

# AWF

## AUSTRALIAN WORKPLACE EQUALITY INDEX 2015

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## Our greatest asset is what makes us different.

Goldman Sachs is a proud supporter of Pride in Diversity.

At Goldman Sachs, we know that without the best people, we cannot be the best firm. We aim to hire, retain and motivate men and women from many backgrounds who can offer fresh perspectives. Our Office of Global Leadership and Diversity (GLD) helps carry out this mission through numerous partnerships, including one with the firm's Lesbian, Gay, Bisexual, Transgender and Intersex (LGBTI) Network. Some of their efforts and achievements include educating colleagues on issues of sexual orientation and gender identity, supporting professional development, and promoting mentorship. These efforts serve to foster a strong sense of community and illustrate the belief that our success depends on having people who reflect the diversity of the communities and cultures in which we operate.

## A FEW WORDS FROM OUR 2015 AWEI PUBLICATION SPONSOR



We are honoured to be the sponsor of the Australia Workplace Equality Index (AWEI) annual benchmarking publication for the fifth consecutive year. We would like to extend our congratulations to all the organisations and their Lesbian, Gay, Bisexual, Transgender and Intersex (LGBTI) networks that took part in the 2015 AWEI. As a founding member of Pride in Diversity, we hope this publication

provides useful insights to further advance the work across Australia on LGBTI inclusion in the same way it provided support and guidance to our business.

At Goldman Sachs, we are committed to ensuring we offer an inclusive workplace that embraces all forms of diversity. As a firm, we believe people have the right to a welcoming, respectful workplace where employees can bring their whole selves to work. We believe clients' best interests can only be served if organisations fully utilise the insights, talents and experience of a diverse talent pool.

We are proud to feature consistently in the Top 10 of the AWEI since its inception. It is gratifying to know that the progress of our senior leadership, GLaM (Gays, Lesbians and Mates) Network and Human Capital Management team continues to be recognised. We are grateful for the sharing of best practices across the Pride in Diversity member organisations that has helped us to learn and grow throughout our journey.

With increased participation and very little difference in points between top tier employers, the impact and competition Pride in Diversity is creating is stronger than ever. We are delighted to see continued progress being made across Australia with regard to LGBTI inclusion and look forward to building on our success with PID and those who support the national benchmark for LGBTI inclusion.

**Simon Rothery**  
CEO, Goldman Sachs Australia and New Zealand

**Goldman  
Sachs**

## A FEW WORDS FROM OUR 2015 AWEI EMPLOYER OF THE YEAR



I am really proud that PwC was named Australia's 2015 employer of the year for workplace support for LGBTI people for the second time. More importantly though, it was great to see approximately 60 companies participating in the Australian Workplace Equality Index.

The growing level of participation is a great sign of the commitment more and more businesses are making to LGBTI equality and inclusion. But in reality we are still early on in the journey - there is still plenty of work for all of us.

Perhaps, best of all, we can learn from each other and help all our organisations grow. As the saying goes, "we're better together."

**Luke Sayers**



**CEO, PwC**

## A FEW WORDS FROM OUR PRIDE IN DIVERSITY PATRON, THE HON. MICHAEL KIRBY\*



This year marks the 5th anniversary of the AWEI and every year we see the bar raised with more work being undertaken and new employers emerging as active players in this important area of diversity and inclusion.

I applaud those organisations here today, and indeed individuals who have played critical roles in their ongoing commitment and support of their lesbian, gay, bisexual, transgender and intersex employees and colleagues.

While many employees now feel comfortable to be themselves at work, let's not lose sight of the fact that many more, do not. This is not only detrimental to an individual's quality of work experience but to employers, and to business. Where we stand today is still not good enough. The more inclusive your workplace culture; the more likely people will be to engage, respect and contribute.

Let us not be complacent, let us be aware, informed and active in creating a better workplace for all of our employees.

This year many of us will have seen the sobering news of ongoing homophobia amongst teenage boys in Australia. And only recently, I took part in the establishment of a new foundation within the legal community to mark the death by suicide of a young and highly talented gay lawyer. Prejudice takes its toll. Hostility builds up depression and low esteem. When the Vatican will not even accept the nomination by the French Republic of a gay man as ambassador to the Holy See, we can hardly say that the struggle for LGBTIQ equality is over. This is not the end. It is not the beginning of the end. But it is the beginning of something beautiful in the journey of human justice.

A handwritten signature in dark ink, appearing to read 'Michael Kirby'.

Michael Kirby AC CMG\*

## A FEW WORDS FROM PRIDE IN DIVERSITY DIRECTOR, DAWN HOUGH



It is our great pleasure to present the results of the 2015 Australian Workplace Equality Index (AWEI). This annual publication allows Australian employers participating within the AWEI to not only benchmark themselves against their sector, tier, top employers and in

some cases, industry but also provides a framework that can be utilised for strategy development and internal assessment.

AWEI participation rates continue to increase year on year. This year we recorded the highest participation increase to date with 58 employers participating. We also received a record number of first time entries (n16). The optional employee survey closed collecting a total of 9,048 responses.

The entry point for Bronze, Silver and Gold tier employers continues to increase. While this has been a trend over the last four years, we now expect to see this stabilise as our top employers focus on the fine-tuning of existing initiatives as opposed to the introduction of high visibility start up activities, which will start to give way to general principles of inclusion being embedded into everyday practice.

This year for the first time, we saw PwC take out the coveted Employer of the Year award for the second time (non-consecutive); another first for the index. Equally of note, we saw a marked increase in the number of Law Firms, not only participating in the AWEI, but making the Top 20 Employer List.

While three public sector employers made the Top 20 list, these numbers were low (23.1% of n13) by comparison to private sector employers (47.1% of n34). The average Public Sector score across the 200 point index of 46.6 was notably low in comparison to 92.4 (Private) 82.2 (Higher Education) and 83.8 (Not for Profit/Charity). As a direct result, Pride in Diversity is in the process of establishing a Public Sector working group to deep-dive into some of the challenges faced by the public sector to determine how we might support greater activity in this area. Government employers (not including Higher Education) currently make up approximately 28% of Pride in Diversity membership and 22% of AWEI participation.

Participation in the AWEI is critical in order for us to gauge the national benchmark of LGBTI inclusive practice and we thank all those who participated in the 2015 AWEI; in particular those responsible for compiling submission documents.

I would like to encourage all employers no matter how large or small to participate in the AWEI. Participation is free and may be anonymous. You do not need to be a Pride in Diversity member to participate. The benefits you reap as a result are significant. For more information on the AWEI and participation, please contact the Pride in Diversity office on (02) 9206 2139.

In closing, we would like to express our sincere gratitude and thanks to Goldman Sachs and Williams Lea for their ongoing sponsorship and support of this publication.

Dawn Hough  
Director, Pride in Diversity

\*Taken from the 2015 AWEI Awards Luncheon Program.

# ABOUT THE AWEI

## HISTORY

The Australian Workplace Equality Index originally drew from the rich experience, expertise and methodology of the Diversity Champions Workplace Equality Index published by Stonewall in the UK. The Australian Index was officially launched in November 2010 at Australian Federal Police Headquarters in Canberra acknowledging the AFP's early support of Pride in Diversity as a Foundation Member and their sponsorship support of the Index's initial development. This allowed Pride in Diversity to work closely with Stonewall UK to ensure a localised starting point targeting mid-level practice within the current Australian context. The methodology utilised by the Index was academically scrutinised by Academic Advisor Dr. Raymond Trau resulting in high praise for its rigour and objectivity.

The AWEI now stands as the definitive national benchmark on LGBTI workplace inclusion and comprises the largest and only national employee survey designed to gauge the overall impact of inclusion initiatives on organisational culture as well as identifying and non-identifying employees. The Index drives best practice in Australia and sets a comparative benchmark for Australian employers across all sectors. For this reason alone, the Index has to be comprehensive and rigorous. The work compiled annually by employers submitting for the Index is a testament to the importance of LGBTI inclusion with their current D&I initiatives.

Employer participation in the Index and the optional employee survey has grown annually since its launch in 2010 and in 2014 moved from recognising the Top 10 Employers to the Top 20 Employers.

## HOW REFLECTIVE ARE TOP EMPLOYERS OF BEST PRACTICE WITHIN AUSTRALIA?

While many Awards Nomination Processes boast a much quicker and less cumbersome submission process, the AWEI is extremely comprehensive and evidence based and therefore does take some time to complete. Employers are asked a series of very specific questions in relation to areas that directly impact inclusion or the perception thereof and are required to provide evidence for all responses. Evidence may entail a detailed description of a process or alternatively copies of supporting documentation to validate responses. This ensures that all employers are measured on not only the same criteria but allows employers the flexibility in their approach to meeting that criteria provided sufficient evidence is supplied.



**WHILE AWARDS ARE A NICE END-RESULT TO THE INDEX, THE REAL INTENT OF THE INDEX IS TO GAUGE, MONITOR AND MOVE AUSTRALIAN PRACTICE CLOSER TO INTERNATIONAL BEST PRACTICE.**

As the Index is used for benchmarking purposes, its necessary rigour and submission process provides an accurate gauge as to the level of inclusivity currently being worked on within the submitting employer organisation. Already, within the four years of its life, the Index has witnessed a significant shift in practice and as a result was re-aligned in 2014 to not only match the level of practice currently within Australia but to once again shift it to the next level. The current AWEI measures practice in terms of:

- Inclusive Policy and Practice (30 points)
- Inclusive Culture and Visibility (60 points)
- Staff Awareness Training and Development (30 points)
- Monitoring (10 points)
- Supplier Diversity (15 points)
- Community Engagement (30 points)
- Inclusion beyond (10 points)
- Additional work not covered within the Index (10 points)
- Participation in the optional employee survey (5 points)

# HOW ARE AWEI SUBMISSIONS ASSESSED?

The assessment process is rigorous. For the full benchmarking instrument, the following applies:

- Each submission is marked in isolation on separate scoresheets by at least two members of the Pride in Diversity team using a comprehensive rubric identifying the evidence required for every question to warrant a point.
- Once the submission has gone through at least two individual marking processes, a “score comparison” sheet is completed identifying any questions for which the two markers disagree a point value based on the evidence supplied.
- Once this sheet has been completed, the two scorers meet to discuss any difference in points allocated. This involves referring to the original submission, combing through the evidence supplied and finally agreeing a point value. This process is repeated until all score values have been investigated and agreed. Highest ranking employers within the Top 10 will often undergo three individual markings, comparisons and an agreement meeting.
- Once all submissions have undergone the two individual markings, score comparisons and meetings to agree on the final outcome for each question, the scores for each question within the submission are entered into a spreadsheet. The spreadsheet tallies section scores and finally produces a leader table.
- From the leader table, a benchmark for good practice is gauged and the minimum score is set for Bronze, Silver and Gold Status Employers.
- Data is then collected for industry, sector and tier benchmarking.

In regard to individual assessments (Small Employer, LGBTI Champion, LGBTI Regional Champion, Sapphire Inspire, Sally Webster Ally, Executive Leadership and Innovation Awards):

- Each submission gets an initial assessment against point criteria by members of the Pride in Diversity team, in isolation.
- Each marker will then compile a summary sheet for their marking along with recommendations and reasons for their support of a nomination (listing unique contributions and impact).
- The individually marked sheets for each nomination are then tallied into an overall count sheet that averages the individual marks given for each assessment and identifies the Top 2-3 contenders for the award by both point value and individual marker nominations.
- The markers then meet to discuss and argue the overall winner for each submission based on evidence and impact provided within the submission.
- All markers must agree the final winner for the award to be given.
- Receipt of a nomination does not guarantee that an award will be given that year. Minimum criteria need to be met.

For more information on the AWEI, please contact the Pride in Diversity office on (02) 9206 2139.



# 2015 EMPLOYEE TIER RECOGNITION

Employers participating in the full benchmarking instrument are provided with the following Employer Status Recognitions (valid for one year only):

## AWEI 2015 EMPLOYER STATUS RECOGNITION



**AWEI Participating Employer awarded to:**  
Employer organisations that participated in the AWEI for the identified year. These organisations are currently working on LGBTI inclusion initiatives and have submitted evidence of work being implemented (or started) within the assessed year.

### PARTICIPATING (in alphabetical order)

- ACCC
- AGL
- Attorney General's Department
- Australian Taxation Office
- Central Coast Mental Health Services
- Clayton Utz
- Corrs Chambers Westgarth
- CSIRO
- Deakin University
- Department of Immigration & Border Protection
- Echo Entertainment Group Pty Ltd
- Federation University
- Griffith University
- Henry Davis York
- IAG
- J.P. Morgan
- SEEK
- University of Queensland
- Victoria Police
- 7 x Not for Publication



**AWEI Bronze Status/Active Employer awarded to:**  
Organisations that have provided sufficient evidence of work in this space to be considered active in LGBTI workplace inclusion. To be awarded Bronze Status, employers must achieve a **minimum score** set by current practice for Bronze status and show a considerable amount of activity in this area. **This recognition is significant and should not be underestimated in comparison.**

### BRONZE (in alphabetical order)

- Alcoa of Australia
- Aurecon
- Aurizon Holdings
- Baker & McKenzie
- Children & Young People's Mental Health
- Deutsche Bank
- Gilbert & Tobin
- HSBC
- Key Assets
- KPMG
- Macquarie University
- Norton Rose Fulbright



**AWEI Silver Status Employer awarded to:**  
Organisations that have undertaken a significant amount of work in the area of LGBTI inclusion and are currently very active in this space. To achieve Silver Status recognition, employers must achieve a **minimum score** set by current practice for Silver status **and** achieve a comparative ranking of 11 through to 20 within the Index (Employers that meet one but not both criteria will be awarded Bronze Tier Status).

### SILVER

- IBM (11)
- EY (12)
- Australian Red Cross Blood Service (13)
- Accenture (=14)
- Allens (=14)
- UnitingCare Ageing NSW.ACT (16)
- Australian Federal Police (=17)
- Department of Defence (=17)
- Herbert Smith Freehills (19)
- Telstra (20)



**AWEI Gold Tier Employer awarded to:**  
Employers of choice for LGBTI employees. These employers have been highly active in LGBTI workplace inclusion within the identified year and have achieved significant results in LGBTI workplace inclusion. To achieve Gold Status recognition, employers must achieve a **minimum score** set by current practice for Gold status **and** achieve a comparative ranking of 1 through to 10 within the Index (Employers that meet one but not both criteria will be awarded Silver Tier Status). Employer of the Year is also issued with an additional version of this logo indicating their Number 1 Employer Status.


### GOLD

- PwC (1)
- Westpac Group (2)
- Curtin University (3)
- Commonwealth Bank of Australia (4)
- Goldman Sachs (5)
- ANZ (6)
- Macquarie Group (7)
- Lend Lease (8)
- National Australia Bank (9)
- The University of Western Australia (10)

# TOP 20 EMPLOYERS 2015

RANK	2015 TOP 20 EMPLOYERS	NO. YEARS IN TOP EMPLOYERS LIST*
1	<b>PwC</b> (2nd time winner of Employer of the year, non consecutively)	4 
2	<b>Westpac Group</b>	3
3	<b>Curtin University</b>	4
4	<b>Commonwealth Bank of Australia</b>	2
5	<b>Goldman Sachs</b>	5 
6	<b>ANZ</b>	2
7	<b>Macquarie Group</b>	2
8	<b>Lend Lease</b>	4
9	<b>National Australia Bank</b>	2
10	<b>The University of Western Australia</b>	5
11	<b>IBM</b>	5 
12	<b>EY</b>	2
13	<b>Australian Red Cross Blood Service</b>	2
=14	<b>Accenture</b>	5 
	<b>Allens</b>	1
16	<b>UnitingCare Ageing NSW.ACT</b>	1
=17	<b>Australian Federal Police</b>	4
	<b>Department of Defence</b>	1
19	<b>Herbert Smith Freehills</b>	2
20	<b>Telstra</b>	2

\* TOP EMPLOYER LIST INCLUDES ORGANISATIONS RANKING IN THE TOP 10 2011-2013 AND/OR TOP 20 FROM 2014 ONWARDS.

 = PREVIOUS EMPLOYER OF YEAR



# OTHER AWARD WINNERS 2015

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## LGBTI EMPLOYEE NETWORK OF THE YEAR

Westpac Group - GLOBAL

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## HIGHEST RANKING UNIVERSITY

Curtin University

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## HIGHEST RANKING PUBLIC SECTOR ORGANISATION

Joint Winners

Australian Federal Police & Department of Defence

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## ACHIEVEMENT AWARD FOR MOST IMPROVED

HSBC Australia

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## INNOVATION AWARD FOR LGBTI INCLUSION

ANZ - GAY TM's

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## SMALL EMPLOYER AWARD

Key Assets - The Children's Service Provider

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## REGIONAL EMPLOYER AWARD

Children and Young People's Mental Health

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## HIGHEST RANKING NOT-FOR-PROFIT/CHARITY

Australian Red Cross Blood Service

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## SALLY WEBSTER ALLY AWARD

Kristina Bennett, Westpac Group

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## SAPPHIRE INSPIRE AWARD

Maz Rahman, Curtin University

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## EXECUTIVE LEADERSHIP AWARD

Brad Cooper, Westpac Group

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## LGBTI INCLUSION CHAMPION

Jason Burubu, Lend Lease

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## LGBTI REGIONAL INCLUSION CHAMPION

Roxanne / Bobby J Thomson, Deakin University

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# INTRODUCING AWEI PLATINUM TIER

Pride in Diversity will introduce a Platinum Employer Program to recognise significant achievement within the Australian Workplace Equality Index over a four to five year period. The Platinum Employer Program allows high achieving employers to rotate between inclusion projects and AWEI submissions while maintaining this coveted position alongside ongoing recognition of their work within the benchmarking publication. The Platinum Employer Program has been brought about to engage highly active employers in the continued work of LGBTI inclusion while removing them from the leaderboard and an annual AWEI submission process. The program however is ongoing and strict criteria must be adhered to in order for an employer to maintain this coveted position.

In order for an organisation to qualify as a Platinum Tier Employer, an organisation must have either:

- Retained a Top 5 Employer ranking at least four times over the last five years or;
- Have been Employer of the Year twice within the last five years

Should an organisation qualify and wish to be considered for Platinum Tier status, they will be required to submit a proposal to Pride in Diversity identifying a significant piece of work or a project that the organisation will work on and execute in place of the AWEI the following year.

The proposal which must be submitted to Pride in Diversity by 31st December of the year the organisation was announced as a qualifier, will need to either:

- Outline a piece of work in LGBTI Workplace Inclusion addressing a specific need within the organisation;
- Create a resource in conjunction with Pride in Diversity that can be utilised by organisations working on LGBTI inclusion practices (that will be made available to Pride in Diversity members); or
- Detail a partnership with Pride in Diversity on a project that significantly impacts LGBTI Inclusion within Australian workplaces.

The proposal is required to include measurable targets, methods to identify success and the expected impact once the significant piece of work/project is launched. It is anticipated that proposals will be between 2-5 pages in length. The proposal must be accepted by Pride in Diversity as sufficient to qualify for Platinum status.

If this proposal is accepted by Pride in Diversity, the organisation will then commence work on the project and will be required to submit a progress report (1-5 pages) by the cut-off of the next AWEI submission deadline, followed by a detailed final report (up to 10 pages) at the time of the next AWEI submission deadline. This detailed report will be in lieu of submitting to the annual AWEI.

## PLATINUM TIER ACKNOWLEDGEMENT:

If Platinum Employer Status is awarded, the organisation will receive:

- Trophy recognition of Platinum Tier Status at the AWEI Awards Luncheon upon receipt of a progress report;
- Platinum Employer dated soft copy logo for utilisation on internal/external marketing materials;
- Page dedicated to Platinum employers within the AWEI benchmarking publication in lieu of a place within the leader board; and
- Recognition of Platinum Employers on the AWEI Website.

An organisation that achieves Platinum Tier Status, will not appear on the AWEI Leader board moving forward, but will instead maintain Platinum Tier status year on year should the criteria continue to be satisfied.

If Platinum Tier status is not awarded, the Employer will not be identified within the AWEI benchmarking publication for that year.

## CONTINUATION OF PLATINUM ACKNOWLEDGEMENT:

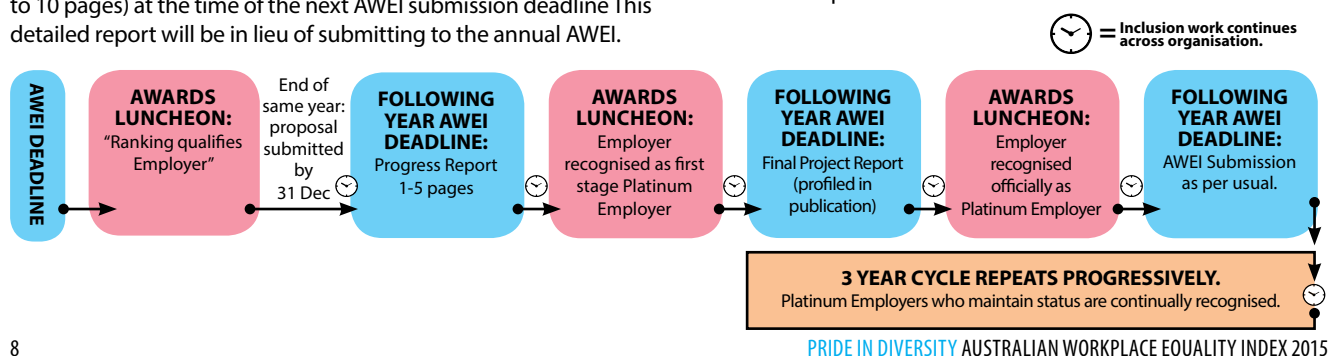
Once Platinum Tier Status has been achieved, it will be held for one year only. In order to maintain this status, employers must once again submit for the full AWEI the following year achieving a minimum Silver Tier standard.

- If a minimum silver tier standard is achieved in the AWEI, Platinum status is maintained and the employer can once again submit a Platinum report in lieu of the AWEI the following year (this one year submission/two year Platinum Proposal cycle continues in order to maintain Platinum status).
- If silver status is not achieved, the Employer may opt for an anonymous submission or the designated place on the leaderboard; however Platinum status will be lost.

By maintaining this level of activity, continuing Platinum employers need only submit for the full AWEI every third year. Platinum employers do not get placed on the leader board as they hold a coveted position of long term leadership in this space.

## CURRENT QUALIFIERS

2015 saw two qualifiers for the Platinum Status.



# WHAT OUR AWARD WINNERS SAY

## PWC



**Luke Sayers**  
**CEO**

*2015 Employer of the Year, Ranked No. 1*

I am really proud that PwC was named Australia's 2015 employer of the year for workplace support for LGBTI people for the second time. More importantly though, it was great to see approximately 60 companies participating in the Australian Workplace Equality Index.

The growing level of participation is a great sign of the commitment more and more businesses are making to LGBTI equality and inclusion. But in reality, we are still early on in the journey - there is still plenty of work for all of us.

Perhaps, best of all, we can learn from each other and help all our organisations grow. As the saying goes, "we're better together".

## WESTPAC GROUP



**Brian Hartzer**  
**CEO**

*2015 Top 20 Employer, Ranked No. 2 and Employee Network Group of the Year*

Westpac is once again extremely proud to be recognised as a Top 10 Employer in the AWEI. We are also honoured that our Employee Action Group, GLOBAL, has been recognised as the Network of the

Year, Brad Cooper as Executive Sponsor of the Year and Kristina Bennett as Ally of the Year.

At the Westpac Group we have a long standing commitment to Inclusion and Diversity, as we know that having unique people working together will deliver extraordinary results. An inclusive culture is fundamental to our success as an organisation, and we will continue to take the lead on initiatives that bring out the best in each and every employee.

## CURTIN UNIVERSITY



**Professor Deborah Terry**  
**Vice Chancellor**

*2015 Top 20 Employer, Ranked No. 3 and Highest Ranking University*

I was thrilled that Curtin University retained the recognition of Highest Ranking University and remained a Top 10 employer for the third year running. I was also proud to have Maz Rahman bring home the inaugural Sapphire Inspire Award for her dedication and contribution as an out female role model.

As a university educating the leaders of tomorrow, Curtin recognises the importance of passing on the values and respect of diversity and inclusion onto our students, staff and community. The university strives to create a safe environment free from discrimination and harassment, and is committed to supporting diversity in sexuality and gender.

I look forward to continuing Curtin's journey in supporting equality for our LGBTI community with the 2015 launch of our transgender support guide, which addresses the needs of staff or students who transition genders while at Curtin.

## COMMONWEALTH BANK OF AUSTRALIA



**Ian Narev**  
**CEO**

*2015 Top 20 Employer, Ranked No. 4*

Diversity and inclusion are core to the Commonwealth Bank's vision - to excel at securing and enhancing the financial wellbeing of people, businesses and communities. Our LGBTI communities and allies network,

Unity, has been instrumental in bringing our vision to life. Unity has implemented a range of initiatives that have had a positive impact on our people and our community. Being recognised in the top 5 employers in the 2015 Australian Workplace Equality Index is testament to our ongoing progress. We must continue to innovate and tackle the toughest challenges together, in order to create a more inclusive workplace and community.

# WHAT OUR AWARD WINNERS SAY

## GOLDMAN SACHS



**David Watts**  
*Managing Director, Securities Division.  
GLaM Network Sponsor and LGBTI MD  
Ally*  
2015 Top 20 Employer, Ranked No. 5

We are extremely proud to be placed in the Top 10 once again in the AWEI for LGBTI inclusion. For me personally, having our efforts acknowledged in this way consistently since the

inception of the index is a very gratifying. Equally, we are grateful for our relationship with PID and its members who we have partnered with us throughout our journey to develop LGBTI diversity best practices.

We believe that a person's background and identity, including gender and sexual orientation, should not impact their potential to succeed. This philosophy is key to creating a successful business that will attract a diverse range of the best talent. I have no doubt that the work of PID has resulted in Goldman Sachs being a more inclusive organisation from an LGBTI perspective and more generally. The AWEI benchmark challenges us to be better people, working at a better company.

We are proud to be a PID foundation member and AWEI participant since its inauguration and look forward to continuing to be part of the advancement of LGBTI inclusion across Australia.

## ANZ



**Mike Smith**  
*Chief Executive Officer*  
2015 Top 20 Employer, Ranked No. 6

ANZ, throughout its 180 year history, has proudly fostered the creation of a vibrant, diverse and inclusive workforce.

Having a deep culture of respect for all people and communities is fundamental to our success at ANZ, and we aim to make sure all of our people feel safe to be who they are at work, regardless of their gender identity or sexual orientation.

I believe improving diversity is incumbent on modern leaders. The global and digital nature of business today requires an ability to innovate, adapt at pace and more deeply engage with customers; the companies that harness the skills, insights and experiences of a diverse workforce will be better equipped to succeed.

## MACQUARIE GROUP

**Greg Ward**  
*Deputy Managing Director of Macquarie Group and Group Head of Macquarie Banking and Financial Services (BFS)*  
2015 Top 20 Employer, Ranked No. 7

While the AWEI relates specifically to LGBTI Inclusion, it also reflects our broader focus on diversity and inclusion to create a workplace that leverages all perspectives that are brought to work each day. We have seen tremendous growth in activity, engagement and awareness of diversity and inclusion within Macquarie Banking and Financial Services in the past 12 months and this award recognises those efforts. Our journey is far from over, but the AWEI award shows that we are making great progress.

## LEND LEASE



**Dale Connor**  
*Co-Chair of Lendlease's Australian Diversity and Inclusion Council and Managing Director, Building Australia*  
2015 Top 20 Employer, Ranked No. 8

Lendlease is a founding member of Pride in Diversity and we are delighted to have been recognised as a Top Employer for LGBTI inclusion in the 2015 Pride in Diversity AWEI for the

fourth year running. We are committed to realising an inclusive culture, where every person feels safe to bring their whole self to work, and where we build stronger teams and deliver better outcomes.

Following the success from the launch of the Lendlease Ally Program in 2013, in 2014 we launched our Site Ally Network in conjunction with the Bingham Cup. Together, these programs have been responsible for a significant increase in awareness and support for LGBTI diversity in the business.

We are very proud of the commitment of our LGBTI employee resource group and ally networks and are excited to continue building on our successes, both within our organisation and our industry.



# WHAT OUR AWARD WINNERS SAY

## NATIONAL AUSTRALIA BANK



**Louise Harvey-Wills**  
*EGM People*

*2015 Top 20 Employer, Ranked No. 9*

At NAB we embrace the things that make us all different and encourage an inclusive culture. I am proud of the progress made in our inclusion of our LGBTI employees through our Pride@NAB Committee. We want all of our people to come to work, be themselves

and thrive and this is why inclusion is key.

## THE UNIVERSITY OF WESTERN AUSTRALIA



**Professor Dawn Freshwater**  
*Senior Deputy Vice-Chancellor and Executive Sponsor, UWA Ally Initiative*  
*2015 Top 20 Employer, Ranked No. 10*

It's a tremendous honour to be included in the Top 10 for the fifth year in a row. This accolade is testament to UWA's inclusive campus culture where staff and students can realise their full potential, thus positioning the

University well to achieve international excellence. UWA aspires to be included among the world's top 50 Universities by 2050 and a demonstrable commitment to diversity and inclusion is critical to realising this aspiration.

## IBM



**Kerry Purcell**  
*Managing Director, IBM Australia & New Zealand, Executive Sponsor of the A/NZ Diversity Council*  
*2015 Top 20 Employer, Ranked No. 11*

IBM congratulates Pride in Diversity for its leadership of Lesbian, Gay, Bisexual, Transgender and Intersex (LGBTI) inclusion in the workplace. The Australian Workplace Equality

Index (AWEI) is an important mechanism for encouraging innovative new practices for ensuring workplace diversity and inclusion. Participation in the AWEI gives IBM the opportunity to continually review our progress and challenge our thinking, so our workplace is one where all our employees are empowered to think freely and to be themselves.

## EY



**Lynn Kraus**  
*Oceania Markets Leader, Sydney Managing Partner, National Unity Executive Sponsor*  
*2015 Top 20 Employer, Ranked No. 12*

The annual AWEI awards recognise the accomplishments of employers throughout Australia in supporting lesbian, gay, bisexual, transgender and intersex (LGBTI) inclusion and encourages employees to be

comfortable bringing their whole selves to work.

I am very proud of the hard work done by our Unity network that has helped to deliver this win for EY. It is important that we actively encourage an inclusive culture both in the workplace and in the broader community. Supporting our LGBTI community makes sense for our people, our business and our clients.

To be recognised as a Top Employer shows that EY is a place where everyone can bring their whole selves to work and where we can leverage individual differences to make EY an even stronger and more successful firm.

## AUSTRALIAN RED CROSS BLOOD SERVICE



**Jennifer Williams**  
*Chief Executive*  
*2015 Top 20 Employer, Ranked No. 13 & Highest Ranking Not-for-Profit/Charity*

After being recognised as a Top 20 employer for our LGBTI workplace inclusion program in 2014, we were absolutely delighted to learn at Pride in Diversity's Australian Workplace Equality Index event in Sydney that we'd moved up seven places and taken

out 13th place in 2015.

Furthermore, for the second year in a row, we were awarded the highest ranking not-for-profit organisation. This has highlighted the significant amount of work we've put in to ensure we create the kind of workplace that celebrates diversity – something which is extremely important to us.

Over the past 12 months, we've engaged in a number of activities to help recognise LGBTI inclusiveness within the workplace. These have included launching our first Diversity Strategy, expanding our GLOW (gay, lesbian and other workmates) network to include more than 160 members and introducing training to equip employees with the knowledge and skills to be an effective workplace ally for our LGBTI colleagues.

I am extremely proud of all the work that has gone into helping recognise and understand diversity within our organisation, and especially pleased to see the progress we have made in such a short period of time, and continue to make moving forward. We believe we still have much more to do and will continue our work in focusing on LGBTI inclusion across the organisation.

# WHAT OUR AWARD WINNERS SAY

## ACCENTURE



**Jack Percy**  
*Chairman and Managing Director*  
2015 Top 20 Employer, Ranked Joint No. 14

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

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

We are proud of our continuing recognition from AWEI, but more so of the positive impact that award winners and entrants, together, are making on the communities in which we work and live.

## ALLENS



**Michael Rose**  
*Chief Executive Partner*  
2015 Top 20 Employer, Ranked Joint No. 14

The firm is proud to be recognised as an Employer of Choice for its work in the area of LGBTI inclusion.

This award is the result of great work done by our people, working together across Allens and with our clients and community partners. We are proud of

this work. We are also proud of our pro-bono work in this area, which has helped give an important voice and the realisation of basic human rights to the LGBTI community.

## UNITINGCARE AGEING NSW.ACT



**Steve Teulan**  
*Director*  
2015 Top 20 Employer, Ranked No. 16

We work to enable people to be who they truly are without judgement, and seek to celebrate the uniqueness and diversity of all people. It is fair to say this award reflects the hard work we have done with ACON, and our continued commitment to not only staff and volunteers, but our clients

and residents alike.

## AUSTRALIAN FEDERAL POLICE



**Andrew Colvin APM OAM**  
*Commissioner*  
2015 Top 20 Employer, Ranked Joint No. 17 and Equal Highest Ranking Public Sector

The AFP recognises the need for diversity as a prerequisite for operational success and is committed to delivering workplace inclusion initiatives. As a national law enforcement agency, we are uniquely

positioned to influence change through promoting the benefits of diversity, particularly appreciating and leveraging the inherent diversity of our workforce and the community we serve. The AFP's success in this area is largely attributable to an active network of dedicated and appropriately trained employees, along with a coordinated and collaborative broader Workforce Diversity Program which continues to be afforded senior executive support. Being jointly awarded the Highest Ranking Public Sector award for LGBTI inclusion in 2015 provides recognition that the AFP's efforts in creating a more inclusive, safe, and respectful workplace continue to be valued and will result in a more inclusive, relevant and responsive policing capability.

## DEPARTMENT OF DEFENCE



**Richard Oliver**  
*Defence Head People Policy & Culture and LGBTI Champion*  
2015 Top 20 Employer, Ranked Joint No. 17 and Equal Highest Ranking Public Sector

Department of Defence is extremely honoured to have been awarded Silver Tier status; and an equal Highest Ranking Public Sector employer for Lesbian, Gay, Bisexual, Transgender

and Intersex (LGBTI) people at the 2015 Australian Workplace Equality Index (AWEI) Awards. It is very gratifying to have our efforts acknowledged.

Defence is committed to being an employer of choice. Capability is enhanced by employing the best people for the job, which in turn, is achieved through accessing the entire talent pool for prospective candidates. We can only do this if we continue to evolve and reflect the Australian community we are so proud to serve.

Defence will continue to build on our progress to date, to create and sustain a diverse and inclusive workplace where our people can bring their whole self to work and feel comfortable to be themselves regardless of sexual orientation or gender identity.



# WHAT OUR AWARD WINNERS SAY

## HERBERT SMITH FREEHILLS



**Jason Ricketts**  
*Managing Partner*  
2015 Top 20 Employer, Ranked No. 19

Our LGBTI network has grown from strength to strength since its launch in March 2013. I am especially pleased to see so many of our people engaging with the network. The membership of our LGBTI network has grown significantly during the year, exceeding our target of growing the network by

10% during the course of 2014. We've also continued to see a significant response rate to the Pride in Diversity employee survey, which is an indicator to me of how actively involved our people are in supporting LGBTI inclusion.

We are grateful for the assistance we received from Pride in Diversity as well as many other leading organisations for LGBTI inclusion, who generously shared the benefit of their experiences with us.

## TELSTRA



**Martijn Blanken**  
*Group Managing Director and Chief Customer Officer, Global Enterprise and Services*  
2015 Top 20 Employer, Ranked No. 20

Championing an inclusive workplace is important, as our people value working in an organisation where differences are valued. It makes business sense to value and foster inclusion. If you feel included, you

bring all of you to work, and contribute fully to providing outstanding service to our customers.

As a Telstra Executive LGBTI Champion and as a straight ally, I know how important it is for everyone to play a role to champion LGBTI inclusion. It's not okay to feel like you have to hide who you are, or feel excluded because of who you are.

While we know there is more work to be done, we are proud to be recognised as an LGBTI inclusive workplace, as a Top 20 Employer in the 2015 Pride in Diversity Australian Workplace Equality Index.

## KEY ASSETS- THE CHILDREN'S SERVICES PROVIDER



**Estella Abraham**  
*Chief Executive Officer*  
2015 Small Employer of the Year

Our organisation is built around an identity which values the contribution that people make to the lives of others and a belief that people are more than labels. Key Assets – The Children's Services Provider is proud to be associated with a movement

committed to valuing diversity and the equal treatment of all citizens. Our name 'Key Assets' epitomises this – people are our assets and they are key to achieving this commitment. We were thrilled to be the recipient of the 2015 Small Employer of the Year Award for LGBTI Workplace Inclusion, this inclusion happens naturally in our workplaces and to have this recognised publicly through the AWEL benchmarking tool is amazing. I would like to thank our Australian team for their continuing efforts in communicating our commitment to diversity and inclusion for the LGBTI community, our employees, carers and young people. The next 12 months will see us continue to grow our commitment locally and further develop LGBTI inclusion in the workplace and the community.

## CHILDRENS & YOUNG PEOPLE'S MENTAL HEALTH



**Charles Thompson**  
*Director Central Coast Mental Health*  
2015 Regional Employer of the Year

This is a fantastic initiative to ensure all employees are included and that the service is accepting of diversity. In supporting this, the executive team have also received training from PID and we are all working to ensure an inclusive service for clients, carers and staff alike.

# WHAT OUR AWARD WINNERS SAY

## HSBC AUSTRALIA



**Brenton Hush**

*Chief Operating Officer and Executive Sponsor PRIDE Network Australia*

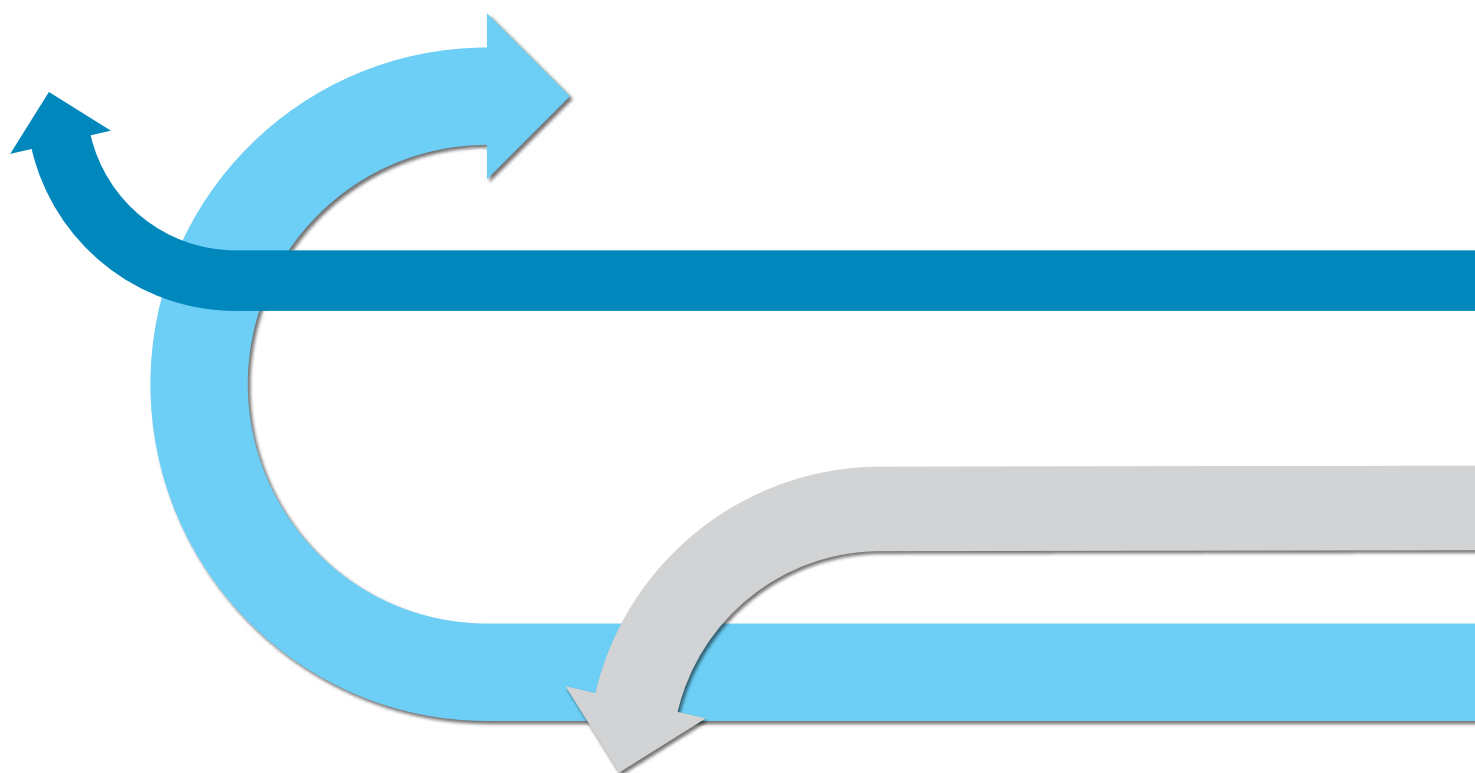
*Most Improved Employer*

As the Executive Sponsor for the PRIDE Network, it was a thrilling moment for me to be there when HSBC in Australia was announced as the Most Improved Employer at the 2015 Australian Workplace Equality Index Awards.

To be recognised externally is a great validation of how far we have come as an organisation and mirrors my own personal experience in seeing the change in our workplace from when we began our LGBTI inclusion journey.

No doubt, we still have a lot of work to do, but we are off to a great start in making HSBC in Australia the best place to work for all our people. Creating a diverse and inclusive workplace is core to HSBC globally, aligned to our values and ensures we are best placed to meet the needs of our customers and clients.

It has to be said that the support of Pride in Diversity has been critical to our success. Their ongoing support with our PRIDE Network, delivering awareness sessions and enabling networking opportunities with like-minded organisations has been invaluable.



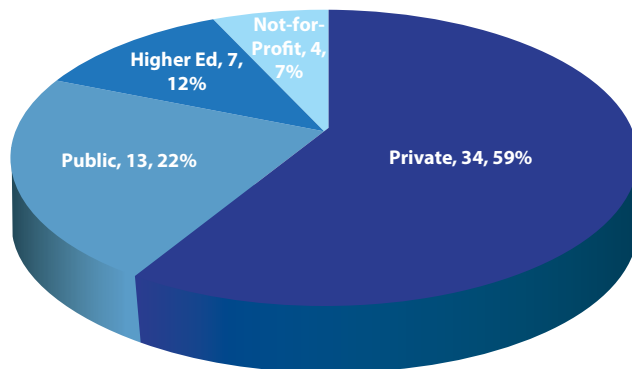
# AUSTRALIAN WORKPLACE EQUALITY INDEX 2015 BENCHMARKING DATA

# OVERVIEW

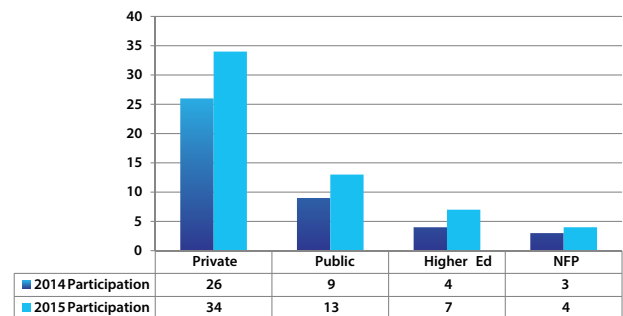
## PARTICIPATION

Participation in the full AWEI benchmarking instrument increased this year by 38% with 58 employers taking part across four sectors. 76% of those employers also participated in the optional employee survey which received 9,049 responses, a 59.8% increase on last year. This year we also saw a record number of employers participating for the first time (n16) alongside a surge of Law Firms participating allowing us to create for the first time a benchmark for the legal industry.

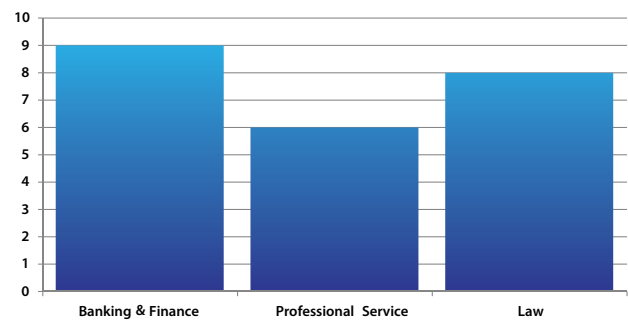
## PARTICIPATION BY SECTOR



## SECTOR PARTICIPATION INCREASES



## HIGHEST INDUSTRY PARTICIPATION



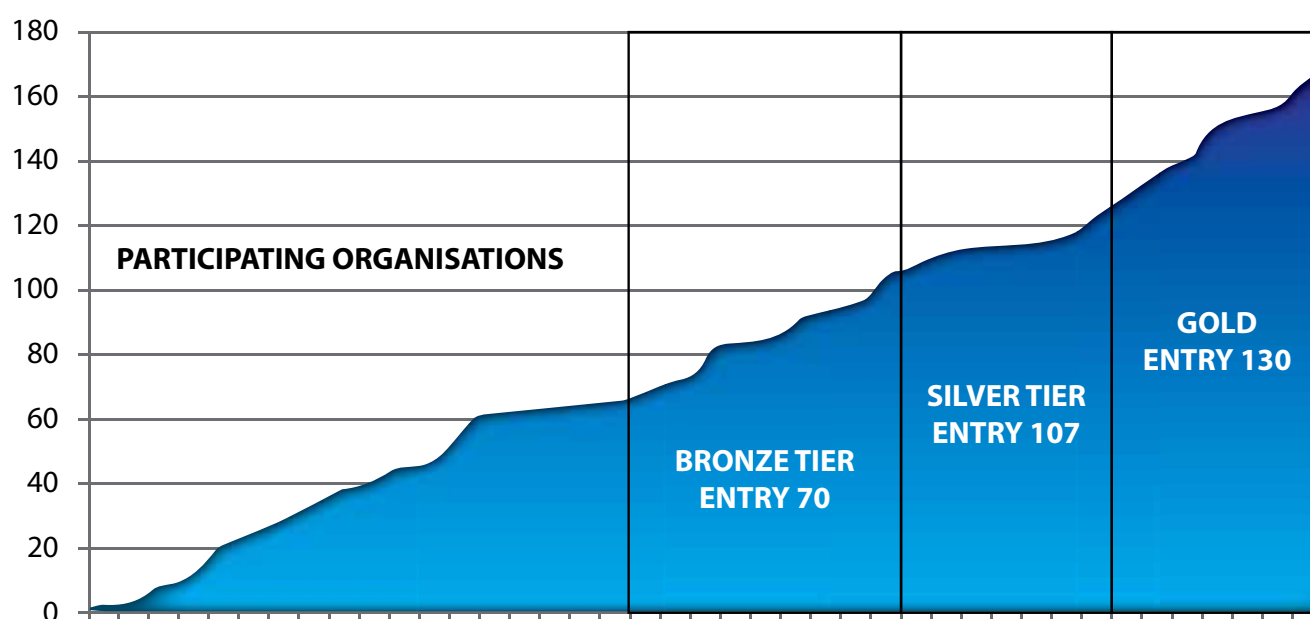
# BENCHMARKING

## FULL BENCHMARKING

The score that employers receive provides a year-on-year comparison as to the shift in their own practice as gauged by the national benchmark. The Sector, Tier and Industry benchmarks obtained for that year provide a comparative gauge as to how work completed compares to other submitting organisations for the assessed year.

EMPLOYER SCORE	SECTOR BENCHMARK	TIER BENCHMARK	INDUSTRY BENCHMARK
<ul style="list-style-type: none"> <li>Track improvements in LGBTI inclusivity year-on-year via your annual AWEI score.</li> <li>Utilise Employer Score and AWEI results to determine strategy.</li> <li>Benchmark your work against other employer organisations active in this space.</li> <li>Be on top of national trends, opportunities for improvements and areas of good practice.</li> </ul>	<ul style="list-style-type: none"> <li>Benchmark LGBTI inclusion work against other employers within your sector.</li> <li>Understand sector trends, areas for improvement and areas of good practice.</li> </ul>	<ul style="list-style-type: none"> <li>Identify comparative standards against participating organisations within the same tier ranking.</li> <li>Benchmark against current tier and next tier up to identify areas of opportunity and growth.</li> </ul>	<ul style="list-style-type: none"> <li>Where available, benchmark your work against your industry peers.</li> <li>Understand industry trends, areas for improvement and areas of good practice.</li> </ul>

## SCORE DISTRIBUTION 2015



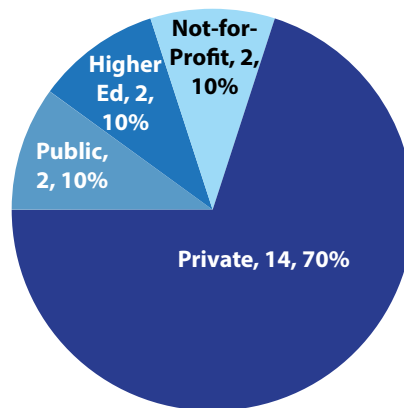
# BENCHMARKING

## SCORE DISTRIBUTION 2015

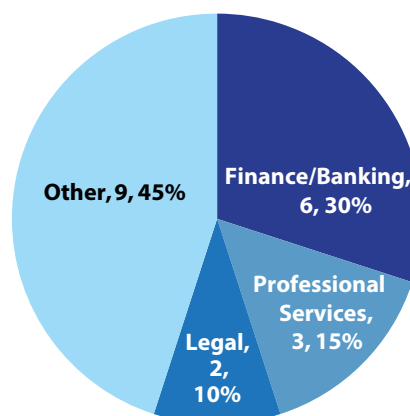
### ALL SUBMISSIONS (N58)

	Possible	Max	Min	Average	Median
<b>Section 1</b> Policy and Practice	30	27	0	16.2	16
<b>Section 2</b> Culture & Visibility	60	59	0	31.6	35
<b>Section 3</b> Staff Development & Training	30	28	0	10.1	9.5
<b>Section 4</b> Monitoring	10	10	0	2.5	2
<b>Section 5</b> Supplier Policies	15	12	0	3.2	2
<b>Section 6</b> Community Engagement	30	30	0	10.3	9.5
<b>Section 7</b> Inclusion Beyond	10	9	0	2.1	1
<b>Section 8</b> Additional Information	10	7	0	1.3	0
<b>Section 9</b> Survey Participation	5	5	0	3.3	5
<b>Overall</b>	200	169	1	80.3	78

### TOP 20 BY SECTOR



### TOP 20 BY INDUSTRY



### TOP 5 EMPLOYERS BY SECTOR/INDUSTRY (GOLD/SILVER/BRONZE ONLY)

	Private Sector	Public Sector	Top Universities	NFP/Charity	Finance/Banking	Professional Services	Legal
1	PwC	Australian Federal Police (Equal First)	Curtin University	Red Cross Blood Service	Westpac	PwC	Allens
2	Westpac	Department of Defence (Equal First)	UWA	UnitingCare Ageing	CBA	EY	Herbert Smith Freehills
3	CBA	CYPMH	Macquarie University	Key Assets	Goldman Sachs	Accenture	Norton Rose
4	Goldman Sachs				ANZ	KPMG	Baker & McKenzie
5	ANZ				Macquarie Bank		Gilbert & Tobin



# BENCHMARKING

## BENCHMARK BY SECTOR

### PRIVATE SECTOR (N34)

	Possible	Max	Min	Average	Median
<b>Section 1</b> Policy and Practice	30	27	0	18.7	19
<b>Section 2</b> Culture & Visibility	60	59	0	36.4	39
<b>Section 3</b> Staff Development & Training	30	28	0	11.8	12.5
<b>Section 4</b> Monitoring	10	10	0	2.9	2
<b>Section 5</b> Supplier Policies	15	12	0	4.2	3
<b>Section 6</b> Community Engagement	30	30	0	11.8	11.5
<b>Section 7</b> Inclusion Beyond	10	9	0	2.3	1.5
<b>Section 8</b> Additional Information	10	7	0	1.5	1
<b>Section 9</b> Survey Participation	5	5	0	3.3	5
<b>Overall</b>	200	169	2	92.4	88.5

### PUBLIC SECTOR (N13)

	Possible	Max	Min	Average	Median
<b>Section 1</b> Policy and Practice	30	23	1	9.8	8
<b>Section 2</b> Culture & Visibility	60	49	0	20.4	24
<b>Section 3</b> Staff Development & Training	30	13	0	4.7	1
<b>Section 4</b> Monitoring	10	4	0	1	0
<b>Section 5</b> Supplier Policies	15	4	0	0.6	0
<b>Section 6</b> Community Engagement	30	23	0	6.2	2
<b>Section 7</b> Inclusion Beyond	10	4	0	0.8	0
<b>Section 8</b> Additional Information	10	4	0	0.7	0
<b>Section 9</b> Survey Participation	5	5	0	2.9	5
<b>Overall</b>	200	113	1	46.6	38

# BENCHMARKING

## BENCHMARK BY SECTOR

### HIGHER EDUCATION (N7)

	Possible	Max	Min	Average	Median
<b>Section 1</b> Policy and Practice	30	23	9	17.2	16
<b>Section 2</b> Culture & Visibility	60	48	3	31.3	33
<b>Section 3</b> Staff Development & Training	30	21	0	10.3	6
<b>Section 4</b> Monitoring	10	6	0	2.3	2
<b>Section 5</b> Supplier Policies	15	12	0	2.3	0
<b>Section 6</b> Community Engagement	30	30	3	11.6	7
<b>Section 7</b> Inclusion Beyond	10	7	0	2.6	1
<b>Section 8</b> Additional Information	10	7	0	1.6	0
<b>Section 9</b> Survey Participation	5	5	0	3.2	5
<b>Overall</b>	200	157	28	82.2	65

### NOT-FOR-PROFIT / CHARITY (N4)

	Possible	Max	Min	Average	Median
<b>Section 1</b> Policy and Practice	30	19	6	14.8	17
<b>Section 2</b> Culture & Visibility	60	52	1	28	29.5
<b>Section 3</b> Staff Development & Training	30	20	0	13.8	17.5
<b>Section 4</b> Monitoring	10	10	0	5	5
<b>Section 5</b> Supplier Policies	15	7	0	4.3	5
<b>Section 6</b> Community Engagement	30	19	0	9.5	9.5
<b>Section 7</b> Inclusion Beyond	10	5	0	3	3.5
<b>Section 8</b> Additional Information	10	4	0	1.8	1.5
<b>Section 9</b> Survey Participation	5	5	0	3.8	5
<b>Overall</b>	200	117	7	83.8	105.5

# BENCHMARKING

## BENCHMARK BY INDUSTRY

### FINANCE/BANKING

	Possible	Max	Min	Average	Median
<b>Section 1</b> Policy and Practice	30	27	14	23.2	26
<b>Section 2</b> Culture & Visibility	60	56	30	49.3	52
<b>Section 3</b> Staff Development & Training	30	28	0	17.4	18
<b>Section 4</b> Monitoring	10	10	0	4.9	6
<b>Section 5</b> Supplier Policies	15	12	0	7	8
<b>Section 6</b> Community Engagement	30	30	5	16.3	17
<b>Section 7</b> Inclusion Beyond	10	9	0	3.5	3
<b>Section 8</b> Additional Information	10	7	0	3.4	4
<b>Section 9</b> Survey Participation	5	5	2	3.7	5
<b>Overall</b>	200	165	61	128.3	141

### PROFESSIONAL SERVICES

	Possible	Max	Min	Average	Median
<b>Section 1</b> Policy and Practice	30	27	13	20.9	23.5
<b>Section 2</b> Culture & Visibility	60	59	18	33.9	31.5
<b>Section 3</b> Staff Development & Training	30	27	5	13.5	11
<b>Section 4</b> Monitoring	10	6	0	3.7	4
<b>Section 5</b> Supplier Policies	15	11	2	6.2	5.5

### PROFESSIONAL SERVICES - CONTINUED

	Possible	Max	Min	Average	Median
<b>Section 6</b> Community Engagement	30	24	3	13.2	12.5
<b>Section 7</b> Inclusion Beyond	10	6	1	3	2.5
<b>Section 8</b> Additional Information	10	5	0	1.4	1
<b>Section 9</b> Survey Participation	5	5	0	3.2	3.5
<b>Overall</b>	200	169	44	98.7	99

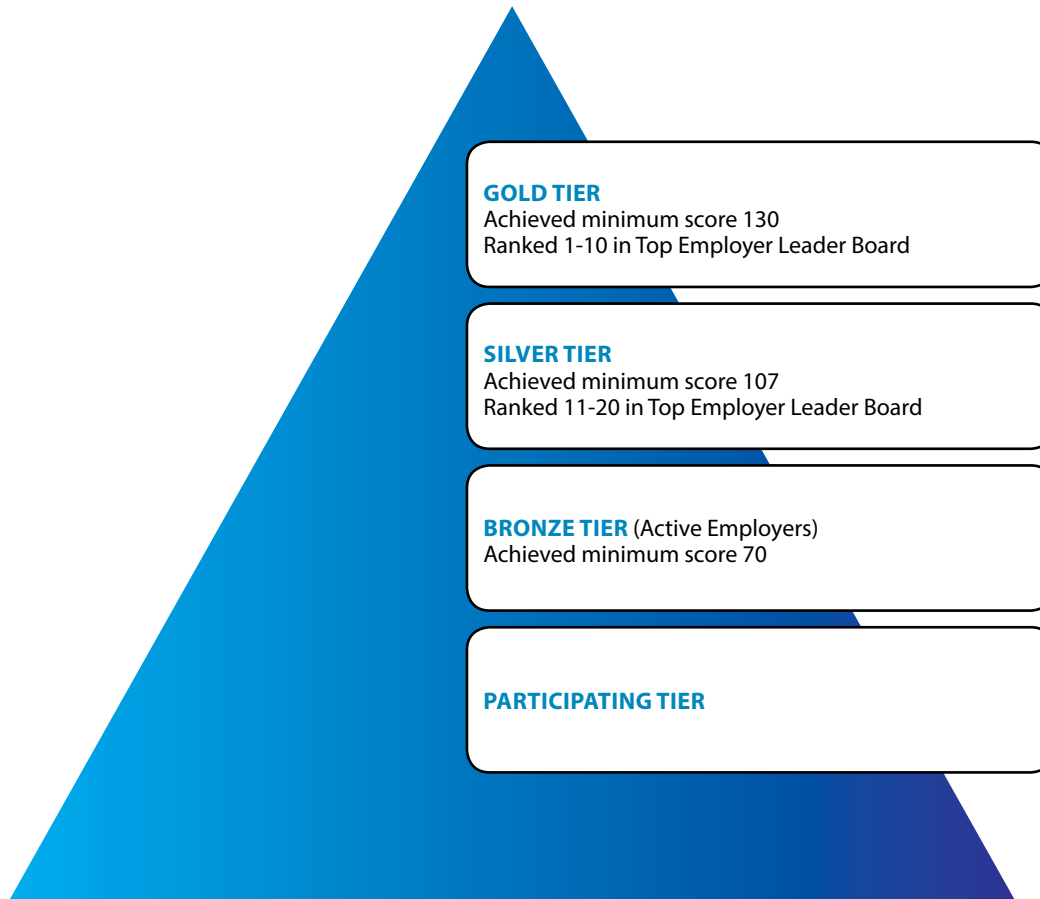
### LEGAL

	Possible	Max	Min	Average	Median
<b>Section 1</b> Policy and Practice	30	25	2	14.2	15.5
<b>Section 2</b> Culture & Visibility	60	52	0	30.2	36.5
<b>Section 3</b> Staff Development & Training	30	17	0	7.5	7
<b>Section 4</b> Monitoring	10	2	0	0.8	0
<b>Section 5</b> Supplier Policies	15	3	0	1.4	1.5
<b>Section 6</b> Community Engagement	30	16	0	9.5	11.5
<b>Section 7</b> Inclusion Beyond	10	6	0	1.4	0.5
<b>Section 8</b> Additional Information	10	5	0	0.8	0
<b>Section 9</b> Survey Participation	5	5	0	3.2	5
<b>Overall</b>	200	115	2	68.7	71

# BENCHMARKING

## BENCHMARK BY TIER

### TIER ENTRY POINTS FOR 2015 SUBMISSION:



### HISTORICAL TIER DATA

Entry	2011	2012	2013	2014	2015
<b>Bronze</b>	45	50	50	68	70
<b>Silver</b>	56	60	65	91	107
<b>Gold</b>	68	70	84	121	130

# BENCHMARKING

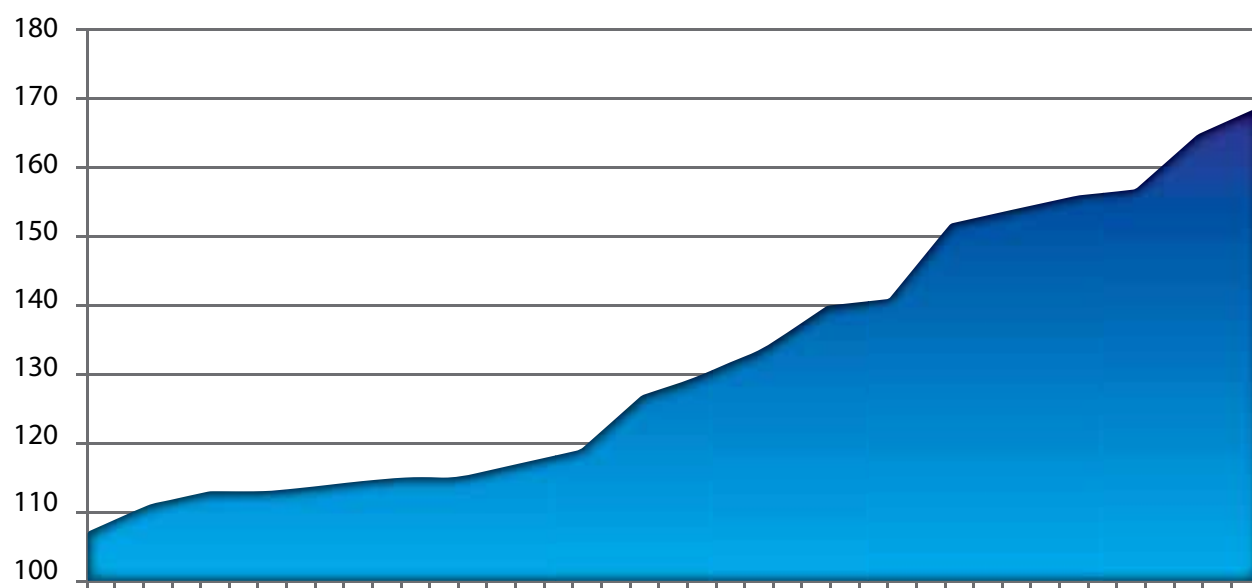
## TOP 20 BENCHMARKING DATA

	Possible	Max	Min	Average	Median
<b>Section 1</b> Policy and Practice	30	27	15	22.9	24
<b>Section 2</b> Culture & Visibility	60	59	38	49	50.5
<b>Section 3</b> Staff Development & Training	30	28	8	18.2	18.5
<b>Section 4</b> Monitoring	10	10	2	5	6
<b>Section 5</b> Supplier Policies	15	12	0	6.6	7
<b>Section 6</b> Community Engagement	30	30	6	18.7	17.5
<b>Section 7</b> Inclusion Beyond	10	9	1	4.5	4.5
<b>Section 8</b> Additional Information	10	7	0	3.2	4
<b>Section 9</b> Survey Participation	5	5	2	4.6	5
<b>Overall</b>	200	169	107	132.5	128.5

## GOLD TIER BENCHMARKING DATA

	Possible	Max	Min	Average	Median
<b>Section 1</b> Policy and Practice	30	27	23	25.3	26
<b>Section 2</b> Culture & Visibility	60	59	46	53.4	54.5
<b>Section 3</b> Staff Development & Training	30	28	13	20.9	20.5
<b>Section 4</b> Monitoring	10	10	2	5.4	6
<b>Section 5</b> Supplier Policies	15	12	1	8.9	10.5
<b>Section 6</b> Community Engagement	30	30	16	22.1	22
<b>Section 7</b> Inclusion Beyond	10	9	2	5.1	5
<b>Section 8</b> Additional Information	10	7	1	4.3	4
<b>Section 9</b> Survey Participation	5	5	2	4.4	5
<b>Overall</b>	200	169	130	149.8	153

## TOP 20 SCORE DISTRIBUTION



# BENCHMARKING

## SILVER TIER BENCHMARKING DATA

	Possible	Max	Min	Average	Median
<b>Section 1</b> Policy and Practice	30	25	15	20.4	19.5
<b>Section 2</b> Culture & Visibility	60	52	38	44.5	43.5
<b>Section 3</b> Staff Development & Training	30	20	8	15.4	15.5
<b>Section 4</b> Monitoring	10	10	2	4.6	4
<b>Section 5</b> Supplier Policies	15	9	0	4.3	4
<b>Section 6</b> Community Engagement	30	23	6	15.2	15.5
<b>Section 7</b> Inclusion Beyond	10	6	1	3.9	4
<b>Section 8</b> Additional Information	10	5	0	2.1	2
<b>Section 9</b> Survey Participation	5	5	2	4.7	5
<b>Overall</b>	200	127	107	115.1	114.5

## BRONZE TIER BENCHMARKING DATA

	Possible	Max	Min	Average	Median
<b>Section 1</b> Policy and Practice	30	26	9	19	18.5
<b>Section 2</b> Culture & Visibility	60	45	21	36.6	39
<b>Section 3</b> Staff Development & Training	30	17	2	11.6	13
<b>Section 4</b> Monitoring	10	10	0	2.2	1
<b>Section 5</b> Supplier Policies	15	7	0	2	1
<b>Section 6</b> Community Engagement	30	13	2	9.5	11
<b>Section 7</b> Inclusion Beyond	10	5	0	1.4	1
<b>Section 8</b> Additional Information	10	2	0	0.7	0.5
<b>Section 9</b> Survey Participation	5	5	0	3.6	5
<b>Overall</b>	200	106	70	86.4	85.5



# BENCHMARKING

## PARTICIPATING TIER BENCHMARKING DATA

	Possible	Max	Min	Average	Median
<b>Section 1</b> Policy and Practice	30	23	0	9.9	10
<b>Section 2</b> Culture & Visibility	60	35	0	15.9	15.5
<b>Section 3</b> Staff Development & Training	30	11	0	3.2	2
<b>Section 4</b> Monitoring	10	4	0	0.7	0
<b>Section 5</b> Supplier Policies	15	5	0	1	0
<b>Section 6</b> Community Engagement	30	12	0	4.3	3.5
<b>Section 7</b> Inclusion Beyond	10	2	0	0.5	0
<b>Section 8</b> Additional Information	10	1	0	0.2	0
<b>Section 9</b> Survey Participation	5	5	0	2	2
<b>Overall</b>	200	66	1	37.4	38.5

## SECTION 1: POLICY & PRACTICE

Section 1 of the AWEI sets out the foundational piece of work for LGBTI workplace inclusion and the initial baseline for any organisation looking at introducing LGBTI inclusion into the workplace for the first time. HR and/or Diversity professionals typically provide the content for this section.

This section is worth 30 of the 200 point allocation and has been broken down into the following areas:

- Strategic approach to LGBTI inclusion
- LGBTI accountability
- LGBTI inclusive policies and benefits
- Discrimination and human rights complaints
- LGBTI related bullying/harassment and/or grievance procedures

### QUICK REFERENCE BENCHMARKING DATA FOR SECTION 1

#### BY SECTOR

Scored out of 30	Max	Min	Average	Median
Private (n34)	27	0	18.7	19
Public (n13)	23	1	9.8	8
Higher Education (n7)	23	9	17.2	16
NFP/Charity (n4)	19	6	14.8	17

#### BY INDUSTRY

Scored out of 30	Max	Min	Average	Median
Banking/ Finance (n9)	27	14	23.2	26
Professional Services (n6)	27	13	20.9	23.5
Law (n8)	25	2	14.2	15.5

#### By Tier

Scored out of 30	Max	Min	Average	Median
All Employers (n58)	27	0	16.2	16
Top 20 (n20)	27	15	22.9	24
Gold Tier (n10)	27	23	25.3	26
Silver Tier (n10)	25	15	20.4	19.5
Bronze Tier (n12)	26	9	19	18.5
Participating Tier (n26)	23	0	9.9	10

## SECTION 2: CULTURE & VISIBILITY

Section 2 of the AWEI focuses on the culture of an organisation for LGBTI employees as well as the visibility of inclusion and support of inclusion from senior leaders. Typically the LGBTI employee networks contribute to this section of the index.

This section is worth 60 of the 200 point allocation and has been broken down into the following areas:

- LGBTI employee networks
- Executive sponsorship and support
- Ally engagement
- Visibility of internal inclusion

### QUICK REFERENCE BENCHMARKING DATA FOR SECTION 2

#### BY SECTOR

Scored out of 60	Max	Min	Average	Median
Private (n34)	59	0	36.4	39
Public (n13)	49	0	20.4	24
Higher Education (n7)	48	3	31.3	33
NFP/Charity (n4)	52	1	28	29.5

#### BY INDUSTRY

Scored out of 60	Max	Min	Average	Median
Banking/Finance (n9)	56	30	49.3	52
Professional Services (n6)	59	18	33.9	31.5
Law (n8)	52	0	30.2	36.5

#### BY TIER

Scored out of 60	Max	Min	Average	Median
All Employers (n58)	59	0	31.6	35
Top 20 (n20)	59	38	49	50.5
Gold Tier (n10)	59	46	53.4	54.5
Silver Tier (n10)	52	38	44.5	43.5
Bronze Tier (n12)	45	21	36.6	39
Participating Tier (n26)	35	0	15.9	15.5

## SECTION 3: STAFF DEVELOPMENT AND TRAINING

Section 3 looks at staff development and training. The first part of the section looks at general LGBTI awareness/inclusion training beyond any compliance or regulatory training. The remainder of this section looks at leading edge practices; specifically the accountability of managers and leaders in terms of LGBTI specific career development and talent (high performer) tracking.

This section is worth 30 of the 200 point allocation and has been broken down into the following areas:

- LGBTI Inclusion/Awareness training (and its content)
- Manager/Leadership competencies and accountability for inclusion
- LGBTI specific career development

### QUICK REFERENCE BENCHMARKING DATA FOR SECTION 3

#### BY SECTOR

Scored out of 30	Max	Min	Average	Median
Private (n34)	28	0	11.8	12.5
Public (n13)	13	0	4.7	1
Higher Education (n7)	21	0	10.3	6
NFP/Charity (n4)	20	0	13.8	17.5

#### BY INDUSTRY

Scored out of 30	Max	Min	Average	Median
Banking/Finance (n9)	28	0	17.4	18
Professional Services (n6)	27	5	13.5	11
Law (n8)	17	0	7.5	7

#### BY TIER

Scored out of 30	Max	Min	Average	Median
All Employers (n58)	28	0	10.1	9.5
Top 20 (n20)	28	8	18.2	18.5
Gold Tier (n10)	28	13	20.9	20.5
Silver Tier (n10)	20	8	15.4	15.5
Bronze Tier (n12)	17	2	11.6	13
Participating Tier (n26)	11	0	3.2	2

## SECTION 4: MONITORING (LGBTI DATA)

Section 4 looks at the collection and analysis of LGBTI related employee data. Diversity demographics are often collected as part of engagement surveys or internal culture surveys. Some organisations develop independent diversity surveys specifically to collect diversity demographics, generally an 'opt-in' survey. We are now starting to see a trend of organisations incorporating employee self-select diversity demographics into online employee HR systems or records.

This section typically looks at where this information is collected (if at all), the language that is used for data collection; any analysis of that data, findings and actions undertaken as a result.

This section is worth 10 of the 200 point allocation and has been broken down into the following areas:

- Monitoring data (data collection points)
- Analysis of data collected

### QUICK REFERENCE BENCHMARKING DATA FOR SECTION 4

#### BY SECTOR

Scored out of 10	Max	Min	Average	Median
Private (n34)	10	0	2.9	2
Public (n13)	4	0	1	0
Higher Education (n7)	6	0	2.3	2
NFP/Charity (n4)	10	0	5	5

#### BY INDUSTRY

Scored out of 10	Max	Min	Average	Median
Banking/Finance (n9)	10	0	4.9	6
Professional Services (n6)	6	0	3.7	4
Law (n8)	2	0	0.8	0

#### BY TIER

Scored out of 10	Max	Min	Average	Median
All Employers (n58)	10	0	2.5	2
Top 20 (n20)	10	2	5	6
Gold Tier (n10)	10	2	5.4	6
Silver Tier (n10)	10	2	4.6	4
Bronze Tier (n12)	10	0	2.2	1
Participating Tier (n26)	4	0	0.7	0

## SECTION 5: SUPPLIER POLICIES

Section 5 looks at supplier policies and is considered to be at the forefront of LGBTI inclusion practice; a virtually untapped area of LGBTI inclusion currently within Australian practice.

This section is worth 15 of the 200 point allocation and has been broken down into the following areas:

- Expectations of suppliers that work for us
- The utilisation of LGBTI suppliers

### QUICK REFERENCE BENCHMARKING DATA FOR SECTION 5

#### BY SECTOR

Scored out of 15	Max	Min	Average	Median
Private (n34)	12	0	4.2	3
Public (n13)	4	0	0.6	0
Higher Education (n7)	12	0	2.3	0
NFP/Charity (n4)	7	0	4.3	5

#### BY INDUSTRY

Scored out of 15	Max	Min	Average	Median
Banking/Finance (n9)	12	0	7	8
Professional Services (n6)	11	2	6.2	5.5
Law (n8)	3	0	1.4	1.5

#### BY TIER

Scored out of 15	Max	Min	Average	Median
All Employers (n58)	12	0	3.2	2
Top 20 (n20)	12	0	6.6	7
Gold Tier (n10)	12	1	8.9	10.5
Silver Tier (n10)	9	0	4.3	4
Bronze Tier (n12)	7	0	2	1
Participating Tier (n26)	5	0	1	0

## SECTION 6: COMMUNITY ENGAGEMENT

Section 6 looks at community engagement and external awareness/promotion of an organisation's LGBTI workplace inclusivity.

This section, worth 30 of the 200 point allocation and is broken down into the following areas:

- Support of LGBTI community groups, charities and events
- External promotion of LGBTI inclusivity
- Specific offerings targeting the LGBTI communication from a commercial, university, government or not-for-profit perspective

### QUICK REFERENCE BENCHMARKING DATA FOR SECTION 6

#### BY SECTOR

Scored out of 30	Max	Min	Average	Median
Private (n34)	30	0	11.8	11.5
Public (n13)	23	0	6.2	2
Higher Education (n7)	30	3	11.6	7
NFP/Charity (n4)	19	0	9.5	9.5

#### BY INDUSTRY

Scored out of 30	Max	Min	Average	Median
Banking/Finance (n9)	30	5	16.3	17
Professional Services (n6)	24	3	13.2	12.5
Law (n8)	16	0	9.5	11.5

#### BY TIER

Scored out of 30	Max	Min	Average	Median
All Employers (n58)	30	0	10.3	9.5
Top 20 (n20)	30	6	18.7	17.5
Gold Tier (n10)	30	16	22.1	22
Silver Tier (n10)	23	6	15.2	15.5
Bronze Tier (n12)	13	2	9.5	11
Participating Tier (n26)	12	0	4.3	3.5

## SECTION 7: INCLUSION BEYOND

Section 7 of the index looks at the impact of an organisation's LGBTI inclusion initiatives beyond its immediate employee base. This may include work that the Australian organisation has contributed to globally or public organisational stands within Australia on issues that impact LGBTI people. It may also include the opening up of training to people outside of the organisation or innovative products or services not covered elsewhere in the submission.

This section is worth 10 of the 200 point allocation.

### QUICK REFERENCE BENCHMARKING DATA FOR SECTION 7

#### By Sector

Scored out of 10	Max	Min	Average	Median
Private (n34)	9	0	2.3	1.5
Public (n13)	4	0	0.8	0
Higher Education (n7)	7	0	2.6	1
NFP/Charity (n4)	5	0	3	3.5

#### By Industry

Scored out of 10	Max	Min	Average	Median
Banking/Finance (n9)	9	0	3.5	3
Professional Services (n6)	6	1	3	2.5
Law (n8)	6	0	1.4	0.5

#### By Tier

Scored out of 10	Max	Min	Average	Median
All Employers (n58)	9	0	2.1	1
Top 20 (n20)	9	1	4.5	4.5
Gold Tier (n10)	9	2	5.1	5
Silver Tier (n10)	6	1	3.9	4
Bronze Tier (n12)	5	0	1.4	1
Participating Tier (n26)	2	0	0.5	0

## SECTION 8: ADDITIONAL INFORMATION

Section 8 of the index allows employers to present additional information on initiatives not covered elsewhere in the index. Points may also be allocated here for work over and above the expectations of the index in a given area.

This section is worth 10 of the 200 point allocation.

### QUICK REFERENCE BENCHMARKING DATA FOR SECTION 8

#### BY SECTOR

Scored out of 10	Max	Min	Average	Median
Private (n34)	7	0	1.5	1
Public (n13)	4	0	0.7	0
Higher Education (n7)	7	0	1.6	0
NFP/Charity (n4)	4	0	1.8	1.5

#### BY INDUSTRY

Scored out of 10	Max	Min	Average	Median
Banking/Finance (n9)	7	0	3.4	4
Professional Services (n6)	5	0	1.4	1
Law (n8)	5	0	0.8	0

#### BY TIER

Scored out of 10	Max	Min	Average	Median
All Employers (n58)	7	0	1.3	0
Top 20 (n20)	7	0	3.2	4
Gold Tier (n10)	7	1	4.3	4
Silver Tier (n10)	5	0	2.1	2
Bronze Tier (n12)	2	0	0.7	0.5
Participating Tier (n26)	1	0	0.2	0

## SECTION 9: OPTIONAL EMPLOYEE SURVEY

Section 9 looks at participation in the optional AWEI employee survey; open to all employees of AWEI participating organisations regardless of how they personally identify.

While the AWEI provides feedback at an organisational level in terms of its initiatives and possible areas of future focus, the optional employee survey balances the picture by providing insight into the lived experience of your LGBTI employees, and the views of your employees in relation to LGBTI initiatives in general.

The analysis of the employee survey across all submissions has been provided in the following section of this document. Employers participating receive their confidential trend analysis from their employee data maintaining full confidentiality of those participating.

Points were allocated according to:

- Participation within the survey
- Breadth of invites

This year 76% of employers participating in the AWEI also participated in the optional employee survey.

This section is worth 5 of the 200 points.

### QUICK REFERENCE BENCHMARKING DATA FOR SECTION 9

#### BY SECTOR

Scored out of 5	Max	Min
Private (n34)	5	0
Public (n13)	5	0
Higher Education (n7)	5	0
NFP/Charity (n4)	5	0

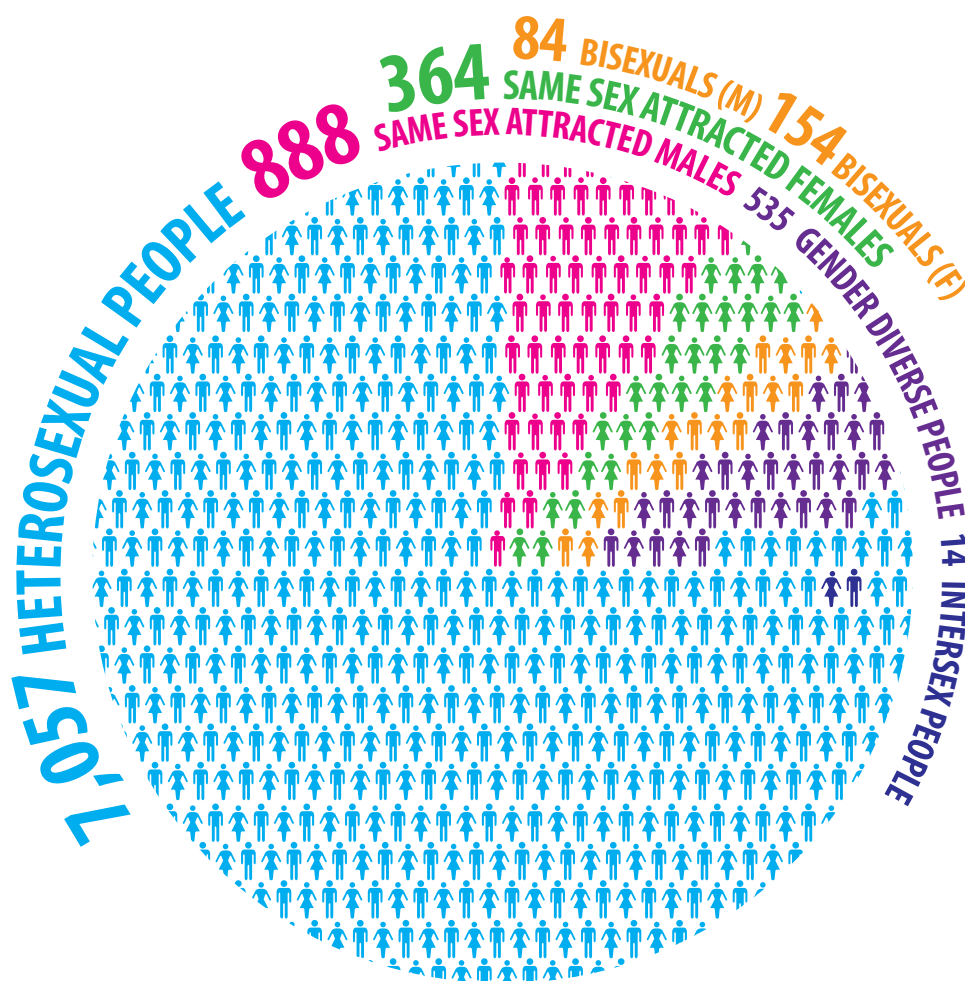
#### BY INDUSTRY

Scored out of 5	Max	Min
Banking/Finance (n9)	5	2
Professional Services (n6)	5	0
Law (n8)	5	0

#### BY TIER

Scored out of 5	Max	Min
All Employers (n58)	5	0
Top 20 (n20)	5	2
Gold Tier (n10)	5	2
Silver Tier (n10)	5	2
Bronze Tier (n12)	5	0
Participating Tier (n26)	5	0



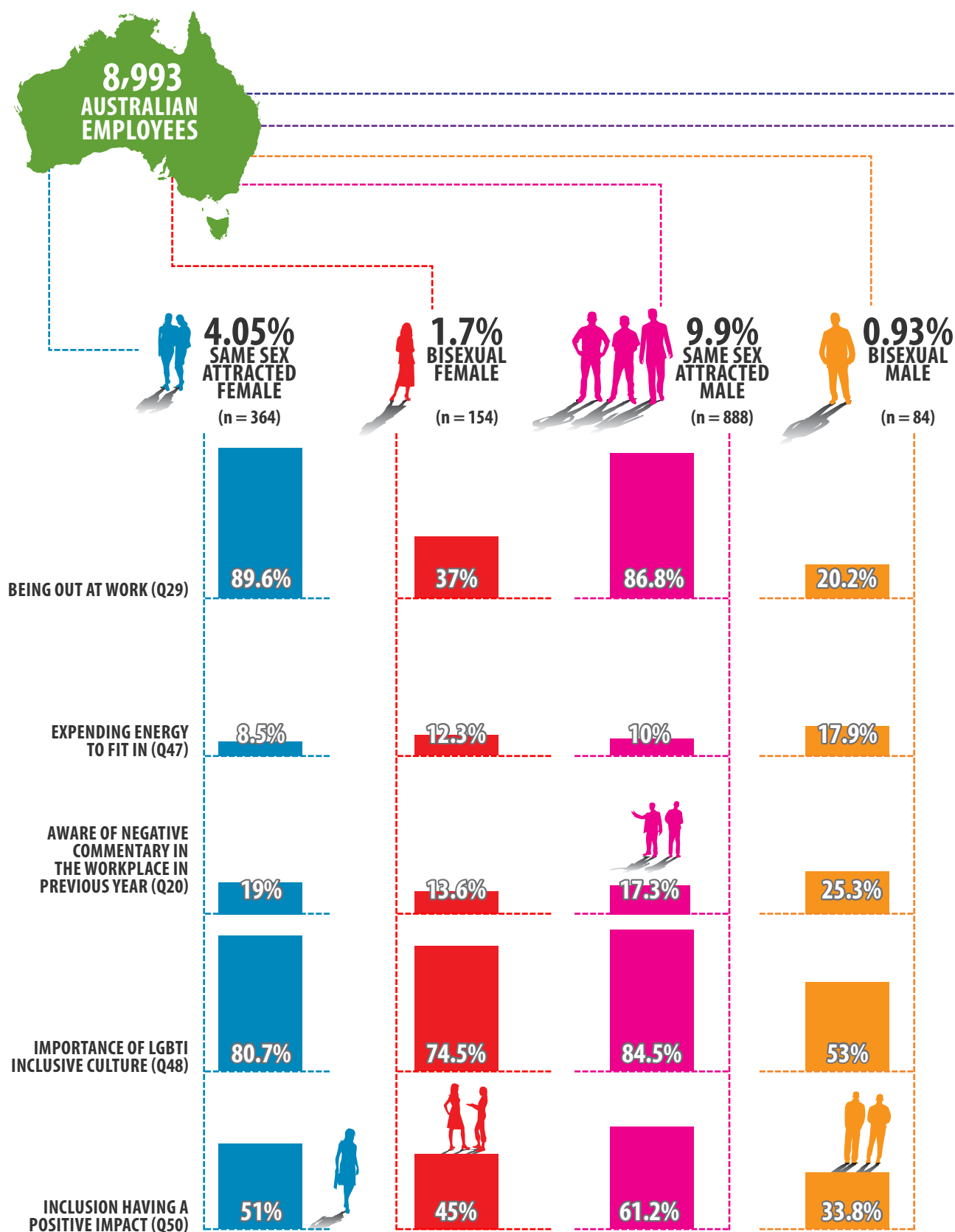


# AUSTRALIAN WORKPLACE EQUALITY INDEX 2015 EMPLOYEE SURVEY ANALYSIS

This section presents the results of the optional employee survey conducted as part of the annual Australian Workplace Equality Index (AWEI). We thank all those organisations who distributed the survey invitation to employees.

*With thanks to Helen Conway for producing the analysis of the employee survey data and the compilation of the survey report.*

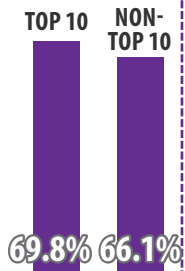
# EXECUTIVE SUMMARY



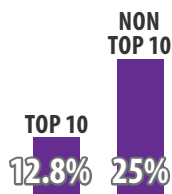
# EXECUTIVE SUMMARY

**4.21%**  
GENDER DIVERSE

(n = 379 - details see page 50)



INCLUSION INITIATIVES ARE IMPORTANT TO LEVEL OF ENGAGEMENT



CONSIDERED LEAVING PLACE OF WORK DUE TO TREATMENT BY OTHERS WITHIN THE LAST YEAR



**0.16%**  
INTERSEX

(n = 14)



INCLUSION INITIATIVES BENEFIT INTERSEX EMPLOYEES

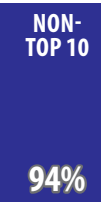


OTHER STAFF'S ATTITUDES HAVE NOT HAD A NEGATIVE IMPACT ON MY WORK IN THE PREVIOUS YEAR

## LEADERSHIP TEAMS

(n = 182)

(n = 496)



PERSONALLY SUPPORT LGBTI WORKPLACE INCLUSION



BELIEVE THAT LGBTI INCLUSION INITIATIVES WERE IMPORTANT TO AN ORGANISATION



AGREE THAT THEIR ORGANISATION SUPPORTED LGBTI INCLUSION

## OTHER STAFF

(n = 2,456)

(n = 5,859)



BELIEVE THEIR ORGANISATION COMMUNICATES LGBTI INCLUSION



INCLUSION INITIATIVES ARE HAVING A POSITIVE PERSONAL IMPACT



BELIEVE THAT LGBTI EMPLOYEES COULD COMFORTABLY BE THEMSELVES



CONSIDERED OR WERE ACTIVELY SEEKING OTHER EMPLOYMENT AS A RESULT OF BULLYING

# EXECUTIVE SUMMARY

## GAY MEN & LESBIANS/GAY WOMEN

Almost 10% of survey respondents identified as a 'same sex attracted' male and 4% as a 'same sex attracted' female.

Openly out role models were very important for lesbians (95%) and gay men (93%), as was an inclusive culture to the level of engagement (81% for lesbians and 85% for gay men). LGBTI inclusion initiatives appeared to have had the most impact on lesbians, with almost two-thirds reporting that the initiatives had made them feel more positive about their orientation.

Both lesbians and gay men reported high levels of being out at work (90% of lesbians and 88% of gay men). However, there was still 10% of gay men and almost the same percentage of lesbians who agreed that they expend a lot of energy hiding their sexuality within their immediate work environment. These figures were similar, regardless of whether the organisation was Top 10 or not.

There were still higher levels of reported harassment and bullying experienced by lesbians than there were by gay men and these were more pronounced at non-Top 10 organisations than at Top 10 ones. At non-Top 10 organisations, only 75% of lesbians reported confidence in their managers to address harassment and bullying against 85% of gay men, whereas there was much less difference at Top 10 organisations, where 87% of lesbians expressed confidence (against 86% of gay men).

## BISEXUALS

In previous analysis, 'bisexuals' have been compared to gay men and lesbians; this year, the category was split into bisexual men and bisexual women in order to determine whether there were similarities or differences between the experiences of the different genders.

There was a significant difference between the extent to which bisexual respondents were out in the workplace, compared to their same-sex attracted counterparts. Only 20% of bisexual men were 'completely' or 'moderately out', compared to almost 87% of gay men. And only 37% of bisexual women were out compared to almost 90% of lesbians.

Interestingly, whilst only 41% of bisexual women felt that it was important for them to be out at work, 77% of them still felt that it is important to work for an organisation where they *could* comfortably be out at work. Similarly, only 18% of bisexual men felt that it was important for them to be out at work but a much higher 61% wanted to work for an organisation where they *could* be out.

On many other measures, however, there were significant differences between the lived experience of bisexual men and bisexual women.

Bisexual men had been far more aware of both negative commentary and more serious bullying in the previous year as well as reporting the highest levels of having personally experienced them. Bisexual women reported the least amount of both negative commentary and bullying. Fewer than two-thirds of bisexual men felt they could comfortably be themselves within their organisation, compared to more than three-quarters of gay men.

Bisexual men also portrayed significant differences on other measures. They were less likely to:

- Believe that their organisation communicated LGBTI inclusion
- Know where to go to get more information on LGBTI inclusion
- Have confidence in their manager to support inclusion.

However, they were also less likely to place emphasis on the importance of an LGBTI inclusive culture to their level of engagement or feel that openly out role models were important to a sense of LGBTI inclusion.

## GENDER DIVERSE

We asked respondents to select whether they were 'gender diverse' rather than specifically transgender, as has been asked in previous surveys. This resulted in an increase in the proportion of respondents in this category, with 5.9%, or 535 employees, indicating they were gender diverse.

On some indicators, the response was less favourable than in 2014; for example, this year, only 40% of respondents were aware of inclusion policies for transgender people in their workplace, against 57% in 2014.

However, in terms of lived experience, the responses from gender diverse employees were, on the whole, much more positive than in 2014. For example, when asked whether they would recommend their current organisation as a place in which gender diverse people could comfortably work, 80% of participants at the Top 10 organisations agreed, which is a significant increase on the 50% who agreed in 2014. In addition, approximately three-quarters of respondents felt that their organisation was fully supportive of gender diverse employees and more than four-fifths of respondents also had confidence that their current manager would address transphobic behaviour, significantly up from 55% in 2014.

On most measures, there was little difference in the experiences of those gender diverse employees at Top 10 organisations and non-Top 10. However, one significant difference was that 12% of employees at non-Top 10 organisations had considered leaving their current place of work due to the way they had been treated in the past year against only 6% at Top 10 organisations.

# EXECUTIVE SUMMARY

## INTERSEX

Only a small number of intersex employees took part in the survey (0.16% of the total). Half of those felt comfortable about disclosing their intersex status at work and the majority (78.6%) did not feel that attitudes have had a negative impact on their day to day work in the previous year.

## LEADERSHIP

There were 678 responses from those indicating they were the CEO or at Executive or Senior Leadership Team (SLT) level. These were contrasted against the responses from those at other levels. Leaders were much more likely than other staff to:

- Express belief in the value of LGBTI inclusion initiatives (91% vs 83%)
- Believe that their organisation genuinely supported LGBTI inclusion (92% vs 83%)
- Feel that their organisation communicated inclusion (84% vs 73%).

Leaders were unsurprisingly more likely to back themselves, with 93% feeling confident that 'senior leaders' supported inclusion, a view shared by only 82% of other staff. They felt more confident that managers supported inclusion, with only 85% agreeing against 79% of other staff.

## TOP 10 ORGANISATIONS

The responses of these leaders were further broken down into the leaders of Top 10 organisations (n=182) versus non-Top 10, to ascertain whether the success of the organisation's workplace diversity practices may arise from leadership commitment and belief in their value.

The leadership teams of Top 10 organisations were more likely than non-Top 10 leaders to:

- Personally support LGBTI workplace inclusion (97% vs 94%)
- Believe that LGBTI inclusion initiatives were important to an organisation (95% vs 89%)
- Agree that their organisation supported LGBTI inclusion (95% vs 91%)

Responses from all other staff were also broken down into those who worked for one of the Top 10 organisations (n=2,638), to assess whether their experiences differed from those in other organisations (n=6,355). The analysis suggests that the top-performing organisations have succeeded at encouraging a more inclusive culture, as staff at these organisations were more likely to:

- Agree that inclusion initiatives are important (87% vs 81%)
- Believe that their organisation genuinely supports LGBTI inclusion (88% vs 81%)
- Believe that LGBTI employees could comfortably be themselves (85% vs 78%).

Of significance is that 83% of staff at Top 10 organisations believed their organisation communicates LGBTI inclusion, against only 69% at non-Top 10 organisations, which suggests that visibility of the initiatives is a factor in their success. Both leaders and staff at Top 10 organisations were more likely to talk about their organisation's initiatives outside of work, indicating that the stronger inclusion programs have a positive word-of-mouth effect that extends beyond the workplace.

Top 10 organisations were not, however, immune from bullying and harassment but these were seen at lower levels than at non-Top 10 organisations. This bullying was not just experienced by LGBTI people; 7% of staff at Top 10 organisations reported feeling bullied in the previous year, amounting to 174 people. This figure was 9%, or 543 people, at non-Top 10 organisations, with 9% of employees 'disagreeing' that they had confidence in their manager to address bullying. Amongst bisexual men at non-Top 10 organisations, only 56% had confidence in their managers that homophobia would be addressed.

6% of respondents at Top 10 organisations agreed that they had 'occasionally' considered leaving their current employment as a result of bullying or harassment or were actively seeking other employment. This percentage rose to 9% for those working at non-Top 10 organisations, lending weight to the theory that inclusion initiatives are conducive to employee retention.

# EXECUTIVE SUMMARY

## SUPPORT FOR INCLUSION

There were generally high levels of belief in the importance of LGBTI inclusion initiatives. Personal support for inclusion was also very high, with 96% of LGBTI employees supporting it, and 89% of non-LGBTI employees. Similar differences were seen across a number of measures; LGBTI respondents were more likely than non-LGBTI respondents to:

- Understand the business case for why LGBTI inclusion is important to an organisation
- Be swayed by an organisation's track record in diversity
- Talk about their organisation's inclusion initiatives outside of work
- Believe there should be more communication and/or training on LGBTI workplace inclusion
- Believe that people managers should be trained in LGBTI inclusion.

These initiatives had been responsible for 9% of employees at Top 10 organisations coming out at work and 6% at non-Top 10. However, the extent to which an LGBTI person believed their manager supports inclusion influenced the likelihood that they were out to them. Of the 78% who agreed that their manager supports inclusion, 81% were out, whereas only 46% were out if they did not believe their manager supports inclusion.

Non-LGBTI respondents were significantly less likely than LGBTI respondents to have been aware of both negative commentary (6% vs 16%) as well as more serious bullying (2% vs 7%), indicating that these issues can often go unnoticed by an individual if they are not on the receiving end of them.

There was a level of confidence that bullying issues would be addressed by managers although, again, the confidence levels were higher amongst non-LGBTI respondents (82%) than amongst LGBTI respondents (73%).

## AGE

The younger demographics were more in favour of inclusion, with a very high 97% of 18 to 24 year olds personally supporting inclusion, decreasing to 86% of 55 to 64 year olds.

Those aged 18 to 24 had the most confidence in their managers to address bullying or harassment of LGBTI employees and were the only age group to show more confidence in managers than in senior leaders. They were also the least likely to have felt bullied or harassed in the previous year (regardless of their orientation), with 5% agreeing with this to a 'large' or 'moderate extent' (this rose to 7% in the next age bracket up (25-34) and peaked at almost 10% in those aged 45-54).

This was reversed amongst LGB participants, however, with almost 10% of 18-24 year olds admitting that they had been personally bullied or harassed because of their sexual orientation. This percentage declined as employees aged. Only around one-third of these young employees reported the bullying. When asked why people *would* not or *had* not reported bullying, the most common response was that "it would be career limiting", followed by the response, "I just put up with it".

Younger employees were the least likely to be out at work; only 60% of 18 to 24 year olds were 'completely' or 'moderately' out (this rose to between 77 and 81 per cent in all other age groups) and only 45% were out to their manager (this was over 72% in all other age groups). Fortunately, of those younger employees who were out to their manager, none of them felt that it had affected the relationship for the worse.

## DEMOGRAPHICS

In 2015, 9,048 people participated in the survey, a 59.8% increase on the 2014 participation numbers. The 55 respondents who indicated they were 'outside Australia' were directed to the end of the survey, leaving 8,993 to complete the full survey. This has provided us with a rich array of data for analysis.

More than one-third of respondents worked in NSW, a similar rate to last year. This year saw a 14% decrease in the number of respondents from the ACT, with a corresponding increase from Victoria.

The survey was open to all employees, regardless of sexual orientation. Heterosexual employees comprised 78.5% of respondents. Their responses provide us with information on the acceptance of LGBTI workplace inclusion initiatives across the broader population and how that contrasts with the lived experience of LGBTI employees.

Responses were then analysed according to a participant's sexual orientation, gender diversity and/or intersex status. Analysis was also done on responses according to the age of the participant, their seniority level within an organisation, and whether they worked for one of the 2015 'Top 10 Organisations'.

State	2015		2014		Change from 2014
	Responses	Percentage	Responses	Percentage	
NSW	3,250	35.9%	2,007	35.7%	0.2%
ACT	689	7.6%	1,250	22.2%	-14.6%
VIC	2,761	30.5%	932	16.6%	13.9%
WA	1,323	14.6%	682	12.1%	2.5%
QLD	716	7.9%	398	7.1%	0.8%
SA	182	2.0%	150	2.7%	-0.7%
TAS	33	0.4%	48	0.9%	-0.5%
NT	39	0.4%	43	0.8%	-0.4%
Outside Australia	55	0.6%			
New Zealand			21	0.4%	
Asia Pacific (not Australia)			29	0.5%	

This year saw a large decrease in the number of responses from the public sector, causing the percentages of the other categories to increase.

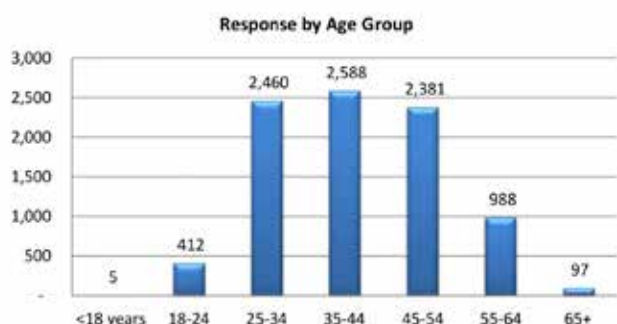


# EXECUTIVE SUMMARY

Sector	2015		2014		Change from 2014
	Responses	Percentage	Responses	Percentage	
Private	4,836	53.8%	2,627	46.8%	7.0%
Public (Government Department / Agency)	2,423	26.9%	2,598	46.3%	-19.3%
Higher Education	693	7.7%	322	5.7%	2.0%
Not-for-Profit / Charity	936	10.4%	69	1.2%	9.2%
Prefer not to respond	105	1.2%			

The above factors were not taken into account during the analysis. However, data were analysed according to age group, as well as by sexual orientation, gender identity and intersex status, as per the breakdowns below.

Age Group	2015		2014		Change from 2014
	Responses	Percentage	Responses	Percentage	
<18 years	5	0.1%	1	0.0%	0.1%
18-24	412	4.6%	304	5.4%	-0.8%
25-34	2,460	27.4%	1,860	33.0%	-5.6%
35-44	2,588	28.8%	1,739	30.9%	-2.1%
45-54	2,381	26.5%	1,193	21.2%	5.3%
55-64	988	11.0%	451	8.0%	3.0%
65+	97	1.1%	41	0.7%	0.4%
Prefer not to respond	62	0.7%	39	0.7%	0.0%
<b>Total</b>	<b>8,993</b>		<b>5,628</b>		<b>0.0%</b>



78.5% of respondents indicated that they were heterosexual, with a further 4.2% preferring not to respond. The other 17.3% were then asked to select whether they were same sex attracted, same and other sex attracted, neither sex attracted, or other.

Participants were also asked if they were gender diverse and/or of intersex status. The full responses are shown in the table below:

	Referred to in the report	Responses	Percentage*
Heterosexual / Opposite or Other Sex Attracted	Non-LGBTI	7,057	78.5%
Same Sex Attracted, Identify as Male	Gay Man	888	9.9%
Same & Other Sex Attracted, Identify as Male	Bisexual (M)	84	0.93%
Same Sex Attracted, Identify as Female	Lesbian	364	4.05%
Same & Other Sex Attracted, Identify as Female	Bisexual (F)	154	1.7%
Gender Diverse	Gender Diverse	535	5.9%
Intersex	Intersex	14	0.16%

\* The percentages do not add up to 100% because a respondent could be in more than one category, for example, be gender diverse *and* same sex attracted.

In previous years, responses by those nominating both same and other sex attracted ('bisexuals') had been analysed together, regardless of gender. This year, the male and female responses were analysed separately. Whilst this makes the sample size of each smaller, some of the differences identified were particularly stark and have been outlined in more detail through this report.

The number of people identifying as gender diverse saw a large increase from 2014. In part this is due to us broadening the question from those identifying as transgender to those who fall into the broader 'gender diverse' category. However, it is suspected that some respondents did not understand the definition provided and nominated that they were gender diverse in error. This is discussed in more detail in the relevant section.

# DETAILED ANALYSIS

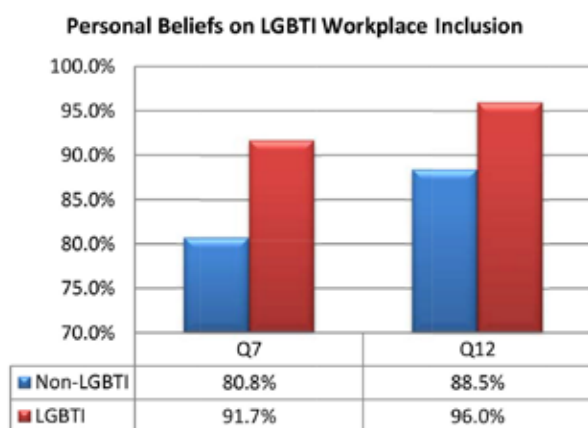
## PERSONAL SUPPORT FOR LGBTI INCLUSION INITIATIVES

The following questions assessed respondents' personal beliefs on LGBTI inclusion in the workplace, regardless of organisational initiatives or policies.

Que. No.	Survey Question	Data Selection for Chart
Q7	How important do you personally believe LGBTI inclusion initiatives are to an organisation?	Very/ Somewhat Important
Q12	Please state your level of agreement with the statement "I personally support LGBTI workplace inclusion".	Strongly/ Agree

### LGBTI V NON-LGBTI RESPONDENTS

Both personal support for LGBTI inclusion (Q12), as well as belief in the importance of these initiatives (Q7), were high although, unsurprisingly, they were higher amongst LGBTI respondents.



### AGE GROUP

The younger age groups were much more in favour of inclusion, with 93.2% of 18 to 24 year olds believing the initiatives were 'very' or 'somewhat important', decreasing across age groups to 78.7% of 55 to 64 year olds. A very high 96.8% of 18 to 24 year olds personally supported inclusion, decreasing to 86.2% of 55 to 64 year olds.

### LEADERSHIP

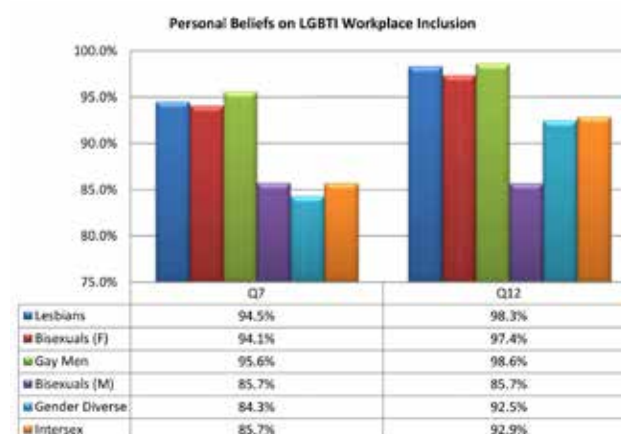
The leadership teams of Top 10 organisation were more likely to personally support LGBTI workplace inclusion (Q12) than at non-Top 10 organisations (97.3% vs 93.9%). However, the bigger difference was in the belief that LGBTI inclusion initiatives are important to an organisation (Q7), with 95.1% of Top 10 leaders agreeing with this, against 88.9% of non-Top 10 leaders.

There was also a difference between the views of all other staff in Top 10 organisations, with 87.4% agreeing that inclusion initiatives are important, against only 80.6% in non-Top 10 organisations. This suggests that the top-performing organisations have done a good job at communicating the value of the initiatives to their staff.



### LGBTI

There were similar levels of support for inclusion initiatives across gay men, lesbians and bisexual women. However, bisexual men were far less likely to believe in the importance of the initiatives, showing similar lower levels of support as gender diverse and intersex people.





# DETAILED ANALYSIS

## ORGANISATIONAL SUPPORT FOR LGBTI INCLUSION INITIATIVES

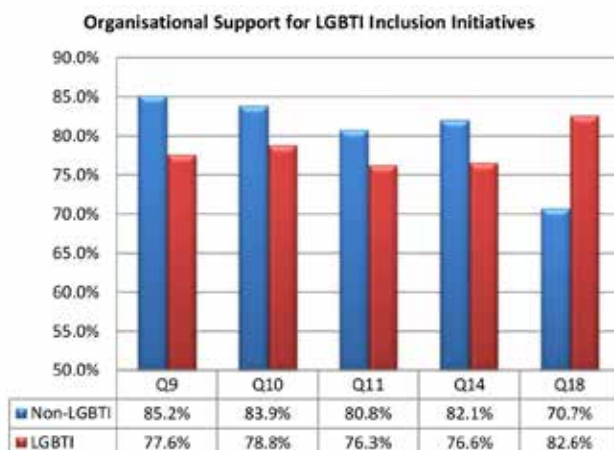
Aside from personal views, respondents were asked their perceptions of the level of organisational support for LGBTI inclusion initiatives in their own workplace.

Que. No.	Survey Question	Data Selection for Chart
Q9	To what extent do you believe your organisation genuinely supports LGBTI inclusion?	Large/ Moderate Extent
Q10	Please state your level of agreement with the statement "I feel confident that SENIOR LEADERS within this organisation support LGBTI workplace inclusion"	Strongly/ Agree
Q11	Please state your level of agreement with the statement "I feel confident that MANAGERS / TEAM LEADERS within this organisation support LGBTI workplace inclusion"	Strongly/ Agree
Q14	Please state your level of agreement with the statement "LGBTI employees within my immediate work area could comfortably be themselves within this organisation"	Strongly/ Agree
Q18	Do you believe that people managers in your organisation should be trained in LGBTI inclusion?	Strongly/ Agree

### LGBTI V NON-LGBTI RESPONDENTS

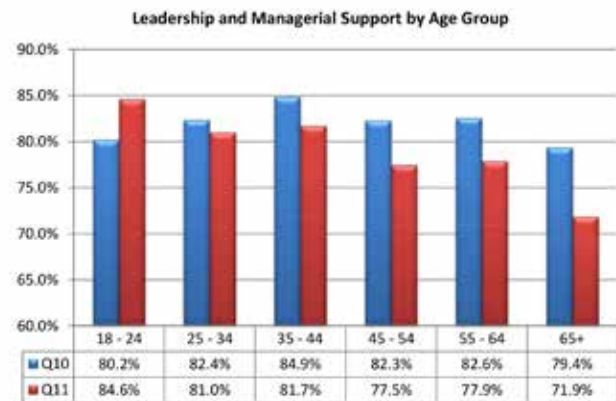
While most non-LGBTI people felt that there was organisational support for LGBTI inclusion (Q9), this was not felt as strongly amongst LGBTI people themselves, although more than 77% did agree. Over 82% of non-LGBTI respondents felt that LGBTI people could comfortably be themselves within the organisation (Q14), whereas this was felt slightly less by LGBTI people themselves.

When asked if people managers should be trained in LGBTI inclusion, only 70.7% of non-LGBTI respondents agreed whereas 82.6% of LGBTI employees did.



### AGE GROUP

The following chart shows confidence in senior leaders by age group (Q10, blue) against confidence in managers (Q11, red).



Almost all respondents had more confidence that senior leadership supported LGBTI inclusion (Q10) than managers did (Q11) although both showed a slight increase on the confidence levels shown in the 2014 results. Those aged over 45 were less likely to show confidence in managers than in senior leaders.

However, the 18-24 year olds were the only age group to show more confidence in managers (84.6%) than in the senior leadership team (80.2%).

### LEADERSHIP

Again, the leaders at Top 10 organisations were more likely to agree that their organisation supported LGBTI inclusion than the leaders at non-Top 10 organisations expressed.

Of particular note is that the difference in support extends across other staff in the organisations. For example, 88.3% of staff at Top 10 organisations agreed that their organisation genuinely supports LGBTI inclusion (Q9) against 80.5% at non-Top 10. And 85% of staff at Top 10 organisations believed that LGBTI employees could comfortably be themselves (Q14) against only 78.2% of staff at non-Top 10 (the green and purple columns in chart, below).

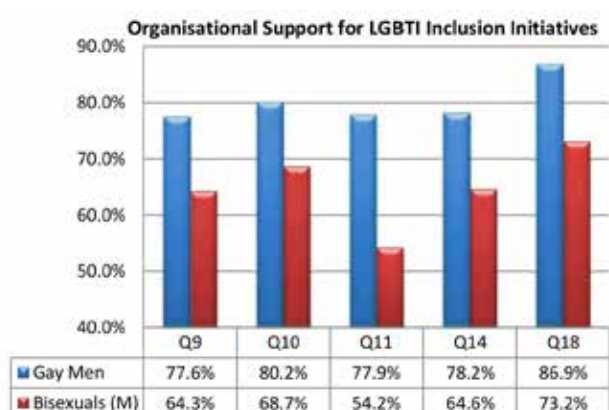


# DETAILED ANALYSIS

## ORGANISATIONAL SUPPORT FOR LGBTI INCLUSION INITIATIVES

### LGBTI

There were similar levels of organisational support perceived amongst gay men, lesbians and bisexual women. However, there were big differences between the views of gay men and bisexual men. For example, confidence in managers to support inclusion (Q11) was only 54.2% of bisexual men against 77.9% of gay men. More than three-quarters (78.2%) of gay men felt they could comfortably be themselves within the organisation (Q14) whereas fewer than two-thirds (64.6%) of bisexual men agreed with this.



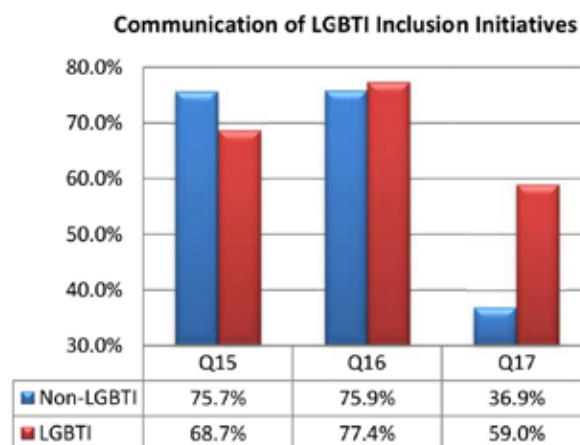
## INTERNAL COMMUNICATION OF LGBTI INITIATIVES

Participants were asked to indicate their views on the extent of their organisation's communication and/or training initiatives.

Que. No.	Survey Question	Data Selection for Chart
Q15	To what extent do you believe your organisation communicates LGBTI inclusion?	Large/ Moderate Extent
Q16	Please state your level of agreement with the statement "I know where to go for more information on LGBTI inclusion within this organisation"	Strongly/ Agree
Q17	Do you believe your organisation should do less or more communication/training in the area of LGBTI workplace inclusion?	Much/ Somewhat More

### LGBTI V NON-LGBTI RESPONDENTS

LGBTI respondents were less likely to believe their organisation communicates inclusion (Q15) than non-LGBTI respondents. They were also much more likely to believe there should be more communication and/or training on LGBTI workplace inclusion (Q17), with 59% believing there should be 'more' or 'much more', against only 36.9% of non-LGBTI respondents. The majority of non-LGBTI respondents (55.4%) felt that the level of communication and/or training was 'fine as is'.



### AGE GROUP

Those aged under 35 were more likely to believe there should 'somewhat' or 'much more' communication and/or training (54.9% of 18-24 year olds and 47.8% of 25-34 year olds). Only around 38% of those aged over 35 believed there should be more.

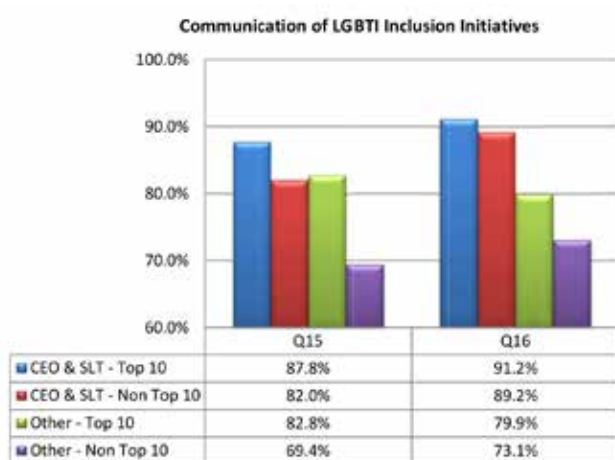
# DETAILED ANALYSIS

## INTERNAL COMMUNICATION OF LGBTI INITIATIVES

### LEADERSHIP

Most leaders knew where to go to get more information on LGBTI inclusion in their organisation (Q16), regardless of whether it was Top 10 or not.

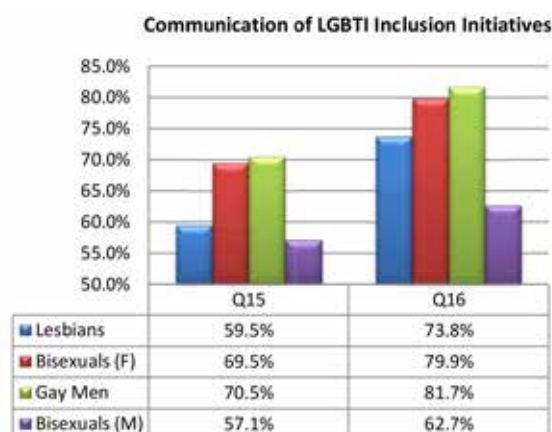
However, there was a bigger difference when asked if they believed their organisation communicated LGBTI inclusion (Q15), with 87.8% of Top 10 leaders agreeing with this, against 82% at non-Top 10. There was also a much higher percentage of other staff agreeing with this from Top 10 organisations (82.8%) than staff at non-Top 10 (69.4%), suggesting a higher overall visibility of the initiatives in Top 10 organisations.



The majority of people agreed that the amount of communication and/or training provided on LGBTI workplace inclusion was 'fine as is' (Q17). However, of the Top 10 leaders, only 1.1% felt there should be 'somewhat' or 'much less' but 3.5% of non-Top 10 leaders agreed with this. Staff felt this more strongly, with 6% preferring less training at Top 10 organisations, and 7.1% at non-Top 10.

### LGBTI

Bisexual women were much more likely to believe that their organisation communicates inclusion (Q15) than lesbians were (69.5% vs 59.5%), and gay men were significantly more likely to believe this than bisexual men were (70.5% vs 57.1%). Bisexual men were also far less likely to know where to go to get more information on inclusion (Q16).



## BUSINESS CASE FOR LGBTI INCLUSION INITIATIVES

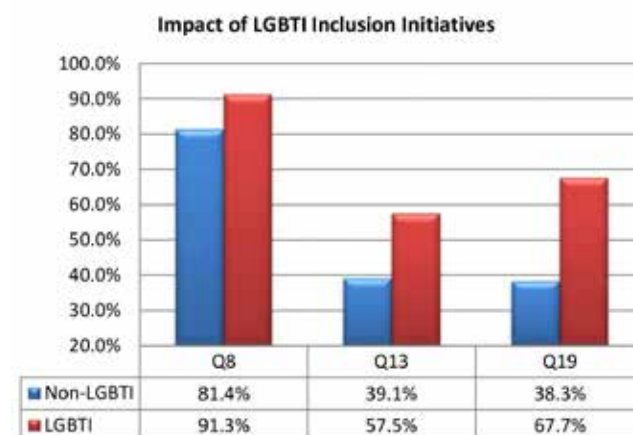
Participants were asked to indicate how much of an influence an organisation's LGBTI inclusion initiatives might be to current and future employees.

Que. No.	Survey Question	Data Selection for Chart
Q8	To what extent do you understand WHY LGBTI inclusion is important to an organisation?	Large/Moderate Extent
Q13	Please state your level of agreement with the statement "I talk about my workplace's LGBTI inclusion initiatives outside of work".	Strongly/Agree
Q19	To what extent would an organisation's track record in LGBTI diversity (and equally other areas of diversity) influence your decision to join an organisation?	Large/Moderate Extent

### LGBTI V NON-LGBTI RESPONDENTS

The majority of respondents understood WHY inclusion is important to an organisation (Q8), although this was much higher amongst LGBTI respondents (91.3% vs 81.4%).

Unsurprisingly, an organisation's track record in diversity (Q19) had much higher impact on LGBTI people in terms of encouraging them to join that workplace (67.3% vs 38.3%). LGBTI people were also much more likely to talk about these initiatives outside of work (Q13).



# DETAILED ANALYSIS

## BUSINESS CASE FOR LGBTI INCLUSION INITIATIVES

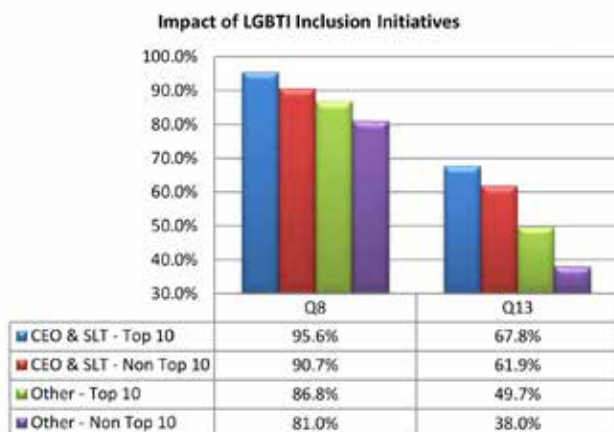
### AGE GROUP

The over 65s were more likely to be influenced to join an organisation based on its diversity track record (53.7% vs an average of 44.6% amongst the other age groups). As the question refers to other areas of diversity as well as LGBTI inclusion, it may be that this age group is particularly affected by age discrimination in workplaces.

### LEADERSHIP

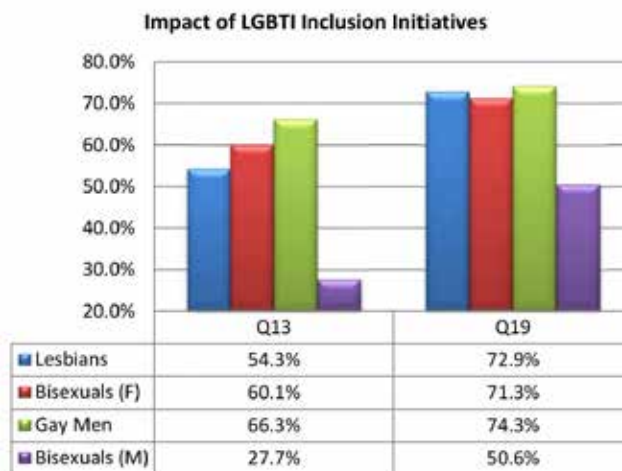
There was a high level of understanding amongst all leaders of the importance of LGBTI inclusion initiatives (Q8), although it was higher amongst Top 10 leaders (95.6% vs 90.7%). The level of understanding amongst other staff was also higher at Top 10 organisations.

Leaders were far more likely to talk about their organisation's initiatives outside of work than staff were (Q13), with both of these measures being higher among Top 10 organisations, suggesting that the stronger inclusion programs have a positive word-of-mouth effect that extends beyond the workplace.



### LGBTI

Women and gay men were likely to be more influenced by an organisation's track record but bisexual men much less so and also significantly less likely to talk about a workplace's initiatives outside of work (27.7% vs 66.3% for gay men).



# DETAILED ANALYSIS

## BULLYING AND/OR NEGATIVE COMMENTARY IN THE WORKPLACE

Participants were asked to indicate the levels of bullying and/or negative commentary they had been aware of or experienced in the previous twelve months at their current workplace.

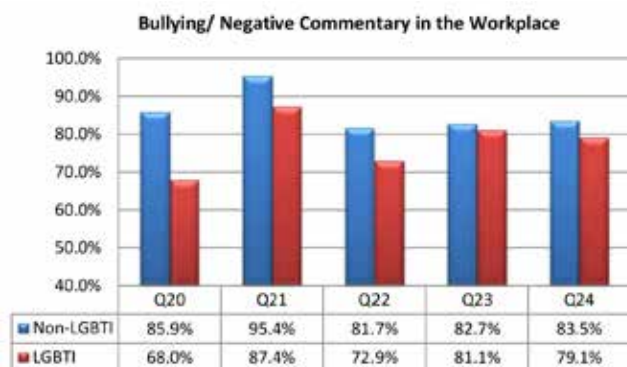
Que. No.	Survey Question	Data Selection for Chart
Q20	To what extent within the last 12 months (current employer only) have you personally witnessed (or been made aware of) negative commentary or jokes targeting LGBTI people at work?	Little Extent/ Not at all*
Q21	To what extent within the last 12 months (current employer only) have you personally witnessed (or been made aware of) more serious LGBTI employee bullying/harassment at work?	Little Extent/ Not at all*
Q22	Please state your level of agreement with the statement "I feel confident that managers / team leaders within this organisation would address bullying/harassment of LGBTI employees (including constant innuendo / gay jokes)"	Strongly/ Agree
Q23	In relation to gay jokes or innuendo within the workplace, please select the statement that most closely represents your view.	Totally/ Somewhat Unacceptable
Q24	Have you at any time personally (regardless of how you identify) felt bullied/harassed at your current place of work within the last year?	Little Extent/ Not at all*

\* Note the charts for Q20, Q21 and Q24 display the two categories at the 'disagree' end of the scale.

### LGBTI V NON-LGBTI RESPONDENTS

Non-LGBTI respondents were much less likely than LGBTI respondents to have been aware of both negative commentary (85.9% vs 68% aware to a 'little extent' or 'not at all') as well as more serious bullying (95.4% vs 87.4%), indicating that these issues can often go unnoticed by an individual if they are not on the receiving end of them.

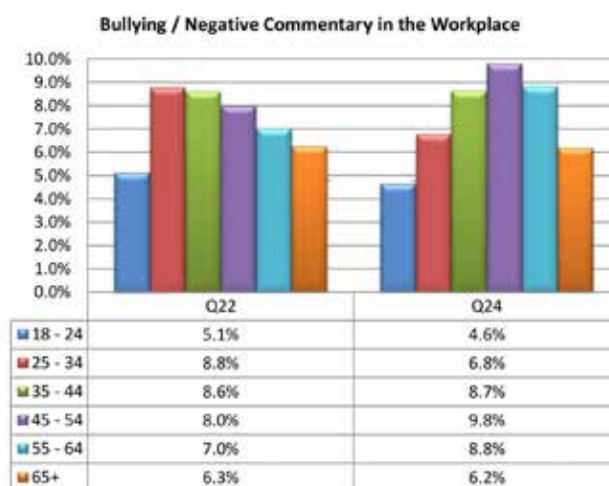
There was a level of confidence that any bullying issues would be addressed by managers although, again, the confidence levels were higher amongst non-LGBTI respondents (81.7%) than amongst LGBTI respondents (72.9%).



### AGE GROUP

The chart below shows the percentages of each age group that 'disagreed' or 'strongly disagreed' that managers/ team leaders would address bullying or harassment of LGBTI employees (Q22). The younger age group (18-24) had much more confidence in their managers (5.1%) but this percentage saw a sharp decline by the next age bracket (25-34).

Similarly, those aged 18-24 were the least likely to have felt bullied or harassed in the previous year (Q24), with only 4.6% agreeing with this to a 'large' or 'moderate extent'. Again, this rose to 6.8% in the next age bracket up (25-34) and peaked at almost 10% in those aged 45-54.



Note: category selection on this chart shows the percentage who 'Disagree' and 'Strongly Disagree' (Q22) and those who agree to a 'Large Extent' and 'Moderate Extent' (Q24).



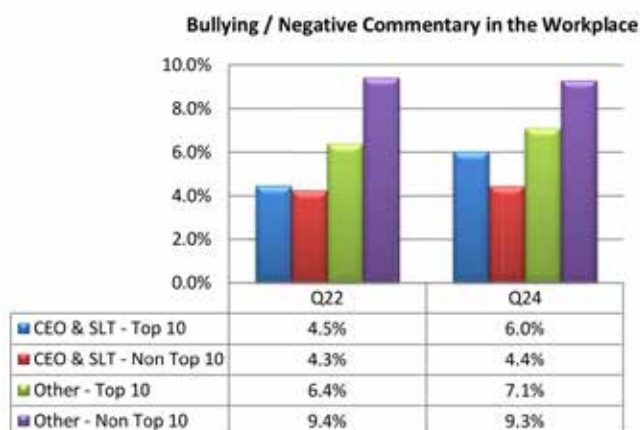
# DETAILED ANALYSIS

## BULLYING AND/OR NEGATIVE COMMENTARY IN THE WORKPLACE

### LEADERSHIP

Again, the chart below shows the percentage who 'disagreed' or 'strongly disagreed' that managers/team leaders would address bullying or harassment of LGBTI employees (Q22). Leaders of all organisations had similar levels of confidence in their managers, although this sentiment was not necessarily shared by staff, with 6.4% 'disagreeing' at Top 10 organisations, rising to 9.4% in non-Top 10 organisations.

Six per cent of leaders at Top 10 organisations reported feeling bullied or harassed to a 'large' or 'moderate extent' in the previous year, although this amounted to 11 people. Of concern, was that the similar percentage (7%) reporting feeling bullied amongst other staff at Top 10 organisations amounts to 174 people and the 9.3% amongst staff at non-Top 10 organisations amounts to 543 people.

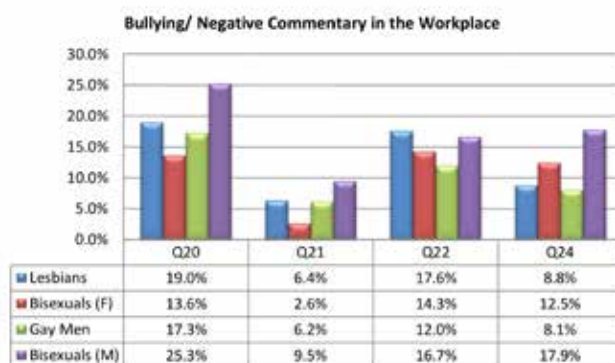


Note: category selection on this chart shows the percentage who 'Disagree' and 'Strongly Disagree' (Q22) and those who agree to a 'Large Extent' and 'Moderate Extent' (Q24).

### LGBTI

One-quarter of bisexual men and almost one in five lesbians had been aware of negative commentary to a 'large' or 'moderate extent' in the previous year (Q20). These two groups were also more aware of more serious bullying (Q21), with almost 10% of bisexual men being aware of it to a 'large' or 'moderate extent'.

These two groups were the least confident that managers would address bullying or negative commentary (Q22), with 17.6% of lesbians and 16.7% of bisexual men disagreeing. Bisexual men also reported the highest levels of being personally bullied or harassed in the previous twelve months, with 17.9% 'agreeing' or 'strongly agreeing' (Q24).



Note: category selection on this chart shows the percentage who 'Disagree' and 'Strongly Disagree' (Q22) and those who agree to a 'Large Extent' and 'Moderate Extent' (Q24).

# DETAILED ANALYSIS

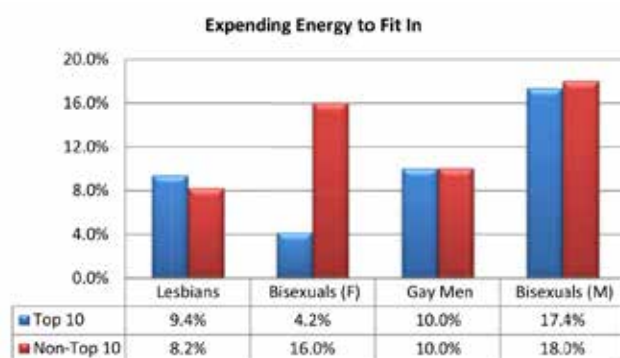
## LESBIAN, GAY, BISEXUAL EMPLOYEES: LIVED EXPERIENCE

### ORGANSATIONAL INCLUSION

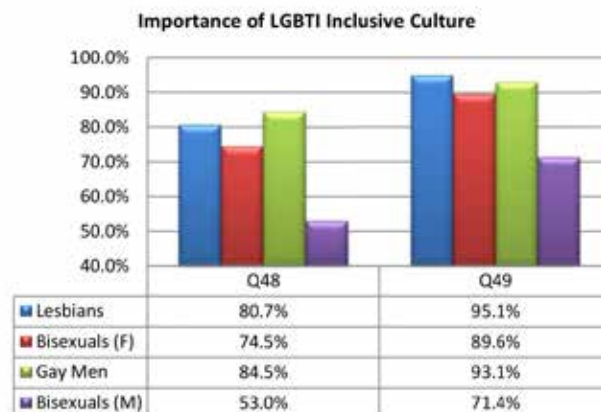
Those who identified as 'same sex attracted' and 'same and different sex attracted' were asked a series of questions about their perception of LGBTI inclusion initiatives as well as their lived experience in their current workplace.

Que. No.	Survey Question	Data Selection for Chart
Q47	To what extent do you agree with the statement "I expend a lot of energy hiding this aspect of myself to fit in within my immediate work environment"?	Strongly/ Agree
Q48	How important is an LGBTI inclusive culture to your level of engagement?	Very/ Somewhat Important
Q49	How important do you believe openly out role models are to an LGBTI inclusive culture?	Very/ Somewhat Important

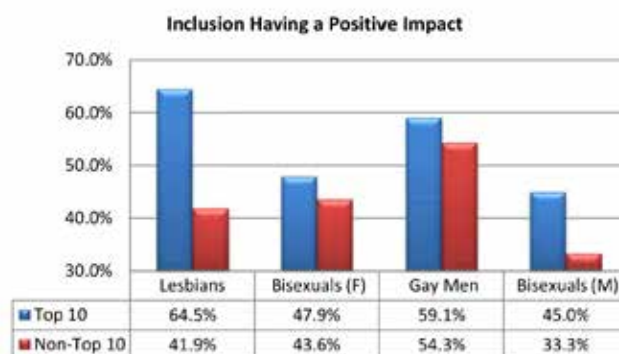
Ten per cent of gay men and almost the same percentage of lesbians 'agreed' or 'strongly agreed' that they expend a lot of energy hiding their sexuality within their immediate work environment. These figures were similar regardless of whether the organisation was Top 10 or not. What is perhaps more noticeable is that the percentage of bisexual men agreeing was almost double this, as was the percentage of bisexual women at non-Top 10 organisations.



However, bisexual men appeared to place less emphasis on how important they believe an LGBTI inclusive culture is to their level of engagement (Q48) and also how important they believe openly out role models are (Q49).



When asked if inclusion initiatives had had any impact on how they feel about their sexual orientation, as can be seen in the chart, below, this difference was felt most strongly amongst lesbians in Top 10 organisations, with almost two-thirds reporting that the initiatives had made them feel more positive about their orientation.



The initiatives had been responsible for 8.8% of employees coming out at work (Top 10) and 6.2% at non-Top 10. Very few people (1.4%) reported the initiatives as having a negative impact on how they feel about their orientation although 6% of respondents did admit that the initiatives had made them feel self-conscious or uncomfortable.



# DETAILED ANALYSIS

## LESBIAN, GAY, BISEXUAL EMPLOYEES: LIVED EXPERIENCE

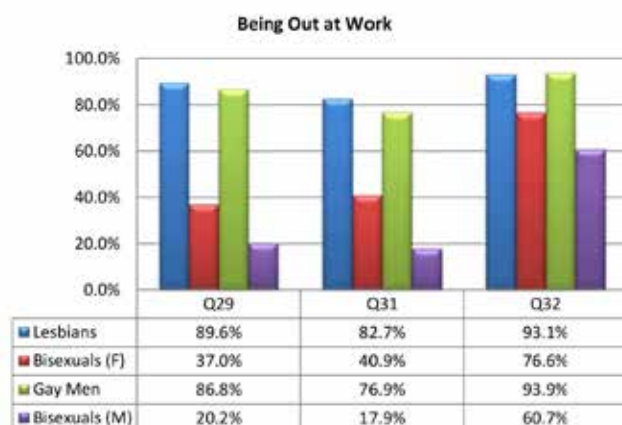
### BEING OUT AT WORK

Participants were asked whether they were out about their sexual orientation at work and whether this was important to them.

Que. No.	Survey Question	Data Selection for Chart
Q29	To what extent are you OUT about your sexual orientation at work?	Completely / Moderate Extent
Q31	How important is it for you to be out at work?	Very/ Somewhat Important
Q32	How important is it for you to work for an organisation where you feel that you can be out?	Very/ Somewhat Important

There was a significant difference between the extent to which bisexual respondents were out in the workplace, compared to their same-sex attracted counterparts. Only 20% of bisexual men were 'completely' or 'moderately out', compared to almost 87% of gay men. And only 37% of bisexual women were out compared to almost 90% of lesbians.

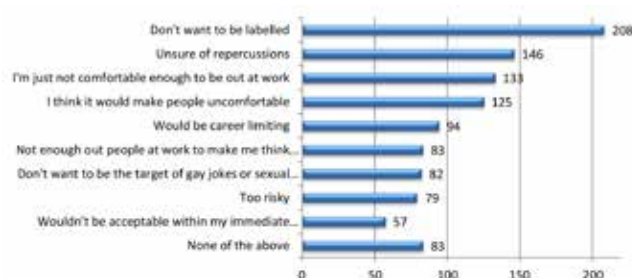
Interestingly, whilst only 40.9% of bisexual women felt that it was important for them to be out at work (Q31), 76.6% of them still felt that it was important to work for an organisation where they *could* comfortably be out at work. Similarly for men, only 17.9% of bisexuals felt that it was important for them to be out at work (Q31) but a much higher 60.7% wanted to work for an organisation where they *could* be out. There was no significant difference in these percentages if an employee worked at a Top 10 organisation or not.



The youngest age group (18-24) were the least likely to be out at work, with only 60.2% being 'completely' or 'moderately' out. This rose to between 77 and 81 per cent in all other age groups. This age group also felt it the least important to be out, with 59.2% believing it 'very' or 'somewhat important', compared to between 68 and 74 per cent in other age groups.

The percentages were much higher when asked whether it was important to work for an organisation where they felt they *could* be out. Again, this suggests that people may not necessarily choose to be out at work but that it is important to work for an organisation where they feel they could be out if they chose.

When asked to select reasons why they were not out at work, the following responses were selected (people could select more than one response). The most commonly selected reason was that they 'don't want to be labelled' (selected by 208 respondents), followed by 'unsure of repercussions', selected by 146 people.



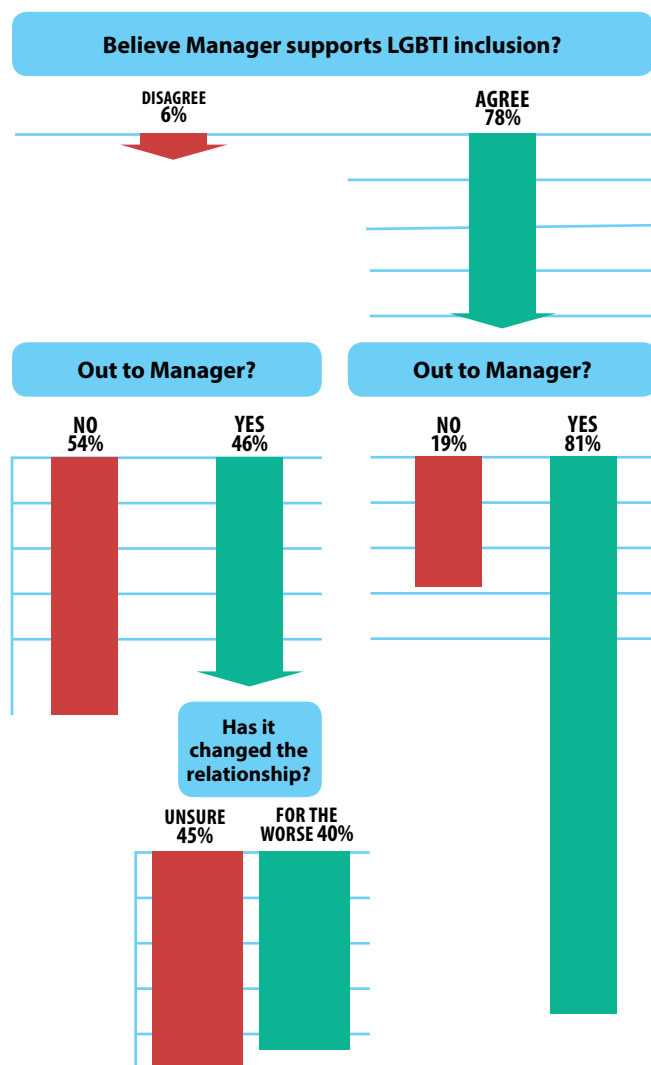
# DETAILED ANALYSIS

## LESBIAN, GAY, BISEXUAL EMPLOYEES: LIVED EXPERIENCE

### MANAGERIAL SUPPORT

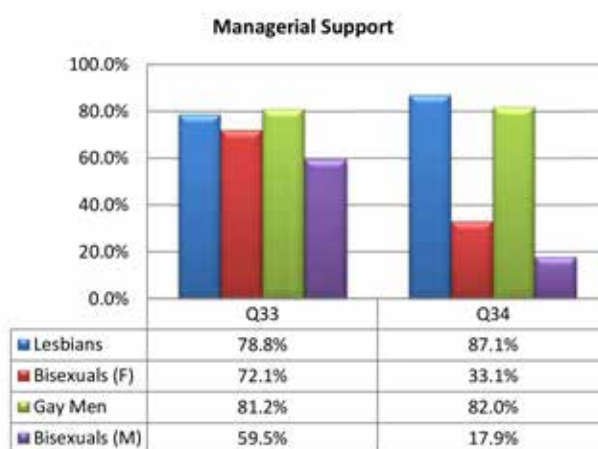
Que. No.	Survey Question	Data Selection for Chart
Q33	To what extent do you agree with the statement "I believe that my manager supports LGBTI inclusion"	Strongly/ Agree
Q34	Are you out to your manager?	Yes
Q36	Do you believe that being out at work has changed your relationship with your manager?	
Q37	To what extent do you agree with the statement "I feel confident that my manager would address homophobic behaviour within my work team"	Strongly/ Agree

It was apparent that the extent to which an LGBTI person believes their manager supports inclusion influences the likelihood that they are out to them. Of the 78% who agreed that their manager supports inclusion, 81% were out, whereas only 46% were out if they did not believe their manager supports inclusion (note that the numbers for this proportion are small, however).



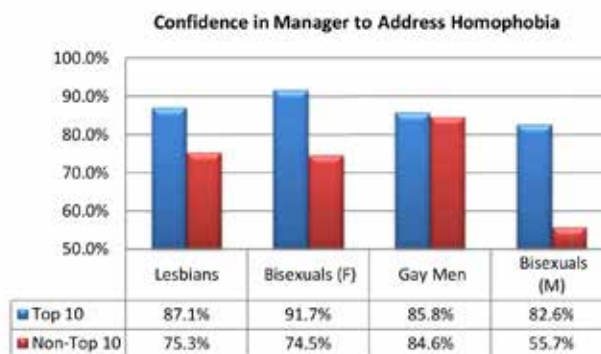
Of the 46% who were out to a manager who, they believed, does not support inclusion, 40% believed it had changed the relationship for the worse, with a further 45% unsure on whether it had affected the relationship. Only one respondent felt that it had changed the relationship for the better.

Age also appeared to play a factor, with only 44.7% of those in the 18-24 age bracket admitting that they were out to their manager. This was over 72% in all other age groups. Fortunately, of those younger employees who were out to their manager, none of them felt that it had affected the relationship for the worse.



This highlights the disparities between the lived experience of lesbians and gay men, and bisexual men and women. Only one-third of bisexual women were out to their managers, compared to over 87% of lesbians (Q34), and less than one-fifth of bisexual men were out to their managers, compared to over four-fifths of gay men (Q34).

With the exception of gay men, there was less confidence that managers would address homophobic behaviour in Non-Top 10 organisations than in the Top 10. This was particularly evident amongst bisexual men, with only 55.7% feeling confident that it would be addressed.



# DETAILED ANALYSIS

## LESBIAN, GAY, BISEXUAL EMPLOYEES: LIVED EXPERIENCE

### BULLYING AND/OR NEGATIVE COMMENTARY IN THE WORKPLACE

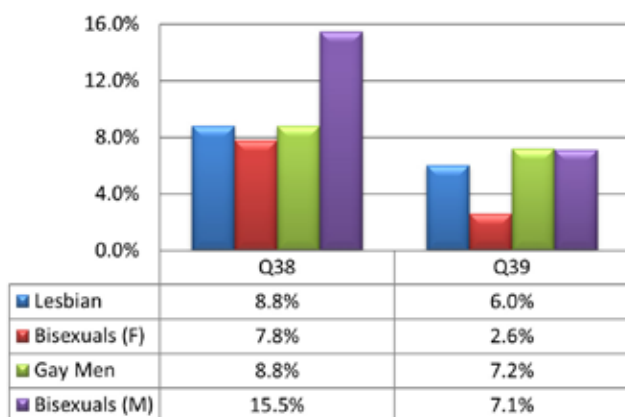
Participants were asked to indicate the levels of bullying and/or negative commentary they had been aware of or experienced in the previous twelve months at their current workplace.

Que. No.	Survey Question	Data Selection for Chart
Q38	To what extent have you personally experienced negative gay commentary or jokes at your current place of employment within the last year?	Large/ Moderate Extent
Q39	Do you agree with the statement "I have been personally bullied or harassed because of my sexual orientation at my current place of work within the last year"?	Yes
Q40	Did you report being bullied or harassed because of your orientation at work?	
Q42	Would you report being bullied or harassed because of your orientation at work?	
Q44	Have you ever considered leaving your current employment as a result of homophobic bullying, harassment or constant innuendo directly related to your orientation?	

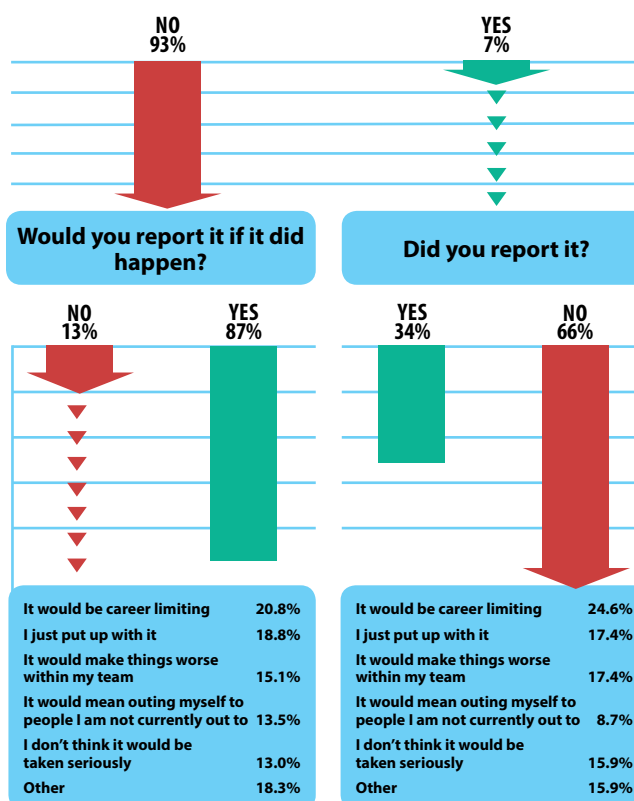
Bisexual men were far more likely than other groups to have experienced negative commentary or jokes within the previous year (Q38), and experienced a similar amount of more serious bullying as gay men (Q39). Bisexual women reported the least amount of both negative commentary (7.8%) and bullying (2.6%).

Of concern was that, of the 7% of people who claimed to have been personally bullied because of their sexual orientation in the previous year, two-thirds did not report it. Of the respondents who said that it had *not* happened to them, a far greater percentage claimed that they *would* report it if it did happen.

Experience of Negative Commentary & Bullying



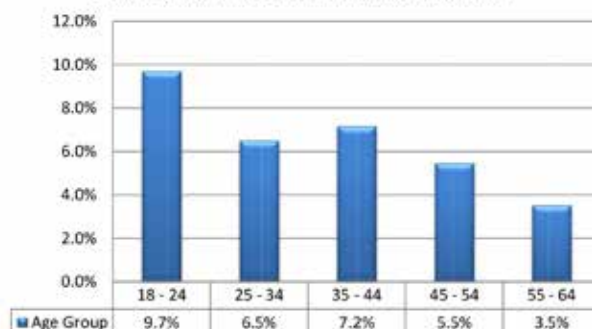
I have been personally bullied or harassed because of my sexual orientation at my current place of work within the last year.



When asked why people *would* not or *had* not reported bullying, the most common response was that "it would be career limiting", followed by the response "I just put up with it".

Age also appeared to be a factor in the extent of bullying in the workplace, with almost 10% of 18-24 year olds admitting that they had been personally bullied or harassed because of their sexual orientation. This percentage declined as employees aged. Again, only around one-third of these young employees reported the bullying, consistent with the rate amongst other age groups.

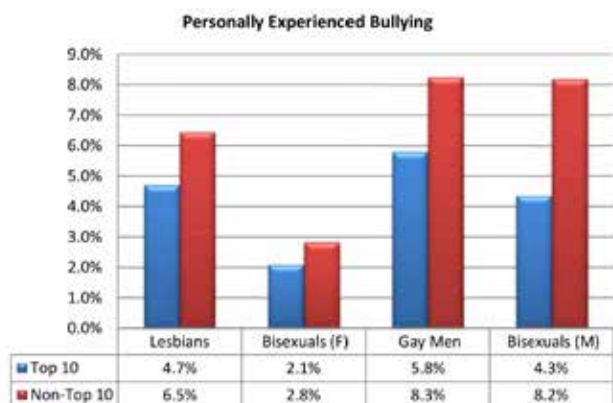
Bullied or Harassed Because of Sexual Orientation



# DETAILED ANALYSIS

## LESBIAN, GAY, BISEXUAL EMPLOYEES: LIVED EXPERIENCE

Whether an employee worked at a Top 10 organisation also affected how much an employee had experienced negative commentary or jokes in the previous year, with those at non-Top 10 organisations experiencing it at much higher rates than those at Top 10. The same applied to personal experience of bullying, although the percentages were slightly lower.



When asked whether an employee had considered leaving their current employment as a result of this, 5.9% of those working in Top 10 organisations agreed that they had 'occasionally' considered it or were actively seeking other employment. This number rose to 8.6% for those working at non-Top 10 organisations.

# DETAILED ANALYSIS

## GENDER DIVERSE EMPLOYEES: LIVED EXPERIENCE

In previous surveys, we have asked people to select if they are transgender; last year, this resulted in 54 responses, or 1.1%, from transgender employees.

In this year's survey, we broadened the definition to include those who are not only transgender but also those who identify as gender diverse, Bi-gender, Gender Queer, neither gender or both. This resulted in an increase in responses, with 5.9%, or 535 employees, indicating they were gender diverse.

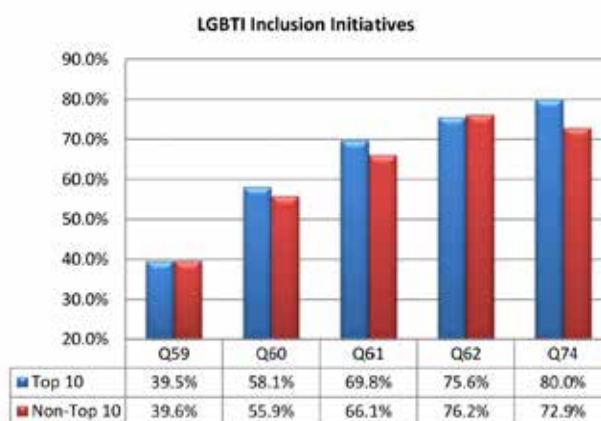
However, some of the 'free text' responses received in this section of the survey indicated that some participants had not fully understood the definition when they indicated that they were gender diverse. In order to be more confident in the results presented here, we therefore limited the analysis to those who specifically selected that they were transgender, gender diverse or 'other' (if they specified the 'other' and did not leave it blank). This provided us with 379 responses, or 4.2% of the survey total; this is still a much higher percentage than in 2014, which demonstrates that gender diversity is becoming more widely recognised.

Que. No.	Survey Question	Data Selection for Chart
Q59	To what extent are you aware of inclusion or transition policies for transgender people within your current workplace?	Large/ Moderate Extent
Q60	To what extent do you believe that LGBTI inclusion initiatives within your current workplace benefit gender diverse employees?	Large/ Moderate Extent
Q61	How important are LGBTI inclusion initiatives to your level of engagement?	Very/ Somewhat Important
Q62	Please indicate your level of agreement with the statement "I believe that my organisation is fully supportive of gender diverse employees"	Strongly/ Agree
Q74	To what extent would you recommend your current organisation as a place in which gender diverse people could comfortably work?	Large/ Moderate Extent

### ORGANISATIONAL SUPPORT

Approximately two-thirds of respondents felt that LGBTI inclusion initiatives are important to their level of engagement at an organisation (Q61), with slightly fewer believing that these initiatives benefit gender diverse employees (Q60). Indeed, only 40% of respondents were aware of inclusion policies for transgender people in their workplace (Q59). Even so, approximately three-quarters of respondents felt that their organisation was fully supportive of gender diverse employees (Q62).

There were few differences between the lived experiences of those gender diverse employees at Top 10 organisations and non-Top 10. The biggest difference appeared when asked whether they would recommend their current organisation as a place in which gender diverse people could comfortably work (Q80), with 80% agreeing at the Top 10 organisations but a lower 72.9% at non-Top 10.



Of those employees who had transitioned at their current workplace (n=145), approximately two-thirds had been 'very satisfied' or 'satisfied' with the process and outcome. Only six people were 'dissatisfied' or 'very dissatisfied' with the process, with only one of those working at a Top 10 organisation.

# DETAILED ANALYSIS

## GENDER DIVERSE EMPLOYEES: LIVED EXPERIENCE

### BULLYING AND/OR NEGATIVE COMMENTARY IN THE WORKPLACE

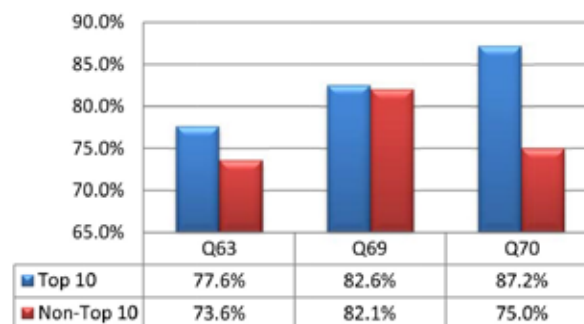
Que. No.	Survey Question	Data Selection for Chart
Q63	To what extent have attitudes towards gender diverse people had a negative impact on your day to day work experience within your current place of work within the last year?	To Little Extent / Not At All*
Q69	To what extent do you agree with the statement "I feel confident that my current manager would address transphobic behaviour or any form of bullying / harassment towards gender diverse employees within the workplace"?	Strongly/ Agree
Q70	To what extent do you agree with the statement "I have considered leaving my current place of work due to the way I have been treated by others (as a gender diverse person) within the last year"?	Strongly/ Disagree*

\* Note the graph for Q63 and Q70 display the two categories at the 'disagree' end of the scale.

Approximately three-quarters of respondents indicated that attitudes towards gender diverse people had had little or no impact on their day-to-day work experience (Q63). More than four-fifths of respondents also had confidence that their current manager would address transphobic behaviour, regardless of whether the respondent worked at a Top 10 organisation or not.

However, there was a significant difference between the number of respondents at non-Top 10 organisations who had considered leaving their current place of work due to the way they had been treated in the past year (Q70). Only 5.8% of gender diverse employees at Top 10 organisations had considered leaving, against 11.5% at non-Top 10 organisations.

Bullying / Negative Commentary



Only one person at a Top 10 organisation responded that they had been bullied or harassed for being gender diverse in the previous year. That person did not report it, they chose to 'just put up with it'. However, 6.1% of respondents at non-Top 10 organisations reported being bullied. Five people reported it but most did not, citing reasons such as they 'didn't think it would be taken seriously'; that it 'would be career limiting' and that they 'just put up with it'.

Of those that had not been bullied, almost 90% claimed that they would report it if it did happen. This is obviously in stark contrast to the very small percentage who do actually report it when it does happen. For those who would not report it, most cited the fact that 'it would make things worse in their team', that it 'would be career limiting' and 'it would mean 'outing' themselves to people they were not currently out to'.

# DETAILED ANALYSIS

## INTERSEX EMPLOYEES: LIVED EXPERIENCE

A total of 14 intersex employees completed the survey, one from a Top 10 organisation and the remaining 13 from non-Top 10 organisations. Whilst this is a very small sample, the results have been included here to give a voice to those who responded.

Que. No.	Survey Question
Q78	To what extent do you believe that LGBTI inclusion initiatives within your current workplace benefit intersex employees?
Q79	How important are LGBTI inclusion initiatives to your level of engagement?
Q82	Please state your level of agreement with the statement "I would feel comfortable disclosing my intersex status at work"
Q83	To what extent do you agree with the statement "I have been personally bullied or harassed for being intersex within my current place of work within the last year"?
Q86	Would you report being bullied or harassed for being intersex at work?
Q88	To what extent do you agree with the statement "attitudes towards intersex people have had a negative impact on my day to day work experience within my current place of work within the last year"?

71% felt that LGBTI inclusion initiatives benefit intersex employees and a similar 71% believed these initiatives to be important to their own level of engagement.

Half the respondents felt comfortable about disclosing their intersex status at work and the majority (78.6%) did not feel that attitudes have had a negative impact on their day to day work in the previous year.

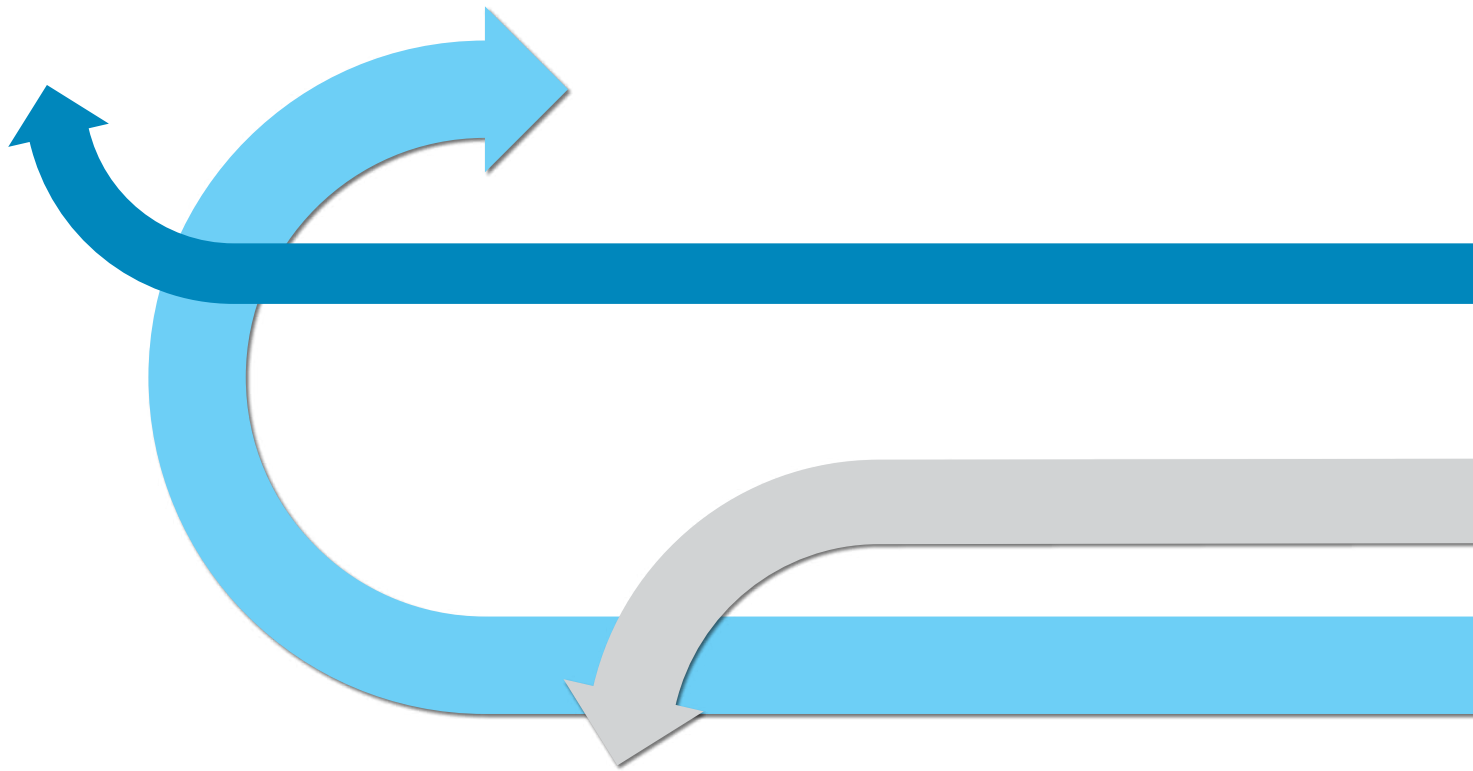
Two employees admitted to feeling personally harassed or bullied for being intersex at their current workplace in the past year; however, neither reported it, one believing that it would be 'career limiting' and the other because it is 'embarrassing'.

For the twelve who had not been bullied, all bar one agreed that they *would* report bullying if it occurred, with that one claiming that to report it would "mean disclosing my intersex status to people who don't know".

For more information contact:

Pride in Diversity  
[www.prideindiversity.com.au](http://www.prideindiversity.com.au)  
(02) 9206.2139





## PROFILED INITIATIVES OF 2015 AWARD WINNERS

*Award winners have been invited to profile a particular aspect of their LGBTI Inclusion practice.*

## 2015 EMPLOYER OF THE YEAR



### MAKING PwC MORE RELEVANT TO OUR COMMUNITIES

We are really proud that PwC has been named Australia's 2015 employer of the year for workplace support for LGBTI people. This is the second time we have won the honour and the fourth time we have achieved top 10 employer status.

Best of all, we see our success coming from a grass roots change program. Through conversations and connections we've worked to change people's views, help them understand issues and made more people proud to be out at work.

Winning this award marks an important milestone for PwC as this is the fifth anniversary of our GLEE (gay, lesbian, and everyone else) network. We started our small LGBTI employee-led network with just four members; now we boast a national membership of over 300 people.

We love the collaboration that exists between organisations committed to LGBTI inclusion. If we can all progress faster, we all win. So here is a few of the things we have done this year that really helped us:

- Implementing a new Diversity and Inclusion Strategy; incorporating LGBTI inclusion as an equal area of focus alongside gender, Asian cultural background and disability;
- Establishing a Diversity Advisory Board to influence the 'tone from the top' and bring an external perspective to our firm from leading diversity experts, including Paul Zahra;
- Launching the first ever Workplace Gender Transition Guidelines for PwC globally to help someone transition safely in PwC or as a client;
- Developing a new Inclusion Ally program within our firm. An ally is someone who supports and advocates for people of a specified diverse group and encourages and models inclusive behaviour;
- Running Inclusive Leadership training programs with 300 senior staff nationally with a further 1,500 to participate in 2015. For the first time, we also delivered training specifically around the 'I' in LGBTI with phenomenal impact;
- Creating an interactive learning experience called Open Minds, which provides an introduction to the concept of unconscious bias, realistic examples of how it can play out in our workplace, and strategies that you can use to effectively reduce the impact of bias. Over 900 of our people have undertaken the program so far. We have also produced a series of posters featuring our firm's leadership to tackle unconscious bias;
- Introducing a more sophisticated on-boarding process which requests all new states populate their diversity demographics, including LGBTI identification. This self-select system has been rolled out to the entire firm as part of our second Diversity and Inclusion survey;
- Empowering each state office to engage with community causes and initiatives that are meaningful for them and that local staff would be passionate about;
- Sponsoring the local film adaptation of 'Holding the Man' to show support for the Australian Film industry as well as the broader LGBTI community.

We are extremely proud of the progress we have made on LGBTI workplace inclusion. During this time we stayed true to our values, continued to improve our internal profile and shared our knowledge externally.

But we recognise there is still a long way to go on LGBTI workplace inclusion in our own organisation and in organisations big and small across Australia. We welcome the opportunity to learn about initiatives that are working to move the dial within other organisations so we can progress this important agenda together.



GLEE@PwC steering committee collect the Australian Workplace Equality Index award for Top Employer, May 2015.



GLEE@PwC members hosting a stand at Melbourne's MidSumma Festival, January, 2014.



### TAKING YOUR LGBTI NETWORK GROUP FROM PASSIONATE INDIVIDUALS TO A HIGH-PERFORMING TEAM

A successful network group takes more than just passionate people. It also takes strong governance, a structured approach, executive sponsorship, leadership support and engagement from people across the entire business... and that's just the beginning.

Westpac's LGBTI Employee Action Group is known as GLOBAL – Gay, Lesbian, Other (including Transgender and Intersex), Bisexual and Allies – and in 2015, GLOBAL was awarded Network of the Year.

#### Structure and Governance

As the old saying goes, if you fail to plan, you plan to fail. A lot of planning goes into the running of GLOBAL, from the roles and responsibilities of committee members through to reporting for the Westpac Executive Team.

Each year the committee holds a planning and strategy day to map out the year ahead. This starts with an all-in discussion about the priorities for the year, which informs the strategy, committee roles and actions. The committee calls on both their Executive Sponsor and the Westpac Inclusion & Diversity team to provide input.

The committee also sets measureable targets which are tracked regularly. These targets could include things like number of members, or results from the Westpac Inclusion & Diversity survey. The Executive Sponsor tracks progress against these targets, and reports them to the Westpac Executive Team each quarter. Having set targets is extremely important, as they allow demonstration of the value of the group back to the business.

#### Engaging employees

All Westpac employees are invited to become members of GLOBAL. Allies are a particularly important group – in fact, 50% of GLOBAL's membership is made up of allies – and GLOBAL actively works to empower allies to speak up for LGBTI inclusion, both at work and outside work.

Any Westpac employee can become a member of GLOBAL and can specify how involved they would like to be. GLOBAL members are regularly engaged through a variety of communications and events (e.g. monthly newsletter, social events, community volunteering). GLOBAL seeks input from members on areas of priority and how they are engaged. An annual member survey is run to seek feedback. Executive Sponsor, Brad Cooper, hosts coffee-catch ups with GLOBAL members when he travels around Australia, creating an informal environment for members to have their say and for Brad to hear their experiences. These catchups have been extremely valued by both Brad and the staff he meets.

#### Engaging Leaders and other stakeholders

GLOBAL's Executive Sponsor meets regularly with GLOBAL, and has coached the group to become a highly successful, structured network leadership team.

GLOBAL have been very successful in inviting Senior Leaders to champion LGBTI Inclusion. The committee identifies key opportunities for Senior Leaders to visibly show their commitment to inclusion, whether that be by taking part in a GLOBAL campaign (for example, see 'You being You' campaign below) or speaking publicly about the importance of inclusion.

Building strong relationships with key stakeholders across the business has also led to much success for GLOBAL. Some of the teams they have engaged include internal communications, external media (including social media), marketing, HR and supply chain management.

#### What GLOBAL have been able to achieve

With these foundations in place, GLOBAL have had a profound influence on Inclusion & Diversity at the Westpac Group. Some of their key achievements include:

- The 'Westpac Supports You Being You' campaign. This campaign included a number of events complemented by a large-scale awareness raising campaign including posters which were displayed in every Westpac Group branch and office throughout Australia, a video featuring Westpac Group executives talking about the importance of LGBTI inclusion, a social media campaign and branded ATMs across Australia. The 'Westpac Supports You Being You' campaign was an exceptionally successful tool for driving awareness and understanding of LGBTI issues across Westpac Group.
- Sponsorships. Through GLOBAL's influence, Westpac Group has seen the value in investing in a number community partnerships, and successfully secured sponsorship of LGBTI organisations such as QueerScreen and Out for Australia's Women's Network.
- It Gets Better video. GLOBAL created an 'It Gets Better' video featuring LGBTI employees talking about their experiences. The video is used throughout Westpac Group at various forums, and has now gone viral with the video being viewed over 5000 times. (Search BT Financial It Gets Better on YouTube to watch the video)
- Inclusive Language training. The GLOBAL EAG developed the highly successful "Please Explain" training session for Westpac employees which covers LGBTI inclusiveness, correct terminology and how to address non-inclusive language or behaviours in the workplace. Members of the GLOBAL EAG with training expertise have delivered this session for teams at all levels - from the CEO's Executive team through to teams of customer-facing employees. They continue to run sessions regularly and have a high demand across the Westpac Group.

If you would like to connect with GLOBAL, please email [global@westpac.com.au](mailto:global@westpac.com.au)







Curtin is proud to continue our lucky run with the AWEI awards with recognition as Highest Ranking University and placement in the Top 10 Employers for the 3rd year in a row. The momentum to push the limits of what we had already achieved in previous years was driven by dedicated and passionate individuals from our Ally network who are key in our success. While it is vital that support comes from an organisation's executive team, the importance of on the ground support cannot be forgotten.

It is often the smaller jobs that are overlooked and underappreciated, but without the hands to man our Pride BBQ (in terrible November rain) or people to march behind the Curtin banner in the parade adorned with glow sticks, rainbow umbrellas and doused in spray-on glitter, our message of inclusion would not have the same impact. It was imperatively important that Curtin used its organisational power to promote inclusion by allowing and supporting our staff, students and community who contribute their personal time to be in the parade, and showcase their individuality publicly.

Curtin's Ally program equips our staff and students with the resources to support their LGBTI peers, and small indicators of support around offices can make a world of difference to those seeking a safe environment where they are free to be themselves and realise their full potential. It only takes a small Ally sticker somewhere on a desk, or one of Curtin's rainbow keychains attached to a work lanyard to change someone's confidence in approaching their peers or being open about themselves during social engagements without the need to play the pronoun game.

As a higher education organisation, we not only have a social responsibility to create a workplace free of discrimination and harassment, but we must instil those values in our students who will go on to be the leaders of tomorrow.

It only takes a single person to bring about great change.



### CREATING POSITIVE EXPERIENCES IN WORKPLACES, THE SPORTING FIELD AND IN AUSTRALIAN SOCIETY

CommBank have been working hard over the past few years to build a culture where all people are supported to be themselves at work. One of the ways CommBank are doing this is by educating their people about the impact of homophobia, transphobia and biphobia in the workplace.

Last year CommBank were a Principal Partner of the 2014 Bingham Cup in Sydney. The partnership demonstrated their inclusive message that 'You can be you' as they believe that everyone should be able to play sport and enjoy their passions/interests, regardless of their gender identity or expression and sexual orientation. The partnership allowed them to engage with their people and the community through a range of events, volunteering, and fundraising opportunities.

CommBank were very proud to facilitate Andrew "Fuzz" Purchas, President Bingham Cup Sydney, to have all Australian sporting codes sign the Anti-Homophobia Policy and commit to removing homophobia in Australian sport – an unprecedented achievement in Australian sporting history. They also cheered on one of their employees, Levi Talolua, who plays in the A grade team of Sydney Convicts and was part of the team who won the Bingham Cup.

It wasn't only their employees who wanted to be involved. Private Bank customers attended a fundraiser hosted by CommBank, with guest speaker Daniel Kowalski, raising \$45,000 to support efforts after the tournament to educate the Australian sporting leagues with their anti-homophobia policies.

Through their partnership with the 2014 Bingham Cup, CommBank also had the opportunity to support the Out on the Fields survey. The survey was the first of its kind and the largest international study on homophobia in sport. The survey, included nearly 9,500 respondents and around 25% heterosexual men and women, provides insights into the current state and recommendations for removing homophobia in sporting communities around the world. Some key findings are outlined below:

- **80%** witnessed or experienced homophobia in sport
- **73%** believe youth team sports are not safe or welcoming for LGB people
- **66%** believe an openly gay, lesbian or bisexual person would not be safe as a spectator at a sporting event

This year for International Day of Homophobia, Transphobia & Biphobia (IDAHOT), CommBank demonstrated their commitment to diversity and inclusion by adopting the theme of anti-homophobia, transphobia and biphobia in sport, tying in with the work they've continued to do in this space since the Bingham Cup.

On Friday 15 May, they raised awareness and funds for IDAHOT with the slogan 'We CAN give homophobia, transphobia & biphobia the boot' and used the hashtag #CANboothomophobia internally on their social media network. This year CommBank donated \$6,000 raised from staff fundraising to The Gender Centre, an organisation that provides support services to transgender and gender diverse people, their partners, family members and friends in New South Wales.



Image: Postcard and stickers were created to recognise IDAHOT at CommBank.

### WHAT IS UNITY?

Unity is CommBank's LGBTI & Allies network. They want to create and maintain an inclusive workplace that is free from bullying, harassment and discrimination for all their people. It's important that everyone feels safe and comfortable to be themselves at work.

At CommBank, you can be you. In 2013, CommBank launched the 'You can be you' awareness campaign to promote the bank's diversity and inclusion strategy. The campaign aims to ensure everyone feels safe and comfortable to be themselves at work through education and awareness. 'You can be you' generated a significant amount of exposure for CommBank's diversity and inclusion strategy reaching 52,000 employees in over 1,000 locations across Australia and the globe. CommBank were thrilled with the reach of the 'You can be you' campaign, and even more thrilled with the interest in Unity. The journey has continued this year with over 12,000 CommBank staff having completed online diversity learning modules. This was the start of something big!



Image: CommBank advertising for the Bingham Cup



## FROM GRASSROOTS TO GLOBAL

### ANZ PRIDE NETWORK'S GAYTM SUCCESS STORY

The ANZ Pride Network supports ANZ in creating a vibrant and inclusive workforce globally through an LGBTI focus on policies and activities that increase engagement and participation. The aim of the network is to be a voice, contact point and support for LGBTI Employees and Allies through active engagement in internal and external activities supporting the community.

ANZ has been a major sponsor and participant of Sydney Gay and Lesbian Mardi Gras since 2007. Our involvement came about organically, at a grass roots level when staff registered ANZ to be involved nearly ten years ago. Mardi Gras has become a great symbol for ANZ- it's important that we promote our inclusive culture, for our staff, customers and the communities in which we work. It allows for over 300 staff to volunteer throughout the festival, to proudly march at the parade, and interact with the community at Fair Day.

Also, without ANZ's Mardi Gras sponsorship, our GAYTMs may never have been born.

Our initial hopes of transforming ATMs into GAYTMs were to raise awareness further than just Sydney Gay and Lesbian Mardi Gras – the outcome was beyond what we could have ever hoped for. The incredible success of this campaign proved what we already knew: building an inclusive culture at ANZ is not just important to our staff, but it's important to our customers and the community in which we live and work.

The GAYTMs were unique and a world first – no one had ever done anything like it before, so it forced people to sit up and really listen to what we were trying to say about inclusion and diversity. Social media played a significant role; thanks to social media, GAYTMs became far more than just a campaign. Celebrating our partnership with Mardi Gras, they represented acceptance of diversity and sparked a global conversation about LGBTI issues.

GAYTMs were born in 2014, with each ATM becoming an individually decorated piece of art that represented an element of LGBTI culture. For example, our "Full Throttle" GAYTM celebrated the Dykes on Bikes – an LGBTI sub-culture which has played a critical role in defending gay rights in Australia. What started as the vision of a few strong-minded women has evolved into a very successful community group, leading each Mardi Gras Parade as a symbol of pride, liberation and empowerment.

The 2014 GAYTMs generated more than 62 million media impressions through editorial content, media publications, the general public and celebrities. The campaign spread to more than 70 countries worldwide and was the most awarded Australian campaign at Cannes International Festival of Creativity in 2014, winning seven Cannes Lions including the prestigious Grand Prix for Outdoor. The GAYTMs also won the Pride in Diversity award for Innovation.

ANZ donated ATM operator fees for non-ANZ cardholders from its GAYTMs during the festival to Twenty10, a not-for-profit organisation working with and supporting people of diverse genders, sexes and sexualities, their families and communities.

Due to popular demand, in 2015 the campaign returned during Mardi Gras with GAYTMs in Sydney. The GAYTMs designs in 2015

were a move away from the rhinestones which featured on the 2014 GAYTMs – 'GAYTMs don't wear the same thing twice, honey'. They also went further afield, with ANZ New Zealand revealing four GAYTMs to celebrate its partnership with Auckland's Pride Festival and Wellington's Out in the Park. Also in 2015, the initiative ventured outside of Sydney's borders with 'The only GAYTM in the village' campaign. Through social media and a website, the public were encouraged to vote for a location they would like to see host a GAYTM, with the winner being Daylesford in Victoria.

While negative feedback is not common, unfortunately there are still people who do not agree with ANZ's position supporting LGBTI initiatives. This was made even more evident through the GAYTM campaign, and demonstrated that world-wide we still have much more work to do and why campaigns such as GAYTMs are highly important. Whilst there were some negative social media comments, the overwhelming response was positive, with over 99% of comments supporting the GAYTMs and ANZ's support for LGBTI inclusion and sponsorship of Sydney Gay and Lesbian Mardi Gras.

Nigel Williams, ANZ Chief Risk Officer and Executive Sponsor of the ANZ Pride Network says:

"Building a deep culture of respect for all people and communities is fundamental to our success.

"Our focus on LGBTI inclusion is about respecting and valuing people. There is no acceptable prejudice in the workplace and it's important that our employees and customers feel safe to be valued for who they are.

"We want our staff to feel comfortable bringing their whole self to work and taking their whole self home at the end of the day, proud of both themselves and ANZ."



Pride@Macquarie is Macquarie's lesbian, gay, bisexual, transgender and intersex (LGBTI) employee network group. Established in 2011, the group's aim is to promote a diverse and inclusive work environment with a focus on education and awareness of LGBTI matters, allowing all employees to bring their whole selves to work.

Participating annually in the Australian Workplace Equality Index (AWEI), Pride@Macquarie ranked seventh in 2015, up from fourteenth position in 2014, and was awarded LGBTI Employee Network of the Year in 2013.

The group works closely with our LGBTI partner groups in London and New York to ensure collaboration on activities, events and resources and to provide employees with access to a global support network. Pride@Macquarie also provides a mentoring role and support to other newly established employee network groups within Macquarie and the external LGBTI community.

Greg Ward, Deputy Managing Director of Macquarie Group and Group Head of Macquarie Banking and Financial Services (BFS) believes that the work of Pride@Macquarie and other employee network groups is the key to diversity and inclusion at Macquarie and within the community.

"By focussing on creating an inclusive and diverse workplace, we are building a strong foundation for the ongoing benefit of our people and our business," he said.

One of the key drivers for the growth and awareness of the network group has been the visible support of BFS's senior leadership team who, in late 2014, mandated that all BFS people leaders must complete LGBTI awareness training.

This training has resulted in fantastic feedback and responses from participants who are now encouraging their teams and colleagues to get involved. Attendance at events and participation in training shows that Macquarie's people have a strong commitment to diversity and inclusion, and this continues to spur momentum for Pride@Macquarie and its activities.

Pride@Macquarie has also opened its awareness training programs to new and developing external LGBTI networks across Australia to allow them to share ideas and experiences, and to bring this program back to their organisations and develop similar initiatives and offerings. Through this work with developing groups, Pride@Macquarie can support them in their early activities and share insights relating to its journey to date.

Bruce Phipson, Chief Operating Officer at Macquarie Banking and Financial Services Group and executive sponsor of Pride@Macquarie in Australia says that being part of an inclusive workplace allows staff to be themselves, to bring their diversity of thought to work and to perform at their best.



*The Pride@Macquarie committee in Sydney*



*Macquarie celebrating IDAHOT in their Australian offices*



Lendlease is committed to providing an inclusive workplace, where all employees can be their true self, and best self, at work. We encourage and embrace diversity in thought and experience, building stronger teams and better outcomes

This year our LGBTI Employee Resource Group (ERG) celebrates its fifth anniversary. This proactive and passionate group is committed to ensuring LGBTI employees are not only represented, but feel safe and comfortable to be themselves.

In 2013 our ERG developed and launched the Lendlease LGBTI Ally Program, which successfully increased awareness and support for LGBTI inclusion across our office-based employees. However, to be truly impactful, we needed to engage beyond the office and into our construction sites. To address this, in 2014 we launched the Lendlease Site Network pilot program to start the important task of ensuring our LGBTI site employees worked within the same inclusive framework and opportunities as our office-based employees.

Our approach - While some progress had been made to improve the inclusion of our construction sites, they can sometimes be isolating places to work. In addition, construction workers move from site to site, and team to team, which means LGBTI identification and awareness remains low and can be difficult to speak openly about. We were mindful of the construction site demographic, and saw an opportunity to link the launch of the Site Network with sport, in this case, the Bingham Cup. Bingham Cup is supported by Australian Rugby Union, who have introduced the inclusive catchphrase 'If you can play sport, you should play', letting everyone know sport should be based on your ability and passion to play, not on creed, ethnicity, gender or sexuality. This simple but effective message was consistent with our goals and easily translated in the construction environment.

In August 2014, the Barangaroo Point and Darling Harbour Live construction teams welcomed ambassadors Australian Rugby Union CEO, Bill Pulver, Wallaby and ACT Brumby's player, David Pocock and President of the Bingham Cup, Andrew Purchas to launch the network.

Our commitment is to build on our momentum, to create a dialogue that ensures Lendlease LGBTI employees are included, connected and supported with the goal to create a better, more tolerant, inclusive workplace, enhancing our core values. Our commitment to LGBTI and broader inclusion at Lendlease delivers improved safety and productivity, enabling all employees to bring their true self to work, so that they can be their very best self at work.



*Lendleases' LGBTI Ally Program Launch*

*Pictured from top left: Shelly Argent; Andrea Quesnel; Martin Hunt; Jason Burubu, Martin Hunt and Tony Brennan, Sonia Higgins, Kate Poulton and Ken Noonan.*



*Lendlease were major partners of the 2014 Bingham Cup.*

*Pictured from left to right LGBTI Ally members Emma Ashby with her partner Chris, Jason Burubu, Jason Wedesweiler with LGBTI ERG Executive sponsor Tony Brennan*

We set up Pride@NAB three years ago, with the aim of building a safe and inclusive culture for our LGBTI employees. It's now a key part of our inclusion program at NAB.

### The difference between inclusion and diversity

At NAB, we've recognised the benefits of building a diverse workforce for some time now. But we also realise that diversity – bringing together a wide range of people from different backgrounds – is not an end in itself. Addressing how people work together, and actively creating a culture and leadership mentality that engages everyone is equally important. That's what we call inclusion.

An inclusive culture is more likely to unleash a person's full potential, because at its heart it's about respecting and valuing them for all of their unique qualities and perspectives, not just their abilities.

### Our diversity and inclusion strategy

The launch of the Group's Diversity & Inclusion strategy by the CEO and Executive Leadership team in 2014 was a pivotal moment. For the first time we explicitly defined what we mean by inclusion, and explained the behaviors that we expect from our leaders in building an inclusive workforce. After all, inclusion has to start at a personal level – removing unconscious bias so that we give everyone the opportunity to perform at their best.

Importantly, the strategy embraced the updated ASX Corporate guidelines. They addressed a much broader range of diversities than in the past, including sexual orientation and gender identity.

The new strategy was immediately embraced by our people – there was a genuine understanding of what it meant to make people included, why it was important, and how people could improve their own actions.

### Putting it into action

We brought the strategy to life in our workspaces, with posters and banners (including specific messaging about LGBTI inclusion) displayed around our offices.

The Group Executive Team also filmed a video addressing bullying and harassment in the workplace – it was the first time a video of its kind had referenced sexual orientation.

In 2014 we sponsored Midsumma – a gay and lesbian festival – using the slogan 'You're proud of who you are. We're proud to stand with you.'

We also made sure our annual employee engagement survey had a much more detailed focus on inclusion; we called on the expertise of the Pride@NAB committee as subject matter experts when developing the questions.

Finally, we extended our commitment to an inclusive workforce to our suppliers, asking them to have a diversity & inclusion policy that includes sexual orientation and gender identity.

We've achieved a lot in recent years, and the Pride@NAB Committee has been involved at every step along the way. Through their work, we've been able to place a greater emphasis on inclusion for LGBTI people, to ensure that everyone at NAB is able to bring their whole self to work.



### ADVOCATING FOR LGBTI INCLUSION: IBM'S ALLY PROGRAM

IBM's policies and practices promote a culture of inclusiveness and we believe a diverse workforce is critical to our success.

We encourage all our employees to be champions of diversity and inclusion. For several years the company has had a focus on developing a group of straight allies in support of the LGBTI employee group called EAGLE (Employee Alliance for Gay and Lesbian Employees). Allies are made up of colleagues and team members who sign up and take an active role to advocate for and promote the value of LGBTI inclusion.


"Engaging straight allies in the workplace has proven to be a key catalyst in driving change for LGBTI inclusion," says Rob Lee, Managing Director of IBM New Zealand and Executive Sponsor for LGBTI Inclusion for Australia & New Zealand. "I am very proud of the LGBTI Ally initiative and its success so far in creating a strong and visible network of allies. Joining the Ally Network is a show of support for the LGBTI community and allows all IBMers the opportunity to champion equality and inclusion within their teams and broader networks."

In 2014 IBM introduced an online LGBT Ally training module to support IBMers who want to be an ally. The module is endorsed by the Global CEO, Virginia Rometty, and covers the role and responsibilities of an Ally and why they are important. Upon completion, employees take an Ally pledge and certify completion of the course.

Employees can also opt in to join IBM's EAGLE Straight Ally Community. Employees have their photo added to the Ally page and commit to demonstrating inclusive behaviours in the workplace, calling out things that don't align to IBM's values and creating an environment that allows employees who identify as lesbian, gay, bisexual, transgender or intersex to feel supported and respected at work.

### Become an Ally

This Pride Month, become an Ally for lesbian, gay, bisexual, transgender and intersex inclusion



**What is an LGBTI Ally?**

An ally is a straight advocate for LGBTI workplace inclusion- a supporter, a friend, a person who wants to see change and is prepared to help bring it about.

**Why is it important to have Straight Allies?**

Rob Lee, Executive Sponsor for LGBTI and Managing Director, IBM NZ is an ally for LGBTI inclusion and equality. He says: "Engaging straight allies in the workplace has been proven to be a key catalyst in driving change for LGBTI inclusion. This Pride Month, I am proud to announce the launch of this new initiative that strives to create a strong and visible network of allies in IBM A/NZ."

**Joining the Ally Network** is a powerful show of support for the LGBTI community and can afford all IBMers the opportunity to champion equality and inclusion within their teams and networks."

**Why would you want to become an Ally?**

- To demonstrate strong belief in social justice, inclusion and essential human rights
- To show support for LGBTI family, friends and loved ones who are lesbian, gay, bisexual, transgender and intersex
- To gain a better understanding of LGBTI people and the challenges they face
- To build social and professional networks
- To offer skills and expertise in a meaningful way

**What does being an Ally entail?**

- Join the [EAGLE Straight Ally Community](#) and show your visible support for LGBTI Inclusion
- Attend a one hour educational conference call hosted by partners in LGBTI inclusion, Pride in Diversity, on your role as an ally in the workplace
- Demonstrate inclusive behaviours in the workplace and actively contribute to creating an environment that allows employees who identify as lesbian, gay, bisexual, transgender or intersex to feel supported and respected.

Click here to

**Become an Ally for  
LGBTI Inclusion**

Screenshot of IBM's intranet site dedicated to growing the LGBTI Ally Network



## MAKING IT REAL: LGBTI INCLUSION GLOBALLY

Global companies have made great strides over the past decade in developing and adopting inclusive corporate values, statements, personnel policies and codes of conduct regarding lesbian, gay, bisexual, transgender and intersex (LGBTI) people. They also have made significant progress in putting policy into practice – in areas such as creating safe and supportive workplaces, enhancing recruitment and benefit packages and backing employee groups and ally programs (allies being individuals that are openly supportive of their LGBTI colleagues).

EY puts great importance on creating a welcoming and inclusive workplace for our people worldwide. We also believe it is important to share ideas and best practices with others.

With this in mind, we hosted a small think tank session with organisations working on the this agenda, with the aim of identifying the key challenges that we were facing and sharing the best practice that we had seen working on the ground. The outputs from that session can be summarised in ways to advance LGBTI policy into practice. The aim is to offer practical thoughts and solutions which can be used by D&I leaders, HR professionals and allies as they navigate the challenges of implementing their organisations' LGBTI vision and policies.

Eight ways to advance LGBTI policy to practice:

1. Conduct an opportunity and risk assessment and identify priorities for action
2. Set policy globally, calibrate implementation locally
3. Keep making the business case for diversity
4. Recruit LGBTI advocates and allies at all levels of the organisation
5. Enhance mobility and location options
6. Create opportunities for reverse mentoring and education of management
7. Utilise social media and other communications tools locally and globally
8. Build and unify global LGBTI networks

### Case study: The power of mentoring

Patrick Medd, Asia-Pacific Advisory Learning Leader and Unity Chair, found his experience as a mentor invaluable in increasing awareness of the issues faced by LGBTI colleagues.

Patrick joined Out for Australia in 2014 and mentored a student interested in Human Resources.

"We had around four to five casual catch ups to talk about his expectations of the workplace. I found the process very rewarding for the both of us and gained great insight to current graduate/business expectations. I would recommend becoming a mentor for anyone within EY, as we all have twenty to thirty minutes once a month to listen, discuss and connect with someone who hopes to enter our complex and exciting world of professional services."

### Case study: Building LGBTI networks globally

EY has historically had LGBTIA networks that have grown organically in different locations across the world including the UK, Ireland, America, Australia, Japan, Germany, South Africa, Hong Kong, Taiwan and Singapore. All of these networks operated organically and many had different names. It was agreed that we wanted to develop a more consistent brand globally, so the first challenge was to agree on one name.

This was done through a global campaign that invited a network of members and interested parties to submit suggestions. A total of 58 were received and then each network was asked to select their top five names. These were reviewed by an executive panel, and Unity was chosen. It was also decided to purposefully add the "A" to LGBTI to make it explicit that allies are a key an integral part of the networks.

This approach is different to the way that most other organisations create global networks. Having a single global network is not practical for EY and therefore, Unity's network of networks operate autonomously at a local level, but share the same brand and ethos.

All of the networks now communicate more effectively using tools such as Yammer to share best practice and collaborate. Globally, if there is a requirement for all network heads to talk, this is also possible. This change has re-energised existing networks and, when a new chapter is set up, there is an immediately available support group that can offer guidance and advice.



EY Unity Members in the 2015 Sydney Mardi Gras



EY Unity Committee at the AWEI Awards & Tony Johnson, CEO & Regional Managing Partner Oceania

# AUSTRALIAN RED CROSS BLOOD SERVICE

RANKED NO. 13 & HIGHEST RANKING NOT FOR PROFIT / CHARITY



## BEING VISIBLE

Since launching its employee network GLOW (Gay, Lesbian and Other Workmates) in 2013, the Blood Service has seen the group experience significant growth over the past two years and now has more than 160 members nationally. Increasing our rank from #20 in 2014 to #13 in 2015, and being named highest ranking not-for-profit for the second year in a row, was a huge achievement and one that we have worked hard to reach.

One of the key projects delivered by the network in 2014 was the production of an online video for the international 'It Gets Better' campaign which was aimed at supporting young people who are bullied due to their sexual orientation. The video features staff from the Blood Service sharing their personal journeys and was launched internally by our GLOW network on International Day Against Transphobia and Homophobia (IDAHOT). This initiative was supported by our Chief Executive, Jennifer Williams, who also promoted the video at her CEO Roadshows around the country.

Our network has also put measures in place to ensure sustainability, with the key to this being the creation of defined roles and responsibilities for members of the GLOW Project Group. We now have a dedicated representative in each major region and they are tasked with championing GLOW and LGBTI initiatives at a local level. This has created greater network visibility and provided additional points of contact for our LGBTI employees and allies.

In 2014 we continued to build on the success of our LGBTI initiatives and launched our first Diversity Strategy, broadening our focus across six diversity areas. Our Diversity Strategy aims to create a diverse, inclusive and adaptable culture that values difference, attracts and retains the best and delivers a supportive system of work for all employees.

Recognising the importance of senior leadership engagement, an Executive sponsor was assigned to each of the focus areas, one of which is LGBTI, to actively champion and drive diversity initiatives across the organisation. We know that in order to be successful, our diversity initiatives and programs must be on the leadership agenda.

Our Executive sponsor for LGBTI has been instrumental in our success and visibly champions all our initiatives and events:

*"The awards are an incredible acknowledgement of the progress the Blood Service has made in supporting our diversity program, and are a testament of our continued commitment to creating an inclusive workplace where people are able to bring their whole selves to work."*

Anne Heyes, Executive Director Human Resources and Executive sponsor for LGBTI

To ensure that our message of inclusion is visible to all employees, we:

- Include GLOW collateral in our welcome packs for new staff,
- Promote our commitment to diversity and inclusion in our staff induction programs, and
- Encourage all employees to wear their GLOW and ALLY pins, to display a GLOW postcard or poster at their desk or workspace or attend LGBTI Awareness or ALLY training.



For the past five years, Accenture has been taking part in the AWEL, topping the Index in 2013. The AWEL is a way for us to celebrate and reflect on the LGBTI inclusion work we have done, and to focus our efforts where we can improve for the future.

Globally, Accenture has had a well-developed Inclusion & Diversity agenda for many years, and has won many diversity awards, particularly in the area of LGBTI inclusion. For example, we have consistently scored 100% in the Human Rights Campaign Corporate Equality Index in the US, and we are a Stonewall 'Star Performer' Employer in the UK. In Australia, we have had an LGBTI Network for the past five years, and are building on the work done elsewhere in the world to bring the benefits of our achievements to our local employees and clients.

Like many employers, Accenture looks for the best talent. As a client-focused organisation, it is also key for us to reflect the diversity at our clients. Accenture's global policies provide a strong foundation in terms of respecting individuals and operating as a meritocracy. Our policies which relate to partners are inclusive regardless of gender. As part of our ongoing work, we are also reviewing policies to ensure that they are fully inclusive for transgender employees. We have policies in place to support the transition process. And we are continually looking to how we can improve the workplace for all of our people.

More recently, as we have matured, our focus areas have changed. A lot of the 'quick wins' are no longer relevant to us, as those have already been achieved – in some cases many years ago. We have an established network. We have strong policies which support our people well. We have strong LGBTI and Ally leaders. So we look to how we can embed the information and knowledge more firmly, and encourage people to live our core value of 'Respect for the Individual' every day.

In the area of training, for example, we have a number of courses which cover 'micro-inequities' rather than inclusion, and 'leading a diverse team' instead of diversity. We still provide overview training of course, but our more senior people now have specific training to understand how their actions and language can have an impact when managing or leading people. Some of the case studies and examples in this courses will have situations involving LGBTI people, but there will also be situations effecting people with children, people with disabilities, or people with religious beliefs. The focus is on inclusion and diversity more broadly than simply talking about one aspect of our peoples' lives.

We have also begun to share our knowledge and experience with other networks, particularly those just starting out, to help them understand where we have had challenges and successes. This has involved events and training sessions together with our clients, but also helping organisations we don't normally work with. Being involved with other organisations helps to grow all of our networks, and increase the impact we can have together to improve Australian workplaces for the whole community.



**PrideAtAccenture**  
LGBTI and Ally Network in Australia/New Zealand



Allens is a leading international law firm with partners, lawyers and corporate services across Asia and Australia. Through an integrated alliance with Linklaters, we have a global network of 40 offices across 29 countries, including emerging markets in Africa, Asia and South America.

Established in 2011, Allens' LGBTI network, ALLin, aims to assist in providing an inclusive workplace at Allens where diversity, including identifying as LGBTI, is celebrated. Specifically, ALLin provides opportunities for members to build relationships with each other, our clients and the wider community through events, network meetings and pro bono legal assistance on matters of interest to the LGBTI community.

This focus on relationships - underpinned by a culture of empowerment and opportunity - has provided a platform for strong membership growth, with an increase of over seventy-five percent in the last two years.

Allens has built a collaborative and strong network which leverages members' interests and strengths. This has been achieved by providing all members with an opportunity to take an active role and contribute to the direction of the network, including work related to LGBTI pro-bono matters, internal and external client events, network communications, firm policies and community engagement.

For many of our members, our network has provided unique opportunities for networking, exposure to exciting legal work on LGBTI issues and the ability to lead and draft important LGBTI-related policies, such as our Transgender Policy. We have found this diversity of opportunity makes for active and engaged members which, in turn, makes achieving the network's goals much easier.

In the spirit of collaboration and visibility, we have also developed a shared online ALLin community group, which all employees and partners can access on Allens' internal intranet page.

The ALLin Community Site enables members to communicate via an online platform where members can post, comment, ask questions and share articles.

Content ranges from discussion about the wording of LGBTI-friendly policies and information about internal and external LGBTI networks' events to national and international LGBTI-related news. The variety of topics discussed makes for a lively and popular community page which helps to highlight to employees the diverse and large number of Allens staff who are in the network and/or support its work. Significantly, LGBTI employees, who may not be openly out in the workplace, but who are interested in following discussion threads, are able to follow the community site in anonymity. This helps foster a safe environment, whilst demonstrating the firm's commitment to supporting and celebrating our LGBTI community.

Two important markers in our continual journey towards LGBTI inclusion have been our participation in the Pride in Diversity Employee Survey and, for the first time, the Pride in Diversity Australian Workplace Equality Index (AWEI).

Taking part in the AWEI was beneficial in that it provided an opportunity for the firm to reflect on our activities and workplace practices, whilst highlighting areas in which we could be doing more to make a positive difference to the lived experiences of our LGBTI employees and partners. Likewise, the survey gave all of our people, regardless of their sexual orientation, the opportunity to have a 'voice' and provide honest feedback. The survey was a critical part of truly understanding the degree to which we are achieving our aim of being an inclusive workplace.



*The Allens team at the 2015 AWEI Awards Luncheon in May*



# UNITINGCARE AGEING NSW. ACT

RANKED NO. 16



## Welcoming and Celebrating Diversity

UnitingCare Ageing is a not-for-profit organisation that works with people as they age, recognising their physical, emotional, spiritual, sexual, intellectual and creative dimensions. As a ministry of the Uniting Church, the organisation is deeply committed to social justice and places specific emphasis on serving people who are marginalised, disadvantaged and vulnerable, and celebrating diversity. The approach to care is underpinned by a vision that recognises that all older people should live the lives they choose.

### *Promoting inclusive practice within UnitingCare*

UnitingCare has set up an LGBTI Working Group with delegates from every part of the organisation to drive the work of the organisation in meeting the needs of LGBTI communities in accessing high quality aged care services. The LGBTI Working Group meets monthly to implement the organisational strategy for supporting members of LGBTI Communities amongst staff and clients. An intranet platform SharePoint has been set up to house documents, research, resources and clippings for the Working Group, which is now available to all UnitingCare staff.

Staff, residents, clients and other internal stakeholders are informed of the efforts of UnitingCare to make services accessible to LGBTI communities through a variety of regular communications. These include articles in the weekly staff newsletter, customer and supporter publications, as well as online. All communications, marketing material and promotional activity is developed with inclusive language and imagery. Admission forms are currently under review to ensure opportunities are provided to allow respectful, voluntary disclosure of sexuality, relationship, and gender identification.

In late 2014, UnitingCare set up a staff interest group, open to all staff interested in the work UnitingCare is carrying out with LGBTI communities as well as providing an open forum for discussion. A significant suggestion put forward by the staff group was the request for toolbox talks about LGBTI related issues that can be facilitated at all staff meetings. UnitingCare is currently developing four toolbox talks per year. The first subject is related to conversations around potential issues for the transgender community.

## Promoting an LGBTI inclusive workplace

UnitingCare Ageing is a member of Pride in Diversity which is a not-for-profit workplace program designed to assist Australian employers with the inclusion of LGBTI employees. In 2013, UnitingCare Ageing was named the inaugural winner of the Pride in Diversity Not-For-Profit/Charity LGBTI Australian Workplace Equality Index Award.

The organisation is currently working with Pride in Diversity and the Diversity Council to develop an integrated Diversity Strategy, which will encapsulate our commitment to employment equality across LGBTI, Culturally and Linguistically Diverse (CALD) and Aboriginal and Torres Strait Islander communities.

## Workforce training and education

UnitingCare has partnered with ACON and the Gender Centre to support the Transgender Awareness Training for Community Sector and Health Workers program. Since April 2015, approximately 580 UnitingCare staff members from services across NSW and the ACT have undertaken LGBTI cultural competence training. The organisation continues to offer training for all staff to encourage, support and foster individuality and diversity throughout its services, and develop skills to provide support to people of all sexual orientations.

Participation in LGBTI network groups at Regional and Local levels is also undertaken by a number of supportive and dedicated employees. UnitingCare has established credibility in the LGBTI communities by strengthening connections at various Council discussions, events, and social activities.

UnitingCare marched for the first time in the Sydney Mardi Gras on 7 March, 2015, to show support and commitment to LGBTI staff, volunteers, residents and clients in our care. Over 40 staff and supporters marched with UnitingCare flags and banners stating: "We love that you love being you. Celebrating and welcoming diversity." The participation in this event spiked social media attention, receiving the largest number of likes on the UnitingCare Facebook page, more than any other campaign run by the organisation, and comments from past and present staff members as well as the general community. Every comment was one of support and pride – demonstrating that our path to continuing to foster an inclusive culture is strengthened each day.





### THE JOURNEY

2015 is an exciting and rewarding year for Lesbian, Gay, Bisexual, Transgender and Intersex (LGBTI) people in Department of Defence. In March the largest Defence contingent participated in Sydney's Gay and Lesbian Mardi Gras parade and in May, Defence was awarded a 'Silver' placing and tied with the Australian Federal Police, for the top public sector employer for LGBTI people at the 2015 Australian Workplace Equality Index (AWEI) Awards.

We are proud of these achievements and recognise that significant changes have taken place towards inclusion and equality for the Defence LGBTI community.

Defence is a very different place to what it was in 1992, when the Australian Defence Force (ADF) ended its prohibition on openly gay, lesbian and bisexual personnel serving in the military. This marked a big step forward and the beginning of a journey that has enabled LGBTI members to openly serve in the ADF.

Defence has worked hard towards developing an inclusive and supportive workplace culture where all members can serve to their full potential. Over the years we have introduced and implemented a number of initiatives such as:

- We are a foundation member of *Pride in Diversity*;
- We participated in the AWEI in 2014 and achieved a Bronze award and in 2015 achieved a silver award and tied for the top Public Sector employer for LGBTI in 2015;
- We now participate annually in the Sydney Gay and Lesbian Mardi Gras as a strong statement of our commitment to LGBTI inclusion;
- Defence is establishing an LGBTI Employee Network. The Network will provide support for LGBTI identifying or non-identifying people and will assist to foster a culture of inclusion;
- We support and work closely with the Australian Defence Force Gay, Lesbian, Bisexual, Transgender and Intersex Information Service (DEFGLIS);
- The Chief of Navy formally appointed a Navy Strategic Advisor for LGBTI issues;
- Army has released a Pride Lapel Pin in recognition of inclusiveness and to show respect for Army's LGBTI workforce members;
- We have released the '*Understanding Transitioning Gender in the Workplace*' guide to assist Defence people and their managers;
- We have developed and are implementing the *Pathway to Change*: Evolving Defence Culture strategy for cultural change; and
- We have a *Diversity and Inclusion Strategy 2012-2017* that aligns with the objectives of *Pathway to Change* and includes goals for achieving diversity and inclusion.

Diversity and inclusion are crucial to Defence's ability to operate at peak performance and demonstrate maximum capability. Defence has come a long way in its work towards becoming an inclusive employer for our LGBTI community.

An example of this journey is Defence's participation in Sydney's Gay and Lesbian Mardi Gras and the ever growing support this achieves each year.

### MARDI GRAS

Since 1996, ADF members have participated in various parades. As this participation was unofficial, ADF members did not wear their military uniform and participated under the DEFGLIS banner.

In 2013, ADF members officially marched in uniform at the Sydney Mardi Gras parade for the first time.

Defence's participation in the 2015 Sydney's Gay and Lesbian Mardi Gras parade was the largest Defence contingent, with more than 110 ADF members, 40 Defence employees and family members marching.

Leading the march were the three Service warrant officers; the Warrant Officer of the Navy, the Regimental Sergeant Major of the Army, and the Warrant Officer of the Air Force. The participation of the three Service warrant officers demonstrated Defence's strong commitment to inclusion, respect for diversity in the workforce, and support for LGBTI ADF members.

Defence's participation this year in Mardi Gras saw significant positive media coverage that promoted Defence as an inclusive organisation and created greater awareness of LGBTI people working within Defence.

Vice Chief of the Defence Force, Vice Admiral Ray Griggs said "*Defence values all its members and is absolutely committed to ensuring a diverse and inclusive culture*"; and Sydney Gay and Lesbian Mardi Gras CEO Michael Rolik told representatives of the media that the presence of the Warrant Officers on the march was greatly welcomed.

*"Their involvement has helped spread the message of acceptance, equality and support throughout the armed forces and the entire Australian community"*

While Defence is proud of its achievements this year we acknowledge that there is still more work to be done. Defence is now, more than ever, determined to continue to build on these achievements. We will continue to increase our awareness of LGBTI issues and to creating an inclusive workplace for LGBTI people in Defence.

# HERBERT SMITH FREEHILLS

RANKED NO. 19



Over the course of 2014, our LGBTI network has become a truly national network, with real engagement and input from each of our offices. In particular we have been thrilled by the work done in our Brisbane and Perth offices to foster greater LGBTI diversity and inclusion. We are so pleased to partner with the Pride WA for the next three years and were delighted to see our people marching together at Brisbane Pride in September.

The work undertaken by our network continues to make a substantial impact on our firm. An example of this has been the development and adoption of Transitioning Guidelines. Our network has raised awareness for LGBTI issues, through the various events held through the year featuring high profile people from the LGBTI community. We have also celebrated LGBTI inclusion and actively supported the broader LGBTI community through our work with Pride WA, the Pinnacle Foundation and ACON, as well as our extensive pro bono work for LGBTI organisations. We also sponsored the Sydney Gay and Lesbian Mardi Gras in March this year.

As a firm, we are committed to taking a market leading position for LGBTI diversity and inclusion. We believe this is good for our people and for our clients. In the last year, we have shared our experiences with a number of other law firms who are keen to develop their own networks and we feel honoured to play our own small part in helping to shape a more inclusive profession.



*LGBTI Network client event hosted by our Sydney Managing Partner Juliana Warner and featuring a keynote by The Hon. Michael Kirby*



*Sydney Mardi Gras 2015*





### About Us

At Telstra, we are diverse and inclusive. We have a global footprint and a workforce that represents all corners of the world – currently, we have people who speak more than 70 different languages, come from almost 140 different countries of birth, represent more than 25 different religions and faiths, and aged from 18 to 79 years old.

Being inclusive, by treating people with respect and dignity and valuing their background and experiences, is a part of who we are at Telstra. We know that diversity and inclusion is not only important for our people, but helps us improve business outcomes by enabling better collaboration, leading to creative, innovative customer solutions.

### Make it personal

Making it personal has had a fundamental shift not just in how Telstra communicates but how Telstra operates and what it stands for.

For LGBTI inclusion, we regularly share personal stories on our Telstra Exchange and Telstra Careers blogs. Our people author Telstra Exchange blogs (like Gavin, our Telstra Citizen Reporter at Midsumma), post on Facebook and Twitter (like Julian, one of our Executive LGBTI Champions). From an employee perspective, it's our people's experiences – shared through their eyes – which enable us to showcase in an authentic and credible way why Telstra is a great place to work.

We've found these personal stories connect well with our community and customers. Results show us these stories have higher levels of engagement compared to average social media interactions.



### Linking with our customers and communities

Our purpose, as an organisation is to create a brilliant connected future for everyone. And we mean everyone.

We believe it's important to show our support for LGBTI inclusion, not just by championing an inclusive culture for our people, but finding ways to engage with our customers and communities too. An example of this is our Wear it Purple Campaign in 2014. Wear It Purple is designed to raise awareness in schools, workplaces, unis and across the community that we all have the right to be proud of who we are. Sexuality or gender identity does not change this. As a company, we showed our support by promoting the day in our stores, contact centres and offices, and on our social media channels. Our people proudly wore purple, decked out their offices and stores purple, to show their support for LGBTI inclusion.

**To find out more about Diversity & Inclusion at Telstra, visit [www.careers.telstra.com](http://www.careers.telstra.com)**



## 2015 MOST IMPROVED



HSBC Bank Australia first submitted to the Australian Workplace Equality Index in 2014 and in the past year have achieved many of their goals in the six months preceding the launch of their network, PRIDE Network Australia, continuing to make headway toward their vision of creating an inclusive workplace culture for all LGBTI employees and allies. With a committee represented by dedicated individuals representing all levels within the business and an influential executive sponsor, the Network forged forward in their very first year, becoming well deserved recipients of the Achievement Award for Most Improved 2015.

Driven by a strong strategic approach, the organisation successfully launched its PRIDE Network in June of 2014, and the network then followed with an equally successful joint panel event with their Parents@HSBC employee network and PFlag highlighting the experience of gay and lesbian parenting and families.

The PRIDE Network have also partnered with many financial services organisations within the Interbank community across the calendar year, and they internally raised a significant amount of funds for a number of LGBTI charities and community groups, including Twenty10 (inc. The Gay & Lesbian Counselling Service) and Wear It Purple, echoing their external support of the LGBTI community.

In their first year, PRIDE Network Australia designed colourful pins and cufflinks (a world first!) to demonstrate visibility throughout the organisation, and these innovative and stylish cues of inclusion continue to provide staff members who attend network events and training sessions with an opportunity to highlight the importance of the Network; sending a clear message on the importance of inclusion, which further endorses HSBC's commitment to its LGBTI staff and allies.

Working closely with Pride in Diversity, HSBC successfully hosted a number of Awareness Sessions on Sexual Orientation and Gender Identity in the Workplace within the calendar year throughout Sydney, Melbourne, Perth and Adelaide, as well as a pilot for the Ally Program, and these sessions reached ExCo members, HR Leaders and staff. At the commencement of every session, the PRIDE Network's Executive Sponsor, Brenton Hush delivers a personal and powerful message of support on a special video he created to promote the work of HSBC's PRIDE Network throughout the organisation.

With a strong succession plan and substantial senior support, HSBC looks forward to reaching further targets which they have set for themselves in the year ahead. And as one of their committee members shares in his personal profile on the network page:

"As a Senior Leader I'm proud to be part of HSBC Pride Network Australia; a network of individuals, friends and colleagues who, whether they identify as LGBTI or not, share a common goal. A goal of creating a diverse and inclusive workplace, one of breaking down barriers caused by unconscious bias, and to support the building of a stronger and more inclusive HSBC community. I encourage you to be part of this journey..."

Robert Agati, Chairman, HSBC Pride Network Australia.



*Robert Agati and Brenton Hush accepting the Most Improved award on behalf of HSBC at the 2015 AWEI Awards Luncheon.*

# KEY ASSETS

## 2015 SMALL EMPLOYER OF THE YEAR



Key Assets – The Children's Services Provider is proud to be an inclusive workplace and even prouder still to be recognised as the Small Employer of the Year for LGBTI inclusion in the 2015 AWEI. We may be a small employer by size but when it comes to LGBTI inclusion, both in the workplace and the community, we have a big voice. LGBTI inclusion seems to happen naturally in our workplace, our CEO, COO and 2 State Directors are all openly out in the workplace. This has a flow on effect to our employee group where our employees then feel comfortable to bring their whole self to work, thus allowing them to grow and develop professionally which of course enhances our workplace culture, engagement and productivity.

Whilst we do have a natural predisposition to being inclusive we are also aware of the need to have formal recognition of our commitment to LGBTI inclusion. Right from the start diversity is embedded in our workplace through our Vision – to make a positive and lasting difference for children and families, which is underpinned by our Values. Diversity is highlighted under our value of People Matter, that is, "we believe that every person counts and is accountable", furthermore we state that "we value diversity, take pride in our work and celebrate our success." Our Vision and Values are the foundation of our Performance, Development and Review cycle, they are spoken about in supervision and are a focus of our 3, 6 and 12 month reviews in this way each employee has a personal responsibility for diversity and inclusion.

Key Assets also formally demonstrates commitment to LGBTI inclusion in our HR policies, in particular our Leave Entitlements, Parental Leave, Recruitment and Selection and Harassment, Bullying and Discrimination policies. We include recognition of same sex relationships in our definition of Families, ensure that there are stringent guidelines in place for recruitment to avoid discrimination and highlight examples of unacceptable behaviour in the workplace.

LGBTI inclusion is about more than just formally documented policies and procedures though. It is also about our actions. As a not-for-profit, non - government organisation that is committed to making a difference for children it is important for us to show our support of LGBTI youth so in 2014 we hosted staff morning teas across Australia and New Zealand to celebrate Wear it Purple day. We dressed in purple, ate a range of purple foods (there was even purple drink) and shared discussions on what we can do and are doing to support LGBTI young people.

We are also active in the LGBTI community. Key Assets attends Pride Fair days in each state, advertises in LGBTI print media and websites and for the first time in 2014 walked in the Brisbane Pride Parade. As a foster care agency it is important to us to have foster carers that reflect the broader community. Our carers come from all walks of life and we actively seek to recruit carers from the LGBTI community, we believe that your sexual orientation, gender or relationship status does not preclude you from being able to make a positive and lasting difference to children and families.

It is our hope that through our commitment to LGBTI workplace inclusion we are also making a positive and lasting difference to our employees because after all we are only as good as our team and we want to be the best!



*Jamie Hodgson and Leanne Mills accepting the award for Small Employer of the Year on behalf of Key Assets at the 2015 AWEI Awards Luncheon.*

# CHILDREN & YOUNG PEOPLE'S MENTAL HEALTH



## 2015 REGIONAL EMPLOYER OF THE YEAR

In 2014 Children and Young People's Mental Health (CYPMH) continued to advocate for LGBTI employee inclusion and continued to build on the successes of 2013.

A significant outcome of this was ensuring LGBTI inclusion was also embedded across the rest of Central Coast Mental Health (CCMH). In achieving this, the Pride in Diversity Committee garnered representation from each stream of the mental health service and this group subsequently guided the strategic direction for addressing LGBTI inclusion.

Additionally, knowledge and awareness of LGBTI continued to grow with more and more employees enquiring about training and wishing to become Allies. Subsequently an Allies group was established across CCMH and Terms of Reference were developed to guide this group. Some key responsibilities included: correcting destructive myths and negative stereotypes and calling inappropriate behaviour; increasing visibility and promoting self and the role of Ally throughout the CCMH; being a champion for Pride in Diversity in team meetings and promoting self as a point of contact and support for CCMH employees wanting to come out in the workplace.

A priority for other organisations beginning the journey of LGBTI inclusion would be to have strong leadership that are committed to the issue. Secondly a strong focus on culture and visibility as a first step forward is imperative. This brings to people's attention the need to address LGBTI inclusion, raises awareness and generates buy-in. Without a strong focus on this initially, our progress and interest from staff to be involved may not have been so great. Moreover, raising awareness has also been important from the perspective of ensuring a safe inclusive workplace for both staff and clients.

The Director of CCMH services said, 'this is a fantastic initiative to ensure all employees are included and that the service is accepting of diversity. In supporting this, the executive team have also received training from PID and we are all working to ensure an inclusive service for clients, carers and staff alike.'



*Members of the CCMH Pride In Diversity Committee receiving the Regional Employer of the Year award, won by Children and Young People's Mental Health*



# INDIVIDUAL AWARD WINNERS

## WHAT PRIDE IN DIVERSITY SAYS

### EXECUTIVE LEADERSHIP AWARD



**Brad Cooper, BT Financial Group**

Brad Cooper, CEO of BT Financial Group is Executive Sponsor for the Westpac Group's award winning LGBTI employee network GLOBAL. Brad's commitment and dedication to LGBTI workplace inclusion saw him fulfil every requirement of the AWEI in 2014, as he communicated his strong leadership message for LGBTI inclusion throughout the calendar year, from messages and blogs

to all employees talking about his involvement with GLOBAL to opening the Group's internal inclusion video entitled "You Being You" where Brad speaks out against homophobia and transphobia in the workplace and the importance of LGBTI inclusion at Westpac Group. Brad also took the message externally, by featuring in a video for the Australian arm of The It Gets Better Project, furthering support for LGBTI youth across the country.

Brad has been influential in the development of the Westpac Group's reverse mentoring program, and makes time during his CEO road show to meet with LGBTI employees in Sydney, Melbourne, Brisbane and Adelaide to talk about their lived experience, the impact of self-editing in the workplace, LGBTI leadership opportunities, the importance of allies, and the reach required in regional areas. Following these coffee catch ups with employees in 2014, Brad consulted with the GLOBAL committee to inspire further action.

Brad regularly reports on GLOBAL's activities to the Westpac Group Executives, often with a call to action, his passion and advocacy for LGBTI employees and staff also extends to regular Board updates, sharing the achievements of the Network.

Brad engages his peers and other Senior Leaders in a variety of ways; he personally reaches out to many to encourage participation, and strengthens Westpac Group's position as a Top 10 Employer in LGBTI workplace inclusion by affecting positive culture change. Leading up to the 2014 IDAHOT celebration event in Sydney, Brad reached out to each Group Executive requesting nominations for influential leaders from their business units, and as a result, over 70% of attendees at the event were nominated leaders who have since become advocates for GLOBAL.

During the 2014 calendar year, Brad met with the GLOBAL Executive Committee a total of 29 times, he spoke formally on LGBTI inclusion at a number of internal events across the Group and engaged openly about the importance of inclusion on a Good Pitch panel viewing documentary film *Gayby Baby*, a story about LGBTI families from the perspectives of the children.

In addition, Brad has been quoted in both LGBTI and mainstream media, where he discusses the benefits of a truly inclusive workplace and the importance of LGBTI inclusion to Westpac Group, while leading discussions on this topic at DiversityThought Leadership Luncheons with various Australian organisations.

Since his appointment as Executive Sponsor of GLOBAL in early 2012, Brad has advocated for, launched and driven a distinctively strong LGBTI employee network, which continues to grow across the country under his authentic and inspirational leadership.

### LGBTI INCLUSION CHAMPION AWARD



**Jason Burubu, Lendlease**

Jason Burubu, Regional Commercial & Risk Manager with Lendlease's Building business, is a pro-active and driven member of Lendlease's Lesbian, Gay, Bisexual, Transgender and Intersex Employee Resource Group ("LGBTI ERG"), and is this year's recipient of the LGBTI Workplace Inclusion Champion Award, which recognises significant contribution and impact to an organisation's LGBTI workplace inclusion initiatives for their LGBTI employees.

Jason led the proposal, planning, development and launch of an innovative LGBTI and allies Site Network ("Site Network"), which is a significant achievement in what has been known traditionally as the "blokey" construction industry. The Site Network is independent of the existing Lendlease office based ally network and specifically addresses the culture of inclusion on construction sites while ensuring that both the psychological and physical wellbeing of employees is supported, regardless of individual diversity. As far as Pride in Diversity is aware, the Site Network is the first of its kind in Australia.

Jason independently undertook all stakeholder engagement, working with key senior leaders within Lendlease to achieve the execution of a pilot Site Network in 2014. He targeted two key Lendlease project sites for the pilot: Darling Harbour Live and Barangaroo Point Reserve, both representing a large number and broad spectrum of Lendlease employees.

*"Jason provided the project vision and drive for this important Lendlease and potential industry changing pilot program. Spurred on by the challenges faced by one of our own LGBTI workers from the blue collar environment, Jason saw the need to develop a program that highlighted the issue of LGBTI workers in the construction and engineering sectors,"* – Tony Brennan, Group Executive & Executive Sponsor of the Lendlease LGBTIA ERG.

A key success factor for the initiative was Jason's work to integrate Lendlease's involvement with the Bingham Cup and the Site Network pilot launch. Jason worked to ensure that the parallels between the culture of sport and the culture in the construction industry were highlighted, and used role models from the rugby community to support the message that homophobia has no place on the playing field, nor on Lendlease's construction sites. Key speakers at the highly successful launch included Bill Pulver (CEO Australian Rugby Union), David Pocock (Wallabies/Brumbies), Mike Pyke (Sydney Swans), and Andrew Purchas (President, Bingham Cup).

Jason executed a researched and planned approach launching the Site Network in collaboration with the Bingham Cup. The network received approval and endorsement by Lendlease's Group CEO & Managing Director, Steve McCann.

Jason collaborated with multiple sources to conduct a comprehensive review of the impact the Site Network had across the sites. As a result of the positive impact, additional site locations are set to roll out in 2015.

# INDIVIDUAL AWARD WINNERS

## WHAT PRIDE IN DIVERSITY SAYS

### LGBTI REGIONAL INCLUSION CHAMPION AWARD



**Roxanne/Bobby J Thomson, Deakin University**  
Roxanne/Bobby J Thomson, a Student Adviser at Deakin University's Warrnambool Campus, is the 2015 Regional LGBTI Workplace Inclusion Champion.

Roxanne is a highly visible member of Deakin University's Warrnambool Campus. Roxanne is an out lesbian, gender-fluid person, and in being out serves as an influential role model for others. Roxanne has significantly raised awareness around both the experience of

being an out lesbian in the workplace and that of gender fluidity and has openly expressed his male identity, Bobby J within the workplace from time to time.

Presenting at work as a gender-fluid person and acting as a champion and role-model for others in the regional location of Warrnambool is considerable. Roxanne promotes LGBTIQ events within the region via the Deakin ALLY Network, and is an active member of YUMCHA (Warrnambool's Youth United Making Change against Homophobic Attitudes).

"Roxanne takes on her everyday role as Student Adviser within the Faculty of Arts and Education as an out lesbian and gender-fluid person. Without compromising her role, she makes time in her already busy schedule to contribute to the Deakin Ally program, support LGBTIQ students and staff and act as a key contact for local Warrnambool media when reporting on LGBTIQ issues" – Professor Jan den Hollander, Vice-Chancellor & President, Deakin University.

Bluestone Magazine, a mainstream online magazine of the South-West Victorian area published an article profiling Bobby J's experience and quotes not only Bobby J, but Deakin University's Vice-Chancellor, Professor Jane den Hollander in several strong messages of support for people who are gender-fluid.

Roxanne is also involved in initiatives relating to Deakin's LGBTI inclusion beyond her home region, participating the last three years in Melbourne's Pride March.

Deakin Allies is coordinated in the Warrnambool region by. She is an active mentor and role model to staff, students and community members, Roxanne has organised successful IDAHOT events on campus that were covered by local mainstream media outlets. The repeated mainstream press has only served to enhance Deakin Warrnambool as an inclusive campus for both staff and students.

*"I am very proud that Roxanne chooses to work at Deakin. We all applaud Roxanne for demonstrating her personal commitment to the LGBTIQ community in a way that adds to the campus culture and supports Deakin's mission to be an inclusive and vibrant university"*

Professor Jan den Hollander, Vice-Chancellor & President, Deakin University.

### THE SAPPHIRE INSPIRE AWARD



**Maz Rahman, Curtin University**

Maz Rahman, of Curtin University's Ethics, Equity & Social Justice Office, is the inaugural Sapphire INSPIRE Award recipient. The Sapphire INSPIRE Award recognises the significant contribution and impact to an organisation's LGBTI workplace inclusion initiatives and inclusive culture for LGBTI employees by an out Lesbian, Bisexual or Transfemale role model.

Maz has worked tirelessly across the 2014 calendar year with significant and sustained momentum to ensure that Curtin University's focus in creating a visibly inclusive tertiary institution was strengthened following the recognition Curtin received at the 2014 AWEI Awards (2nd Organisational Rank Overall, Highest Ranking University).

"Curtin is fortunate in having well developed strategy and programs in place to support LGBTI inclusion. Maz provides the energy and enthusiasm that elevates them from the rigorous to the exceptional, and translates them from the abstract to the personal" – Valerie Raubenheimer, Vice-President, Corporate Relations & Development.

In 2014, alongside her day-to-day accountabilities in Equity, Maz enhanced the Curtin University ALLY website and social media presence, she prepared LGBTI specific communications and provided significant support for Curtin's LGBTI Executive Champions, coordinated Curtin University's involvement in Pride WA, Pridefest and FairDay LGBTI community initiatives.

For Pride WA's Pride March, Maz single-handedly organised the Curtin University contingent, including for the first time, the Curtin Careers mascot, a car affectionately known as "Rodney" into the parade – creating a very visible message of support and inclusion of LGBTI staff and students at Curtin University.

Maz draws on her considerable 'lived experiences' and recognises the need to represent not only LBT Women, but everyone in the LGBTI communities. Maz drove the research and development of a Transition Guide and reference materials at Curtin in collaboration with the Manager of Corporate Values & Equity.

Maz both coordinates and co-facilitates Curtin University ALLY training, most recently on-campus in the remote location of Kalgoorlie, where her personable style was well-received by attendees.

She has worked collaboratively with the student guild, ensuring that their voice is heard and that the relationship between Students and the university is harmonious and aligned. Maz provides ongoing mentoring and guidance to Curtin University's Queer Department.

In 2015, Maz was inducted as a Curtin Hero by the Vice Chancellor, Education as recognition for her contribution and impact in the LGBTI space at Curtin.

*"Maz works far beyond the expectations of her role (both functions and hours), fuelled by her passion for understanding and inclusion. She is a self-effacing yet quietly inspirational person who deserves to be recognised for her role in progressing LGBTI inclusion at Curtin"*

Valerie Raubenheimer, Vice-President, Corporate Relations & Development.

# INDIVIDUAL AWARD WINNERS

## WHAT PRIDE IN DIVERSITY SAYS

### THE SALLY WEBSTER ALLY AWARD



**Kristina Bennett, Westpac Group**

Kristina Bennett, Reporting and Campaigns Manager for Westpac Group's Inclusion & Diversity team and Co-Chair of GLOBAL, Westpac Group's Employee Action Group (EAG) for LGBTI (lesbian, gay, bisexual, transgender, intersex) employees and allies, is this year's deserved recipient of the Sally Webster Ally Award, recognising significant contribution and impact to an organisation's

LGBTI workplace inclusion culture and LGBTI employees.

Kristina's leadership has influenced many and has led the GLOBAL network to win Network of The Year in 2014. Kristina has worked tirelessly across all Westpac brands assisting in their LGBTI strategies, driving LGBTI inclusion, increasing awareness and celebrating diversity across the group.

Kristina designed and launched the "Will you be my Ally" campaign at the Westpac Group. Through her dedication and drive, she tapped into many people's hearts through this campaign, many who have friends, family members, or colleagues who identify as LGBTI. As a result of this campaign, membership to GLOBAL increased significantly, with over 50% of the membership base being allies.

Kristina was the brain child of the You Being You Campaign and accompanying video, where Westpac CEO Gail Kelly and a number of her Executive Team spoke out on the importance of LGBTI workplace inclusion. Some years ago, she held a vision to have Gail Kelly speak on video for LGBTI inclusion to the group, and that vision was realised in 2014.

Despite being based in Sydney, Kristina was instrumental in establishing the Victorian arm of the GLOBAL network. She met with GLOBAL members during IDAHOT celebrations in Victoria and shared insight into strategy and structure resulting in an increase in activity and membership.

Kristina was responsible for securing the BT Financial It Gets Better Sponsorship in 2014, she facilitated the Queer Screen sponsorship for St George, liaised with Brand Management for Bank SA to identify local sponsorship opportunities for the community, and organised the IDAHOT events in both Sydney and Melbourne, including securing Bank of Melbourne's Chief Executive Scott Tanner to open and sponsor the Melbourne event. Kristina continues to take every opportunity to reach out to as many people as she can both internally and externally, to talk about GLOBAL and encourage them to join.

Through her tenacity and commitment to the work of GLOBAL, Kristina has touched the hearts of many, as she optimises the definition of an ally. She independently undertook much of the stakeholder engagement and work with key senior leaders across the Westpac Group in 2014, supported by the GLOBAL committee.

*"..Kristina's leadership has been the driving force behind the increasing engagement of our LGBTI workforce and customer base...I am very proud of the advancements we have made in LGBTI inclusion over the past few years, through the (work of) the Group's Employee Action Group for LGBTI employees and their allies" – Gail Kelly, former CEO, Westpac Group*

*"It is due to Kristina's energy, enthusiasm and absolute commitment that GLOBAL and Westpac, have been able to achieve so much for LGBTI inclusion....There is no doubt that Kristina has gone above and beyond to achieve these outcomes, all while being a high achiever in her full time role in the business...and while her work helps Westpac to progress as an organisation, I have also heard from many individual employees who have been personally impacted by Kristina's work, making these people more excited to come to work, every day."*

Brad Cooper, Chief Executive, BT Financial Group

# 2015-2016 RATES & BENEFITS

## ABOUT PRIDE IN DIVERSITY

Pride in Diversity is Australia's first and only national not-for-profit employer support program for all aspects of LGBTI workplace inclusion. A social inclusion initiative of ACON, Pride in Diversity are specialists in HR, organisational change and workplace diversity dedicated to improving the health and wellbeing of LGBTI people by reducing exclusion, invisibility, homophobia and stigma in the workplace. Pride in Diversity is an internationally recognised program working with affiliates Diversity Champions (Stonewall UK), Out & Equal (US), Community Business (Hong Kong), Oogachaga (Singapore), Pride at Work (Canada) and GLEN (Ireland).

## EXTERNAL CONSULTING AND SPEAKER ENGAGEMENT

Pride in Diversity provides external consulting and training to non-member organisations on a fee-for-service basis. Director Dawn Hough is also available for speaking engagements on all aspects of LGBTI Workplace Inclusion. Training programs delivered by the Pride in Diversity Team include: LGBTI Awareness / Sensitivity Training, LGBTI Ally Training, Employee Network Group Training, Training for HR Staff, Contact Officers, Diversity Teams and Executive. Consulting includes policy review, setting up LGBTI Employee Networks, LGBTI Strategy Planning, Stakeholder engagement, communications and preparation for the AWEI or Rainbow Tick Accreditation. Extensive "HOW TO" training for the Rainbow Tick can also be provided via our ACON team.

### TRAINING, CONSULTING, SPEAKING RATES

*Not inclusive of travel costs	Non-Member Rates	Member Rates (for additional hours outside of membership allocation)
Minimum callout – up to 2 hours	\$500.00 plus GST	\$320.00 plus GST
Half day – up to 4 hours	\$1000.00 plus GST	\$600.00 plus GST
Full day – up to 8 hours	\$1800.00 plus GST	\$1100.00 plus GST
AWEI Executive Debrief and presentation	\$1750.00 plus GST	Included within membership
Training Packages – Hours in Credit (*unused hours expire one year from purchase)	14 hours - \$4,000.00 plus GST 21 hours - \$5,500.00 plus GST	TRAINING ADD-ON PACKAGES: 14 hours - \$2,500.00 plus GST 21 hours - \$3,500.00 plus GST

## MEMBERSHIP BENEFITS 2015-2016

Membership to Pride in Diversity provides organisations active in LGBTI inclusion, or those starting to introduce LGBTI Inclusion into their diversity strategy with extensive support, resources, networking opportunities, training, consulting and advice via a dedicated account manager and frequent interaction with other LGBTI diversity practitioners within your local area. Pride in Diversity is a national program with the opportunity to train your staff in-house and provide face-to-face consulting expertise within Sydney, Canberra, Melbourne, Brisbane and Perth. Arrangements can also be made for staff within Adelaide, NT and Tasmania.

## MEMBERSHIP TIERS 2015-2016 (EFFECTIVE MARCH, 2015)

Tier 1, 2 and 3 memberships all include the following membership benefits **in addition** to those listed below the appropriate Membership Tier (see table):

- Dedicated account manager to provide ongoing telephone / email support in all aspects of LGBTI inclusion ensuring that you maximise the full benefits of the program
- Access to members only area of the Pride in Diversity Website (where members can access research, resources, and PID publications)
- Hard copies all past and current publications including each annual publication, the most recent AWEI benchmarking publication and the Australian National LGBTI Recruitment Guide
- Member discounts to annual events including the annual AWEI awards luncheon and Pride in Practice conference, and member discounts on LGBTI inclusion merchandise
- Option for listing within the Members Page on the Pride in Diversity Website
- Information and resource kits to help your organisation mark days of LGBTI significance, such as International Day Against Homophobia, Transphobia and Biphobia (IDAHOT), Wear It Purple, World AIDS Day, and Transgender Day of Remembrance
- Recruitment support including the opportunity for your organisational profile to appear in the Australian National LGBTI Recruitment Guide, as well as on our 'Inclusive Employers' and 'Employment Opportunities' sections on the Pride in Diversity website.
- Invitation to staff to join Pride in Diversity in key community events: i.e. Mardi Gras, World AIDS Day Activities
- Exclusive use of Pride in Diversity Logo for internal / external communications



# 2015-2016 RATES & BENEFITS

In addition to the above General Membership Benefits on the previous page, your membership provides you with the following additional benefits (appropriate to Membership Tier)

\*All rates quoted are exclusive of GST

Tier 1 Membership: \$2500*	Tier 2 Membership \$5500*	Tier 3 Membership \$8500*	"Add-on" Training Budget Packages	Add-on" Regional Membership \$6000*
**All General Membership Benefits (see previous page)	**All General Membership Benefits (see previous page)	**All General Membership Benefits (see previous page)	Your Tier 1, 2 or 3 Membership Level + Additional Training/ Consulting Hours	Your Tier 1, 2 or 3 Membership Level (Australia) +Regional Benefits as stated below
<b>Target Group: &lt;100 Employees / Regional</b> Employers with less than 100 employees or based within a single office in a region or state that roundtables / networking events are not currently held in.	<b>Target Group: 100+ Employees</b> Employers active in, or starting to focus on LGBTI workplace inclusion	<b>Target Group: 100+ Employees</b> Employers active in, or starting to focus on LGBTI workplace inclusion who would like to incorporate additional support within the membership year or would like to spread membership benefits across subsidiary organisations.	<b>Target Group:</b> Employers wanted to allocate training budget for additional training/support over the membership year. These packages have been designed to draw from training budgets for additional training/ consulting hours Can be utilised for training, consulting, speaker engagement, AWEI or Rainbow Tick preparation.	<b>Regional Benefits:</b> <ul style="list-style-type: none"> <li>Unlimited telephone / email support to your regional offices</li> <li>2 day consecutive visit to one of your regional offices of choice throughout membership year (all costs covered by membership)</li> <li>When in the area for another regional member, optional office meeting/ catchup or consulting (up to 4 hours) with the opportunity to cover additional accommodation / travel expenses should you wish to extend.</li> <li>Shared regional membership access to members only area of the website and publications.</li> </ul>
<b>Training/Consulting Benefits:</b> <ul style="list-style-type: none"> <li>Unlimited telephone / email support as required</li> <li>Catch-up meetings throughout the year (via phone where necessary)</li> <li>Plus annual strategy &amp; planning meeting (via phone where necessary)</li> <li>Plus full executive debrief (2 hours) on AWEI if submitting (value \$1750.00)</li> </ul>	<b>Training/Consulting Benefits:</b> <ul style="list-style-type: none"> <li>Unlimited telephone / email support as required, catchup meetings throughout the year</li> <li>Up to 8 hours face-to-face engagement (on-site) over the membership year. Can be utilised for training, consulting work, speaker engagement, AWEI or Rainbow Tick preparation (general catchup meetings do not come out of this allocation)</li> <li>Plus annual strategy &amp; planning meeting</li> <li>Plus full executive debrief (2 hours) on AWEI if submitting (value \$1750.00)</li> </ul>	<b>Training/Consulting Benefits:</b> <ul style="list-style-type: none"> <li>Unlimited telephone / email support as required, catchup meetings throughout the year</li> <li>Up to 25 hours face-to-face engagement (on-site) across your organisation or related subsidiaries over the membership year (shared hours). Can be utilised for training, consulting work, speaker engagement, AWEI or Rainbow Tick preparation (general catchup meetings do not come out of this allocation)</li> <li>Plus annual strategy &amp; planning meeting</li> <li>Plus full executive debrief (2 hours) on AWEI if submitting (value \$1750.00)</li> </ul>	<b>TRAINING PACKAGE 1:</b> Add-on Training Budget \$2500* Your Tier 1, 2 or 3 Membership Level + An additional 14 hours training/consulting over the membership year (excluding associated travel costs if applicable). * Unused hours will expire at the end of the membership year.	
			<b>TRAINING PACKAGE 2:</b> Add-on Training Budget \$3500* Your Tier 1, 2 or 3 Membership Level + An additional 21 hours training/consulting over the membership year (excluding associated travel costs if applicable.) * Unused hours will expire at the end of the membership year.	
<b>Best Practice Roundtables</b> <ul style="list-style-type: none"> <li>Ability to dial in to 3 roundtables (practitioner practice sharing / discussions) of your choice a year.</li> </ul>	<b>Best Practice Roundtables</b> <ul style="list-style-type: none"> <li>Ability to send 1-2 delegates to each state based round table, held 3-4 times per year (number of delegates will depend on State).</li> </ul>	<b>Best Practice Roundtables</b> <ul style="list-style-type: none"> <li>Ability to send 1-2 delegates to each state based round table, held 3-4 times per year (number of delegates will depend on State).</li> </ul>		
	<b>Professional Networking Events</b> <ul style="list-style-type: none"> <li>Professional Networking Events for your LGBTI Allies across Sydney, Melbourne, Canberra, Perth, Brisbane throughout the year.</li> </ul>	<b>Professional Networking Events</b> <ul style="list-style-type: none"> <li>Professional Networking Events for your LGBTI Allies across Sydney, Melbourne, Canberra, Perth, Brisbane throughout the year.</li> </ul>		
		<b>Recruitment Support / Profiling</b> <ul style="list-style-type: none"> <li>Ability to profile all subsidiaries within the Australian National LGBTI Recruitment Guide and on the Inclusive Employers page of the PID website</li> <li>Ability to list all subsidiaries as members on the PID Members list.</li> </ul>		

## Awards from the AWEI Benchmarking Instrument:

- Employer of the Year
- Announcement of Top 20 Employers for LGBTI Employees 2015
- Trophy presentations to Top 10 employers for LGBTI Employees 2015
- Highest Ranking University
- Highest Ranking Public/Private Sector Employer (whichever is not Employer of the Year)
- Highest Ranking Not-For-Profit / Charity
- Achievement Award for most improved
- LGBTI Employee Network of the Year
- Small Employer of the Year
- Regional Employer of the Year
- Regional/Rural Office, Branch or Franchise Award

## Individual Award Submissions

- CEO (or equivalent) of the Year
- Executive Leadership Award for LGBTI workplace Inclusion
- LGBTI Inclusion Champion Award (includes Regional Champion)
- Innovation Award
- Sally Webster Ally Award
- Sapphire Inspire Award
- Out Role Model Award

All submission documents for the 2016 AWEI are now online. See [www.prideindiversity.com.au/awei](http://www.prideindiversity.com.au/awei) for more information.

## Employee Survey:

Becomes available mid-January, 2015. Closes Friday 25th March, 5pm AEST 2016

## Submission Due:

Friday 25th March, 5pm AEST 2016

## Awards Luncheon:

Friday 20th May 2016 (celebrating Sunday 17<sup>th</sup> May as International Day against Homophobia, Transphobia and Biphobia 2016)

Announcement of all Award Winners, including Top 20 Employers.

## For more information:

Visit [www.prideindiversity.com.au/awei](http://www.prideindiversity.com.au/awei) or call Pride in Diversity on (02) 9206 2139.





# ACKNOWLEDGMENTS

## 2015 AUSTRALIAN WORKPLACE EQUALITY INDEX PUBLICATION SPONSOR:

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