourish in their work and study. We enjoy active and visible support for diversity at all levels of the organisation.

Some of our achievements over the last twelve months include an official 'It Gets Better' video; large public events for IDAHO; the development of Gender, Sexuality and Sexual Health Week; increased community outreach and fruitful collaborations with a number of community organisations. Our Ally Network is growing strongly and currently has 130 members. We have also been working closely with other universities to support them in establishing and maintaining their own networks.

The University is also leading the way in actively supporting staff and students of diverse genders. In 2011, The Equity and Diversity Unit commissioned a research report into the experiences of trans, intersex and gender diverse students. A number of recommendations made in the final report are now being acted upon. Recently, our Mentors@Macquarie program and our Scholarships Office amended their official forms to recognise those students. The Human Resources Department has also amended all job application forms to include 'Other' ensuring appropriate recognition of gender-diverse staff and potential staff members.

Having our efforts recognised in the Australian Workplace Equality Index for the last two years is gratifying. We know there is more to be done, and we are committed to doing it.

"We're absolutely committed to equality," said Deidre Anderson, Deputy Vice-Chancellor (Students & Registrar), who spoke at the recent IDAHO event on campus. "We want people to be themselves here. We're making progress every year so everyone can get fully involved in University life, and it's great that we can get behind our students who are doing the same."

9

The Australian Federal Police (AFP)



AFP's continued inclusion of GLBTI people sees retention of Top 10 Ranking.

The AFP has reaffirmed its inclusion and celebration of Gay, Lesbian, Bisexual, Transgender and Intersex members- sworn and unsworn through continued recruitment and retention programs for people from all diverse groups.

The AFP's continued participation in events such as the Sydney Mardi Gras and Perth Pride coupled with linked advertising that promotes AFP as an Employer of Choice for GLBTI people has also raised the awareness and inclusiveness of the AFP within the GLBTI Community.

The AFP celebrates the diversity of its people along with the diversity of the roles the agency performs, at all levels. The AFP recognises the needs to celebrate and support people from diverse backgrounds through the AFP's National Diversity Council and Diversity Champions who all are active in their space.

The AFP's Manager for Human Resources Strategies, Shalini Danton said 'The AFP is proud of its 15 years of commitment to inclusion of GLBTI people in its workplace. The retained Top 10 ranking within The Australian Workplace Equality Index is recognition of this ongoing commitment'.

The ranking has seen the AFP move into a lead role within the Federal Attorney General's Portfolio, mentoring and advising other agencies along the way.

The AFP's Gay & Lesbian Liaison Officers (GLLO) network also has received continued recognition with a Star Performer Network award at this year's AWEI awards lunch.

The AFP's GLLO network is an inclusive network made up of identifying and non-identifying members (straight allies). Over 300 members of the AFP have undertaken the intensive 3 day training required to become a GLLO. This is required due to the dual focus of the network being:

- Support to AFP members and a stakeholder on the development of policy and governance effecting;
- Being the AFP's liaison with the Gay, Lesbian, Bisexual, and Transgender and Intersex community including investigation support.

The AFP encourages applications from members of all diversity groups including the GLBTI community for uniform and support roles.

10 Chevron



Graham Cowan and Kaye Butler accept their award from Patron, the Hon. Michael Kirby and special guest Jacki Weaver at the 2012 Pride in Diversity Annual Business Luncheon and Awards Celebration.

Chevron: Committed to Equality

Chevron - one of the world's leading integrated energy companies – is proud of its long-standing commitment to workplace diversity.

In Australia – and indeed all its operations worldwide – the company benefits from respecting and understanding the unique talents and characteristics of each individual and by leveraging their collective skills, ideas and experiences.

In fact, Chevron has a dedicated employee network for Lesbian, Gay, Bi, Transgender, and ally employees called PRIDE (Promote Respect, Inclusion and Dignity for Everyone). Globally, PRIDE boasts more than 700 members - with just over 120 active members in Australia. PRIDE ensures a safe, supportive and confidential business and professional environment for all employees, regardless of sexuality or gender identity.

Significantly, PRIDE has been active for 20 years across Chevron's global operations and it was the company's first – of many - employee networks. Working in partnership with management PRIDE members helped refine the company's policies to ensure they were fully inclusive of Lesbian, Gay, Bisexual, Transgender (LGBT) issues. It was those policies that have helped Chevron achieve considerable recognition for its workplace diversity including:

- A 100 percent rating on the Human Rights Campaign (HRC) Foundation's Corporate Equality Index annually since 2005.
- Listing in the "Best Places To Work" by the HRC since 2006.
- Named "Employee Resource Group of the Year" by Out and Equal Workplace Advocates, an American LGBT organisation.

For Chevron, part of the success is attributed to the company's commitment to further highlight the importance of workplace diversity internally and externally. And, in 2011, this included a comprehensive review of HR policies to ensure clearly articulated inclusion for LGBT employees, specific training for employees highlighting the importance of all segments of the wider community in the workplace and a partnership between its PRIDE and Indigenous Networks to host a presentation by prominent newsreader Narelda Jacobs - the first Aboriginal and openly gay newsreader in Australia. In addition, the network sponsored the WA AIDS Council Perth PRIDE Parade Float.

Pride in Diversity

Membership Benefits

Being positive towards LGBT 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 LGBT 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.

As a result, there are not a lot of practitioners who have the experience or expertise to assist diversity and HR executives with the implementation of LGBT related strategies, or that offer specific LGBT advice and support. This program provides Australian employers with that support.

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 LGBT 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 LGBT 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 LGBT workplace issues and to share good practice amongst PID employers, broadening your diversity network
- Invitation to LGBT member networking events for your LGBT 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 LGBT Network Working Groups, All Staff Presentations or Diversity Council training
- 25% discount consulting for special projects, LGBT 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 LGBT 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 LGBT 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 and Diversity speaker for company events, launches, diversity celebrations
- Nomination of an internal LGBT 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 LGBT networking events.
- Opportunity to participate in Pride in Diversity community fundraising events.
- 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 LGBT Workplace Conference.



CEO Diversity Council Australia; Nareen Young, ACON President; Mark Orr, *Pride in Diversity* Patron; The Hon. Michael Kirby, Human Rights Commission President Catherine Branson QC, *Pride in Diversity* Program Director; Dawn Hough, and ACON CEO; Nic Parkhill at the *Pride in Diversity* Launch 2010

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) 9206.2136.

Looking Ahead 2013 Index

The Australian Workplace Equality Index (AWEI) is Australia's definitive national benchmark on LGBT workplace inclusion. By participating in the AWEI, your organisation will receive an overall score, high level feedback on your submission and on request, comprehensive analysis of your submission with comparative data against Top 10 employers, your sector and in some cases industry (free to members, preparation and presentation fee for non-members). All participating organisations will also receive a copy of the annual benchmarking publication for further analysis/ comparison. Your AWEI score can be used as an external measure of progress annually by an external body Pride in Diversity, Australia's leading employer support program for all aspects of LGBTI workplace inclusion.

Participation in the AWEI is free. You do not need to be a Pride in Diversity Member to participate.

The 2012/2013 index assesses work prior to (in terms of policy and practice) but predominately completed within the 2012 calendar year. The awards will be presented at the Ivy Room, Sydney May 17, 2013. **Submissions close Friday March 29, 2013 5pm AEST.**

This 2012/2013 AWEI acknowledges excellence via the following awards:

- Employer of the Year (ranked No. 1 in Top 10 Employers)
- Top 10 Employers for LGBT employees
- Highest ranking public or private sector (depending on Employer of the Year)
- Highest ranking university (minimum entries required)
- Achievement Award for Most Improved Employer
- LGBT Employee Network of the Year
- LGBT Diversity Champion
- Small business awards for less than 50 employees (categories Not-for-Profit/Charity*, Small Business, Regional/Rural, Independent Franchise)

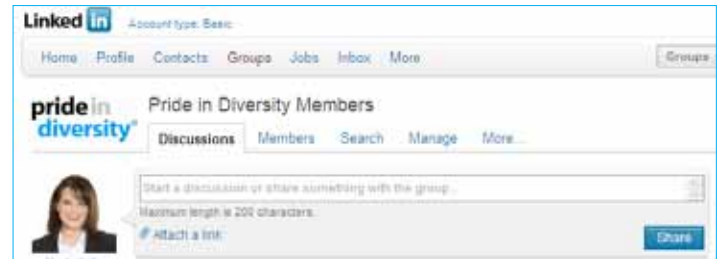
For information on the 2013 Australian Workplace Equality Index or Pride in Diversity Membership Benefits, please contact:

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Email: dawn.hough@prideindiversity.com.au

Or visit our website: www.prideindiversity.com.au/awei

Connect up to Pride in Diversity

Linked In



Find us on linked in – not only will you hear all the latest Pride in Diversity news, but you will be able to connect up with other Pride in Diversity members for online networking and discussions. Open to members only.

Facebook



Join us on the Pride in Diversity facebook site. Keep informed of all the latest news, publications, articles of interest and happenings in the world of PID.

WANT TO RECEIVE THE E-BULLETIN DIRECTLY TO YOUR INBOX?

Currently reading this on your intranet? Or forwarded via your LGBT network leads?

If you wish to receive the quarterly e-bulletin directly to your inbox, please go to www.prideindiversity.com.au to sign up.

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

Speakers at our awards luncheon:

- The Hon. Michael Kirby
- Academy Award nominated actor Jacki Weaver

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PRIDE IN DIVERSITY TOP 10 EMPLOYERS 2012