



THE DEFINITIVE NATIONAL BENCHMARK **ON AUSTRALIAN** LGBTIQ WORKPLACE INCLUSION

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WELCOME FROM ACON'S PRIDE INCLUSION PROGRAMS DIRECTOR



DAWN HOUGH

Director ACON's Pride Inclusion Programs Pride in Diversity, Pride in Sport, Pride in Health + Wellbeing

Welcome to the 2019 AWEI Benchmarking publication.

This is the final index within the third iteration of the AWEI. Every three years, the index is assessed against current and international practice and updated to reflect changes. As we reach the final index in each iteration, it is not surprising that we see several of our top performing organisations reach scores very close to the full 200 point allocation. What was surprising for us however, was the significant jump in entry points for each of the Employer Recognition Tiers.

This year the average score across all submissions rose by 19% from 84 (2018) to 100 (2019). Entry points into each of the Recognition Tiers rose by 22.5% (Bronze) from 90 to 98; 13.7% (Silver) from 117 to 133 and 21.1% (Gold) from 139 to 167.

Our new iteration has now been released and we know that many of you are already working through the submission document and Evidence and Scoring Guides. You will find more information about the new iteration on page 66 of this publication.

This year we received 27,347 responses to the AWEI's accompanying employee survey and to respond to feedback from those participating, we have this year compiled the annual survey report a little differently. Rather than providing an executive summary of the data and key findings; we have provided you for the first time, with all survey responses across the questions. By doing so, you will now be able to easily benchmark your findings across the population of employees working within organisations active in LGBTIQ workplace inclusion.

The analysis that you would normally see within this publication will now be spread across AWEI practice point data sheets published regularly via our mailing list and on our pid-awei website throughout the year. You can access the Practice Points data sheets by signing up to the mailing list **http://eepurl.com/dvH0rv** or by visiting the Data Analysis tab of **pid-awei.com.au**

Key findings from the survey will also be presented annually at the Pride in Practice conference.

Once again, thank you for all that you do to further our collective work in inclusion. Thank you to Goldman Sachs for the sponsorship of this publication, to all of the Pride Inclusion Programs team for their passion, enthusiasm and dedication to this work and to Finlay Long for the design and branding of this publication.

WELCOME FROM OUR NEW PRIDE IN DIVERSITY CO PATRONS



ALAN JOYCE CEO, Qantas

Co Patron, Pride In Diversity

For nearly a decade the Australian Workplace Equality Index (AWEI) benchmark has played a critical role in guiding Australian organisations along their journey of LGBTI workplace inclusion.

The growth of submissions in the AWEI in 2019 highlighted the commitment from organisations across the country, of all sizes and from very diverse sectors, in translating their words into actions. Participation growth was up nearly 15% this year, the eighth year in a row of increased submissions and we now have a majority of ASX Top 50 organisations participating. The shift in practice also increased significantly, with a 20% movement in the Gold Level entry score within the benchmark, and similar shifts in the Silver and Bronze level entry points.

The benchmark and the related AWEI Awards now set the standards for all Australian employers and institutions to meet. Within my own firm, Qantas, we strive to meet that benchmark year after year

ACON's Pride Inclusion Programs aims to create workplaces where people are free to be who they are, because an inclusive environment helps people be more confident and make better decisions. Both Qantas and ACON's Pride Inclusion Programs believe that workplaces should never tolerate homophobia or transphobia – or any sort of discrimination, for that matter.

These cannot be second or third-tier considerations. They must be a core part of workplace culture. On that note, it's important to accept that the AWEI would be a contradiction in terms if they did not accurately reflect the incredible diversity at the heart of the LGBTI community. That's why ACON's Pride Inclusion Programs has made significant progress with a number of strategic initiatives, including the representation of LGBTIQ women through their Sapphire program, and an effort to reach more people in the regions.

Being a Co-Patron is a small way for me to lend my voice to inclusion and diversity. I offer my thanks to all the employers who are members of Pride in Diversity and also those who have participated in the 2019 AWEI Index.

We know you don't do it for a trophy. You do it to improve the lives of your employees, to improve the culture of your business, and to help you keep in touch with the diverse needs of your customers. But please accept our commendations – our recognition of the effort and ideas that your LGBTI and allied employees so faithfully produce.

WELCOME FROM OUR NEW PRIDE IN DIVERSITY CO PATRONS



JENNIFER WESTACOTT

CEO, Business Council of Australia Co Patron, Pride In Diversity

The Australian Workplace Equality Index benchmark and national engagement survey has become the internationally recognised foundation of LGBTI workplace inclusion in Australia.

It is pleasing to see not only continued growth in submissions and significant shifts in practice but also the growth in the number of employees both from within and beyond the LGBTI community participating in the survey. Most importantly has been the progress on key indicators evident within the survey results, especially in regard to bringing your whole self to work.

I thank everybody across the Pride Inclusion Programs network for your incredible hard work to create a more inclusive and harmonious community.

This is an opportunity for us all to consider how to build on the success of Pride in Diversity. We have worked to expand the reach of this program even further with a growing membership and new events in regional centres like Townsville, Geelong, Rockhampton and Kalgoorlie.

This isn't work that occurs in the abstract, it changes lives.

As I wrote last year, there are few things more paralysing than the sting of exclusion, and it is often felt more acutely in workplaces than anywhere else. In my experience, the simple acts of acceptance and inclusion are the ones that send the message most clearly – you are not the outsider, you are one of the team. These quiet acts won't always come with an award. As you all know, the real rewards are healthier and more productive workplaces, happier employees, more fulfilled brothers, sisters, mothers and fathers.

In short, this is work that builds a better community for everyone. The hard work is translating those simple, individual acts into a workplace culture that better fosters inclusion. This is the work of so many employers participating in this program, along with their employees and supporters – and we thank you all for it.

Please accept my gratitude as co-patron for your efforts and my congratulations for your well-deserved recognition.

As you know, there is more work to be done and I look forward to forging ahead together this year to build on our achievements so far.

WELCOME FROM OUR 2019 PUBLICATION SPONSOR



SIMON ROTHERY

Chief Executive Officer Goldman Sachs Australia & New Zealand

Goldman Sachs is honoured to sponsor the Australian Workplace Equality Index (AWEI) annual benchmarking and survey publication for the ninth consecutive year. We would like to extend our congratulations to all the organisations and their Lesbian, Gay, Bisexual, Transgender and Intersex (LGBTI) networks who took part in the 2019 AWEI.

As a founding member of Pride in Diversity (PID), we hope this publication provides support and guidance to further advance the work on LGBTI Inclusion across Australia in the same way it did for Goldman Sachs.

Our commitment to diversity and inclusion is essential to our mission as a firm: it lets us remain at the edge of innovation, respond to the needs of our clients, and ensure that our people bring their authentic selves to work. At Goldman Sachs, we're proud of our efforts to foster diversity and inclusion both in our own workplace and in the communities where we live and work.

We are delighted to see continued progress for LGBTI inclusion being made across Australia, and are especially heartened reflecting on the progress that has been made over the past year, both within other member organisations and across the country more broadly. We look forward to building on our success with PID and our fellow supporters of the national benchmark for LGBTI inclusion.

A WORD FROM OUR 2019 EMPLOYER OF THE YEAR



MARTIN BEAN, CBE

Vice-Chancellor and President RMIT University

I'm incredibly proud that RMIT has been awarded Employer of the Year for LGBTI inclusion, recognising our commitment to being a genuinely inclusive and supportive environment for our staff and students.

Along with recognition as a Gold Employer for the second year in a row, I'm humbled that RMIT has also received the Trans and Gender Diverse Inclusion award.

As a global university with over 10,000 staff and nearly 90,000 students, we pride ourselves on the diversity of our community and recognise the extraordinary value this adds to our workplaces and learning environments.

RMIT aims to be known first for our values-led culture and our achievements second. Guided by our organisational values of inclusion and courage, we expect all voices to be heard with equal resonance. We're committed to creating an environment where all our people feel safe and have a sense of belonging.

Our achievements reflect the passionate engagement and hard work of our leaders, staff and students, serving as allies for inclusion. So many of our people have undertaken professional development, contributed to improved practices, and have demonstrated their commitment by having the courage to advocate for what is right.

As a leader, I have had the privilege to witness our organisational culture, values and behaviours continue to shift to truly embrace diversity, and our University flourishes because of it.

I look forward to seeing what we can accomplish in 2020 and beyond.

pride diversity

A WORKPLACE FOR EVERYONE How LGBTIQ workplace inclusion can set you apart as a leading edge employer in the D&I space.

Pride in Diversity is Australia's not-for-profit employer support program for all aspects of LGBTIQ workplace inclusion. Our membership based program provides you with a wide range of benefits in addition to a dedicated relationship manager who will work with your organisation to not only understand any current expertise in what is now the fastest growing area of D&I practice, but assist in moving you to a model of best practice, both nationally and internationally.

No matter your starting point, our dedicated experts are here to work alongside you every step of the way. As the producers of the national LGBTIQ workplace inclusion benchmark (AWEI) we can also provide you with annual comparative data and acknowledgement for outstanding work. Connect with us and you also connect with Australia's leading employers in this space.

Consider us your partners, your subject-matter experts. Work with us to make your workplace a more inclusive space for your LGBTIQ employees, allies, key stakeholders and customers. Build your brand, your talent pool and your reputation as an employer inclusive of all Australians.

Contact the Pride in Diversity team: E info@prideindiversity.com.au T 02 9206 2139 W www.prideinclusionprograms.com.au



PRIDE INCLUSION PROGRAMS

CONTENTS

METHODOLOGY	8
HISTORY	8
HOW REFLECTIVE ARE TOP EMPLOYERS OF BEST PRACTICE WITHIN AUSTRALIA?	8
HOW ARE AWEI SUBMISSIONS ASSESSED?	9
2019 EMPLOYER TIER RECOGNITION	10
2019 PLATINUM TIER RECOGNITION	10
2019 GOLD TIER RECOGNITION	11
2019 SILVER TIER RECOGNITION	11
2019 BRONZE TIER RECOGNITION	12
2019 PARTICIPATING TIER	12
2019 WINNERS – EMPLOYER RECOGNITION	13
2019 WINNERS – INDIVIDUAL RECOGNITION	15
TOP 3 PERFORMERS ACROSS SECTOR/INDUSTRY	17
2019 BENCHMARKING DATA	21
PARTICIPATION OVERVIEW	22
UNDERSTANDING YOUR SCORE AND BENCHMARKING DATASETS	25
DISTRIBUTION OF SCORES AND HISTORICAL TIER DATA	26
2019 BENCHMARKING TABLES	27
BENCHMARK: ALL EMPLOYERS	28
BENCHMARK: BY EMPLOYER TIER	29
BENCHMARK: BY EMPLOYER LOCATION	33
BENCHMARK: BY NUMBER OF EMPLOYEES	35
BENCHMARK: BY SECTOR	38
BENCHMARK: BY INDUSTRY GROUPING	45
2020 AWEI	66
2019 EMPLOYEE SURVEY DATA	69
2019 PARTICPATION OVERVIEW	······ 70
2019 PARTICIPATION DEMOGRAPHICS	······ 71
SUPPORT & VISIBILITY OF LGBTIQ INCLUSION	73
LIVED EXPERIENCE: EMPLOYEES WITH A DIVERSE SEXUALITY	······ 78
LIVED EXPERIENCE: TRANS & GENDER DIVERSE EMPLOYEES	86
	95

METHODOLOGY

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 AWEI 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 LGBTIQ 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 nonidentifying 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 rigorous and comprehensive. The work compiled annually by employers submitting for the Index is a testament to the importance of LGBTIQ 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.

In 2017, the first iteration of the 3rd edition of the index saw dramatic changes to submission formats and introduced recognition tiers. The Top 20 leader board was removed and replaced with rebranded and nonranked Platinum, Gold, Silver, Bronze and Participation Tier Recognition.

HOW REFLECTIVE ARE TOP EMPLOYERS OF BEST PRACTICE WITHIN AUSTRALIA?

While Awards are a nice end-result to the Index, the real intent of the Index is to gauge, monitor and and align Australian practice with International best practice.

Many awards nomination processes boast a much quicker and less cumbersome submission process, but 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 the same criteria while maintaining flexibility of approach.

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. The current AWEI measures practice in terms of:

HR Policy & Practice (69 points / 34.5% of overall submission)

Strategy & Accountability (21 points / 10.5% of overall submission)

LGBTI Training & Education (16 points / 8% of overall submission)

LGBTI Employee Network & Allies (42 points / 21% of overall submission)

Visibility & inclusion (23 points / 11.5% of overall submission)

Community Engagement & External Advocacy (23 points / 11.5% of overall submission)

Survey & Other (6 points / 3% of overall submission)

METHODOLOGY

HOW ARE AWEI SUBMISSIONS ASSESSED?

In 2018, we fine-tuned much of the marking process to ensure a strict dependency on evidence for score allocation, clearly articulating within the scoring instrument that which is required for full or partial point allocation. This removed the likelihood of grey areas where evidence is not supplied in its entirety or as requested.

Using this marking rubric, each submission was marked by two different members of the team, each on separate score sheets. As Relationship Managers are not necessarily marking their member submissions and not all submitting employers are members of Pride in Diversity, strict attention is given only to that information which appears within the submission document, ensuring equity across all submissions regardless of marker, and regardless of membership.

Once both markers have entered their scores, the spreadsheet automatically identifies where scores have differed and flags these questions for consultation. The two markers then meet to discuss the discrepancies, re-checking the evidence required and combing through the evidence supplied to agree a point value. If an agreement can't be met, a third team member is consulted. This process is repeated until all score differences between the two markers have been investigated and finalised.

Where scores between employers are close for Employer of the Year, a third marking is completed highlighting key standards for each submission. If two employers tie on the highest score, it may be necessary to highlight key standouts and differentiators for each submission for additional consideration. An interview with the CEO of the tying organisations may also be required.

A transcript is automatically generated by the scoring rubric and saved for each submitting organisation.

A table is then produced for Platinum/Gold, Silver, Bronze and Participating Employer Tier Recognition based on the score distribution across all submissions. From the scores provided within the AWEI submission, the following awards are also determined:

- Achievement Award for Most Improved (largest score difference between current year and last)
- Award for the Inclusion of Trans/Gender Diverse Employees – all scores for questions pertaining to trans and gender diverse employees are tallied along with any relevant scores for work submitted within the "additional work" sections throughout the index. Highest score determines award recipient.
- Network of the Year Award all scores for questions pertaining to network activity are tallied along with any relevant scores for work submitted within the "additional work" sections throughout the index. Highest score determines award recipient.

Individual Award Submissions

- Additional Award submissions (outside of the AWEI benchmarking instrument) are likewise marked against a scoring rubric and then shortlisted to 3 (maximum 4) based on the score achieved.
- A team of 3 team members then meet to discuss the 3-4 shortlisted submissions noting work that differentiates each in addition to breadth and impact of activities submitted based on the evidence provided.
- All three markers must agree an overall winner based on the overall score and differentiators.
- Receipt of a nomination does not guarantee that an award will be given. Minimum criteria does need to be met.

2019 EMPLOYER TIER RECOGNITION



2019 PLATINUM TIER RECOGNITION

Platinum Employer recognition acknowledges the highest levels of performance within the AWEI over a sustained period of time. Employers must first qualify for Platinum by achieving an AWEI score within the Gold Tier range at least four out of the last five consecutive years; or be awarded Employer of the Year twice within that period. At qualification, an employer may choose to work on a project or submit once again for the AWEI. Only on successful completion of the project or AWEI submission within the Gold Tier range will the official Platinum status be awarded.

Once awarded, Platinum Employer recognition must be maintained. While maintaining Platinum status, employers can choose to submit the AWEI as per usual or alternate AWEI submissions with project work.

Should Platinum Employers choose to alternate projects and submissions, the actual reporting cycle of the AWEI reduces to once every three years due to projects taking up two reporting cycles (one during project completion and the other during project submission). Should an employer not deliver on the project or not be placed within the Gold Tier, the employer will revert to the employer tier determined by their score, unless they still meet the 4 out of 5 year validation rule.

Should an employer default on Platinum one year, they do not need to requalify. Simply meeting the criteria of Platinum again will see them regain their full Platinum Status.

2019 EMPLOYER TIER RECOGNITION

2018 Platinum Qualifiers currently working on Projects:

Commonwealth Bank of Australia

2019 Platinum Qualifiers:

- EY
- Macquarie Group

2019 Platinum Employers:

- University of Western Australia
- Accenture

• ANZ

Lendlease

Westpac

2019 GOLD TIER RECOGNITION

Gold recognition is the highest recognition obtainable for the current year outside of the longevity of top employer status obtained within the Platinum Tier. Gold Employers have obtained the highest scores within the AWEI. This recognition is indicative of a substantial amount of work and activity in the area of LGBTIQ inclusion over the index year as assessed by the current benchmark and in comparison to all submitting employers. Gold recognition is an outstanding achievement and organisations that obtain this recognition should be applauded for their level of activity within the given year. This year, Gold Employer status was given to only 15 employers equating to the top 9.9% of all submissions. In alphabetical order:

- Australian Taxation Office
- Brisbane City Council
- Clayton Utz
- Deakin University
- Dept of Prime Minister & Cabinet
- EY
 - Lendlease
 - Macquarie Group
 - MinterEllison
 - NAB

- PwC
- QBE Insurance Australia
- RMIT
- Uniting
- Woolworths Group

2019 SILVER TIER RECOGNITION

Silver recognition is given to employers that have obtained high scores on the AWEI and provided evidence of a substantial amount of sustained or new work in LGBTIQ inclusion. Silver recognition is difficult to obtain and quite often, the score differences between Silver and Gold recognition are minimal. Only 22 employers were awarded Silver Employer recognition this year, equating to between the top 10 – 22% of submitting organisations. In alphabetical order:

- AGL Energy
- Alcoa of Australia
- Australian Security Intelligence
 Organisation
- Baker McKenzie Australia
- BankWest
- Corrs Chambers Westgarth
- Curtin University

- Deloitte Australia
- Dentons Australia
- EnergyAustralia Services Pty Ltd
- Macquarie University
- Monash University
- NBN Co
- Norton Rose Fulbright
- NSW Police Force

- SBS
- Suncorp
- Telstra
- The Star Entertainment Group
- University of Queensland
- University of Sydney
- Woodside Energy Ltd

2019 EMPLOYER TIER RECOGNITION

2019 BRONZE TIER RECOGNITION

Bronze recognition should not be underestimated. For many organisations, it takes several years to achieve this tier. Bronze Employers are considered active employers in LGBTIQ inclusion with submissions providing detailed evidence of work in this area over the 2018 calendar year. 38 Employers were awarded Bronze this year. In alphabetical order:

- Allens
- Aurecon
- Australian Federal Police
- Australian Red Cross Blood
 Service
- Avanade Australia
- CBRE
- Coles
- Dell EMC Australia
- Dentsu Aegis Network (Australia)
- Department of Agriculture &
 Water Resources
- Department of Education
 Queensland

- Department of Education & Training
- Department of Foreign Affairs & Trade
- Department of Health
- Department of Human Services
- Department of Social Services
- Deutsche Bank
- DLA Piper
- Grant Thornton Australia Limited
- Hollard
- HSBC Australia
- IAG
- J.P. Morgan

- KPMG Australia
- Mercer
- Qantas Airways
- Royal Bank of Canada
- Scentre Group
- State Street Australia Limited
- TAL
- Thomson Reuters
- University of NSW
- University of Wollongong
- Vanguard Investments
- Victoria Police
- + 3 not-for-publication

2019 PARTICIPATING TIER

Participating in the AWEI shows commitment to LGBTIQ inclusion and a desire to obtain an external assessment and measure of progress to date. Congratulations to all employers participating in the AWEI. Scores tend to vary greatly within the Participating Employer group, with the top of this tier being very close to achieving Bronze. In alphabetical order:

- AMP
- Ashurst
- Attorney-General's Department
- Australia Post
- Australian Bureau of Statistics
- Australian Securities &
 Investments Commission
- Australian Unity
- BUPA Australia
- Charles Sturt University
- Charter Hall
- Colin Biggers & Paisley Lawyers
- Crown Resorts Pty Ltd
- Department of Defence

- Department of Health & Human
 Services
- Department of Jobs & Small Business
- Energy Queensland
- Envato
- Essential Energy
- Flourish Australia
- GPT Group
- Home Affairs & the Australian
 Border Force
- icare NSW
- ICC Sydney
- Jacobs Australia
- John Holland

- Link Group
- Mackay Regional Council
- McCullough Robertson Lawyers
- Nando's Australia
- Newmont Australia
- PageGroup
- Salesforce
- SAP
- Stockland
- The Johnson & Johnson Family of Companies in Australia
- Vic Roads
- Victoria University
- + 27 not-for-publication

2019 WINNERS – EMPLOYER RECOGNITION





2019 EMPLOYER OF THE YEAR **RMIT UNIVERSITY**

RMIT achieved the coveted Employer of the Year Award in 2019 achieving the highest score overall within the AWEI.

This is the first year that an organisation outside of the private sector has picked up this award.

RMIT achieved the highest score to date in the history of the AWEI, in addition to picking up the award for the inclusion of trans and gender diverse people.

2019 LGBTI EMPLOYEE NETWORK OF THE YEAR LENDLEASE LGBTI ERG – LENDLEASE

The LGBTI Employee Network of the Year Award is determined by the highest score for all network related activity within the AWEI.

An effective network is critical to LGBTI inclusion initiatives and we applaud Lendlease LGBTI ERG for their achievement in this area. Lendlease LGBTI ERG obtained the highest score across the networking section within the AWEI.

The top 4 performing networks – ASIO, EnergyAustralia, Lendlease and PwC – all scored within 3 points of one another and we commend all.



2019 ACHIEVEMENT AWARD FOR MOST IMPROVED DEPT OF PRIME MINISTER & CABINET

The Achievement Award for Most Improved recognises the employer with the most significant score increase between last year's and this year's AWEI.

This year's winner, the Department of Prime Minister & Cabinet, has achieved the most significant shift in the history of the AWEI increasing their points this year by a staggering 344%.

2019 WINNERS – EMPLOYER RECOGNITION





2019 EXTERNAL MEDIA CAMPAIGN AWARD 'THE ROAD TO BROKEN HILL' (AAMI) SUNCORP

This award is given annually for an exceptional external media campaign providing visibility of LGBTIQ people / community within the promotion of an organisations products and/or services.

Suncorp's campaign was selected due to their inclusion of not only the LGBTIQ community and their confidence in showcasing the most flamboyant representation, but also for the regional aspect.

Challenging conventions of their industry, Suncorp invited two out and proud members of the LGBTIQ community to become ambassadors for their brand. The campaign was given extensive airplay and earned national news coverage of more than 300 media outlets.

2019 TRANS & GENDER DIVERSE INCLUSION AWARD **RMIT UNIVERSITY**

The Trans & Gender Diverse Inclusion Award is determined by totalling scores given across the AWEI for all work pertaining to the inclusion of trans and gender diverse employees along with any additional work that employers may have identified in this area.

From this list two employers scored highly and both Uniting and RMIT are to be commended for their significant work in this area. The award was given to RMIT for achieving the highest score in this area of LGBTIQ inclusion.

2019 WINNERS – INDIVIDUAL RECOGNITION





2019 EXECUTIVE LEADERSHIP AWARD ANDREA KENAFAKE – BRISBANE CITY COUNCIL

This award recognises the contribution of Senior Leadership to LGBTIQ inclusion efforts within an organisation.

Andrea Kenafakehas been involved in all aspects of Bribane City Council's Network activity, consistently supporting and challenging the leadership team to 'think bigger'.

Andrea pioneered the gathering of LGBTIQ+ women in Council, addressing issues in the workplace by openly discussing the unique issues that LGBTIQ+ women face. Her continual advocacy for LGBTIQ+ people has ensured that LGBTIQ+ diversity no longer sits on the fringes of their organisation, but is instead considered an integral part of their Diversity and Inclusion agenda.

Andrea has also used her influence within the organisation to spread an inclusive internal message outwards into the community.

2019 NETWORK LEADER OF THE YEAR AWARD CAMERON TIRENDI – BHP

The Network Leader of the Year award recognises the significant contribution of a network leader in bringing about change within their organisation.

Cameron Tirendi has been described by his senior leadership as a "force to be reckoned with" which speaks volumes to the positive passion and commitment that he has displayed as a crucial catalyst in the success and growth of their organisation's LGBTIQ network, globally.

Without Cameron's determination to see the formation of their network as a Global ERG, many employees would still not understand why LGBTIQ inclusion is important. From garnering support for LGBTIQ awareness training from the CEO down, recruiting a Global Executive sponsor, gaining approval from senior leadership to submit in the AWEI and engaging with people in every region of their organisations operations, Cameron has worked tirelessly to ensure that employees can feel safe to be out at work.



2019 OUT ROLE MODEL AWARD NICHOLAS STEEPE – CHARLES STURT UNIVERSITY

The Out Role Model Award recognises the critical role that out role models play in LGBTIQ inclusion; the impact they have on the workplace and the positive change that they are able to bring about.

Nicholas Steepe is an advocate for the rights of LGBTIQ individuals in central west NSW. Through the Connected Communities Project, Nicholas has spoken about being a member of the LGBTIQ community living in regional/rural areas in the ABC documentary Pride out West.

He is a scholar manager through the Pinnacle Foundation, helping young LGBTIQ people continue their education and has been featured in the Career Insider Stories speaking about what it's like to be out in the workplace; in addition to speaking on LGBTIQ inclusion with NSW police recruits in Goulbourn.

As part of the Equity and Diversity Committee Nicholas has advised the Deputy Vice Chancellor on LGBTIQ inclusion and is in charge of securing sponsorships for participation in Albury Border Pride and Wagga Mardi Gras.

2019 WINNERS – INDIVIDUAL RECOGNITION



2019 THE SALLY WEBSTER ALLY AWARD SUPT RICHARD ROBERTS – AUSTRALIAN FEDERAL POLICE & IAN BENNETT – PWC

The Sally Webster Ally Award is given annually for outstanding contribution of an ally to LGBTIQ workplace inclusion. It's the second time that this award is being given to not one, but two extraordinary Allies.

Superintendent Richard Roberts is being recognised for his extraordinary commitment to driving cultural change within and beyond his organisation. Supt Roberts' leadership as an ally included a period as chair of their organisation's LGBTIQ Network. Improved policies and practices were designed and executed; colleagues and community members were supported and the Network expanded to include Allies right across the force.

One referee described Supt Roberts' ally leadership as being characterised by "Strength, Security and Stability". His engagement beyond their organisation has been reflected in the significant progress of other Federal agencies that sought their counsel on their own journey of LGBTIQ inclusion. Our second award winner, Ian Bennett, has become one of the most visible and engaged allies known to the LGBTIQ employee community, not just within PwC's own firm and local networks, but across more than a hundred organisations that participate in the LGBTI Executive Allies Forum, cochaired by Ian and Pride in Diversity's Associate Director, Mark Latchford.

lan has been tireless in his efforts over several years and has been instrumental in the engagement of some of Australia's most senior ally populations; bringing the idea of the Executive Allies forum to the Pride in Diversity Advisory group several years ago.

In the words of Ian's CEO: "This person is one of our firm's most senior and visible LGBTI allies, and is unapologetic about it – both internally and externally. When others sometime shy away from the LGBTIQ conversation, he not only leans in, he jumps in head first".



2019 SAPPHIRE INSPIRE AWARD CAITLIN MONNERY-KORVING – ANZ

The Sapphire Inspire Award recognises the additional challenges faced by lesbian, bisexual, transgender and intersex women in the workplace and seeks to acknowledge those who have not only acted as a role model for others, but had a significant impact on inclusion initiatives for women within our community.

Caitlin Monnery-Korving has delivered an impressive number of activities. In particular Caitlin was instrumental in the development and creation of Women in Pride, a network for LGBTIQ+ women and allies within her organisation, and co-creator of Rainbow Women, an external network in Melbourne.

Caitlin also drove ANZ's early endorsement of the Darlington statement for intersex people. All of Caitlin's work has been specifically and consciously inclusive of the various identities of women in the LGBTIQ+ spectrum.

Only those sectors/industries with five or more participants will be included within the Top 3 Performers Listings.

ALL EMPLOYERS



ALL EMPLOYERS (Alphabetical)

(2 organisations achieved same score)

Clayton Utz, Macquarie Bank, MinterEllison, and RMIT University

EMPLOYER RECOGNITION TIER

Platinum Tier recognises longevity of performance within a 5 year period. Platinum Tier Employers maintain Platinum by scoring within the Gold score range annually or by completing a successful Platinum Partner project (projects not represented within the benchmarking tables).

Gold Tier Employer recognition typically represents the Top 10% of highest ranking employers.





Bronze tier employer recognition typically represents the Top 20-40% highest ranking employers.



Participating employers represent those working towards the first Employer Recognition Tier of Bronze.



GLOBAL EMPLOYERS



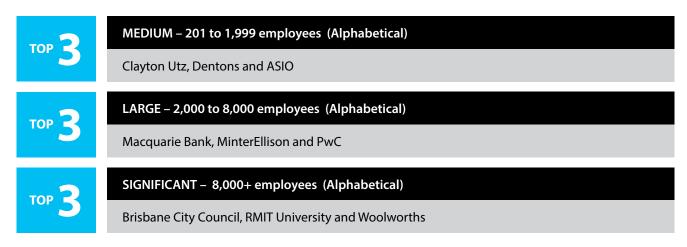
REGIONAL HEAD OFFICE EMPLOYERS



REGIONAL HEAD OFFICE EMPLOYERS (Alphabetical)

Deakin University, NBN Co and Thomson Reuters

EMPLOYER SIZE



SECTOR

тор 🥄	PUBLIC – excl. Higher Ed (Alphabetical)
	Australian Taxation Office, Brisbane City Council and Department of Prime Minister & Cabinet
тор	FEDERAL GOVERNMENT (Alphabetical)
	ASIO, Australian Taxation Office and Department of Prime Minister & Cabinet
тор 3	STATE GOVERNMENT (Alphabetical)
	Department of Education and Training Victoria, Department of Education Queensland and NSW Police Force
	STATE / LOCAL GOVERNMENT (Alphabetical)
TOP 3	Brisbane City Council, Department of Education and Training Victoria and Department of Health and Human Services Victoria
	HIGHER EDUCATION (Alphabetical)
TOP 3	Deakin University, Monash University and RMIT University
TOD 2	PRIVATE (Alphabetical)
TOP 3	Clayton Utz, Macquarie Bank and MinterEllison
700	NFP / CHARITY (Alphabetical)
	Uniting and Australian Red Cross Blood Service

INDUSTRY GROUPING

тор 3	AGED CARE Top 3 not provided – disparate scores, low participation.
тор 3	ASX TOP 50 (Alphabetical) Clayton Utz, Macquarie Bank and Woolworths Group
тор 3	BANKING / FINANCE (Alphabetical) ANZ, Macquarie Bank and NAB
тор 3	COMMUNITY SERVICES Top 3 not provided – disparate scores, low participation.
тор 2	CONSTRUCTION, AUTOMOTIVE & TRANSPORT (Alphabetical) Lendlease and Qantas
тор 3	DISABILITY SERVICES Top 3 not provided – disparate scores, low participation.
тор 3	EDUCATION REMIT (Alphabetical) Deakin University, Monash University and RMIT University
тор 2	ENERGY / UTILITIES (Alphabetical) AGL Energy and Energy Australia
тор 2	ENGINEERING (Alphabetical) Aurecon and LendLease
тор 2	HEALTH + WELLBEING (Alphabetical) Uniting and Department of Health (Federal)
тор 2	INFORMATION SERVICES & MEDIA (Alphabetical) SBS and Thomson Reuters

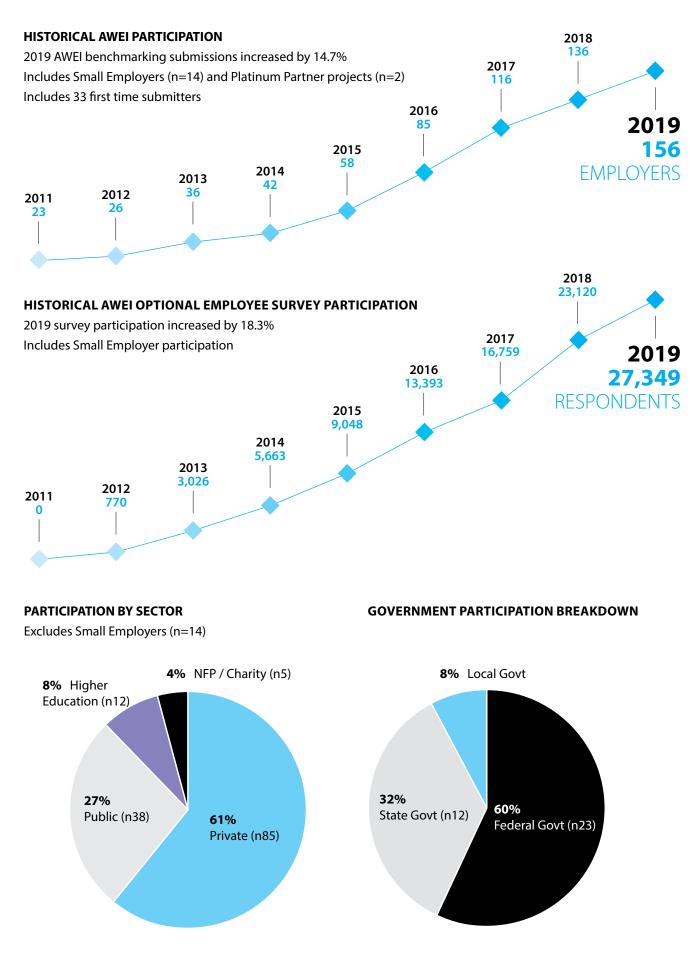
INDUSTRY GROUPING

тор 3	INSURANCE (Alphabetical) Hollard, IAG and Suncorp
тор 3	LEGAL (Alphabetical) Clayton Utz, Dentons and Minter Ellison
тор 3	PROFESSIONAL SERVICES - excluding Legal (Alphabetical) (2 employers achieved same score Accenture, Deloitte, EY and PwC (2 employers achieved same score)
тор 2	PROPERTY/CONSTRUCTION (Alphabetical) LendLease and Stockland
тор 2	PROPERTY / REAL ESTATE (Alphabetical) LendLease and Scentre Group
тор 3	RESEARCH & DEVELOPMENT Top 3 not provided – disparate scores, insufficient participation
тор 2	RESOURCES / MINING (Alphabetical) Alcoa of Australia and Woodside Energy
тор 3	RETAIL/HOSPITALITY (Alphabetical) Scentre Group, The Star Entertainment Group and Woolworths Group
тор 2	RETAIL PROPERTY (Alphabetical) Scentre Group and Stockland
тор 3	TECHNOLOGY / TELECOMMUNICATIONS – excluding those with partial remit (Alphabetical) DELL, NBN Co and Telstra

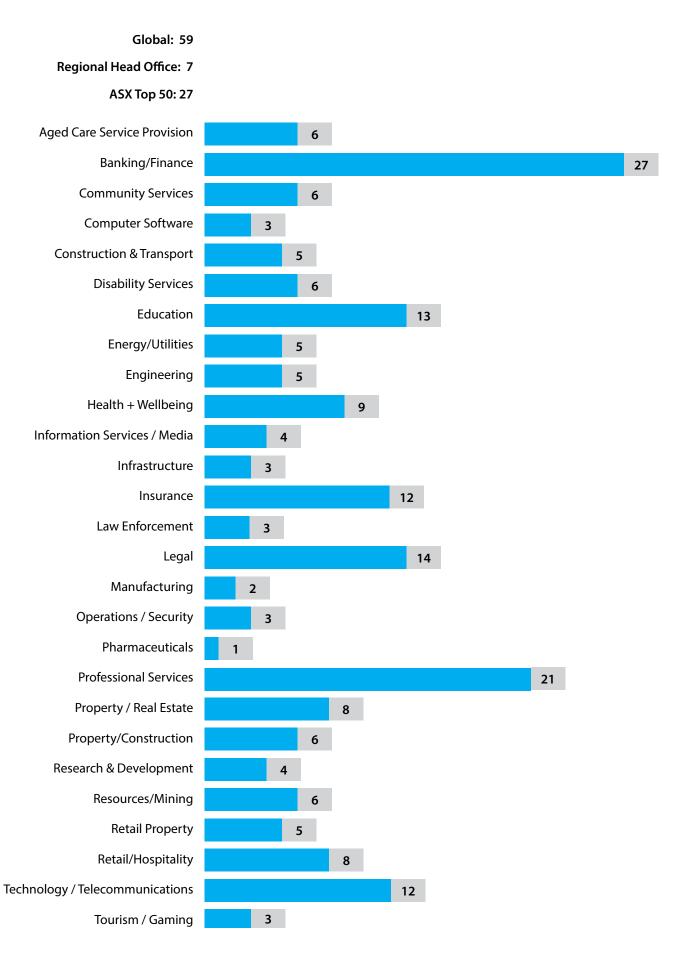
AUSTRALIAN WORKPLACE EQUALITY INDEX 2019 **BENCHMARKING DATA**



PARTICIPATION OVERVIEW

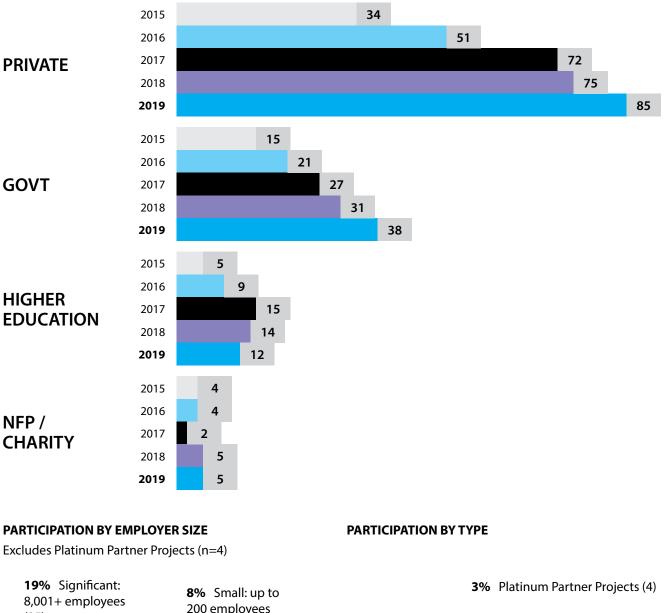


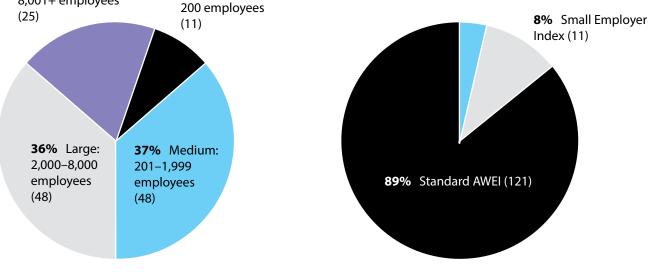
PARTICIPATION OVERVIEW



PARTICIPATION OVERVIEW

INDUSTRY PARTICIPATION (excludes Platinum Partner projects/work)





UNDERSTANDING YOUR SCORE AND BENCHMARKING DATASETS

FULL BENCHMARKING

Your individual AWEI results allow you to gauge progress year-on-year while providing you with valuable information that can feed directly into your D&I strategy.

Sector, Industry, Employer Size and Employer Tier benchmarks provide a comparative gauge as to how your scores compare to other submitting organisations within the assessed year.

YOUR EMPLOYER SCORE

- Use your score to assess improvements in LGBTIQ inclusivity.
- Utilise AWEI results to determine strategy, where you excel and areas for improvement.
 - Benchmark your work against other employer organisations active in this space.

EMPLOYER SIZE BENCHMARK

• Compare benchmark data to see where employers of a similar size are more or less active.

INDUSTRY BENCHMARK

- Where available, benchmark your work against your industry peers.
- Understand industry trends, areas for improvement and areas of good practice.

SECTOR BENCHMARK

- Benchmark LGBTIQ inclusion work
 against other employers
 within your sector.
 - Understand sector trends, areas for improvement and areas of good practice.

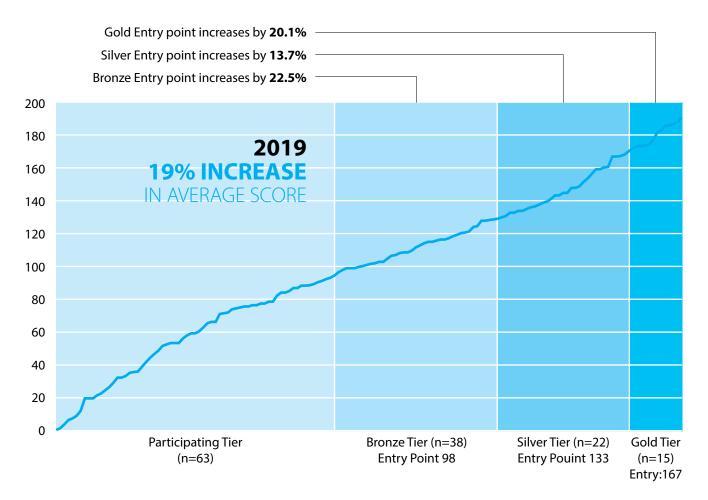
TIER BENCHMARK

- Compare your scores against organisations within the same tier ranking.
- Benchmark your scores against current tier and next tier up to identify areas of opportunity and growth.

DISTRIBUTION OF SCORES AND HISTORICAL TIER DATA

This year the average score across all submissions rose from 84 to 100 – an increase of 19% showing that LGBTIQ inclusion practice is still on the increase. Entry points into each of the tiers rose once again in 2019; the highest increase being entry into Bronze Tier – an increase of 22.5%; equating to an additional 18 points.

DISTRIBUTION OF SCORES 2019



HISTORICAL TIER ENTRY POINTS (Iteration 1 2011–2013 & Iteration 2 2014–2016						Index Iteration 3 (2017–2019)				
	2011	2012	2013	2014	2015	2016	5 2017 2018 2019 % In			% Increase
BRONZE	45	50	50	68	70	70	73	80	98	22.5% higher
SILVER	56	60	65	91	107	114	105	117	133	13.7% higher
GOLD	68	70	84	121	130	145	127	139	167	20.1% higher

Note: The score drop in entry level points required for Silver and Gold in 2016/2017 is a result of introducing Platinum Tier in 2017. Those with a 5 year history of Gold recognition moved from Gold into Platinum allowing more of the top Silver performers to move into Gold thus lowering the entry point.

AUSTRALIAN WORKPLACE EQUALITY INDEX 2019 **BENCHMARKING TABLES**

BENCHMARK: ALL EMPLOYERS

ALL EMPLOYERS (n=140 excluding Small Employers)

BASIC COMPARISONS	Lowest	Average	Median	Highest	Available		
STANDING SUBMISSION: HR POLICY & DIVERSITY PRACTICE							
Sect 1: Foundational Work	0	9	10	14	14		
Sect 1: Intermediate	0	9	10	14	14		
Sect 1: Leading Practice	0	13	12	34	35		
Sect 1: Additional Work	0	1	1	6	6		
TOTAL SCORE FOR STANDING SUBMISSION	2	32	30	67	69		
Sect 2: Strategy & Accountability	0	13	14	21	21		
Sect 3: LGBTIQ Training & Education	0	7	7	16	16		
Sect 4: Networks & Allies	0	23	25	42	42		
Sect 5: Visibility & Inclusion	0	13	14	23	23		
Sect 6: Community Engagement & Advocacy	0	9	8	23	23		
Sect 7: Survey & Other	0	2	2	6	6		
TOTAL SCORE FOR ANNUAL SUBMISSION	0	68	69	127	131		
2019 OVERALL SUBMISSION SCORE	2	100	102	189	200		

INTERQUARTILE RANGES	Lowest	25th percentile	50th percentile	75th percentile	Highest
STANDING SUBMISSION: HR POLICY & DIVER	SITY PRACTI	CE			
Sect 1: Foundational Work	0	6	10	12	14
Sect 1: Intermediate	0	6	10	12	14
Sect 1: Leading Practice	0	4	12	21	34
Sect 1: Additional Work	0	0	1	2	6
ANNUAL SUBMISSION: FOR WORK IN 2018	2	19	30	46	67
Sect 2: Strategy & Accountability	0	9	14	17	21
Sect 3: LGBTIQ Training & Education	0	3	7	10	16
Sect 4: Networks & Allies	0	15	25	33	42
Sect 5: Visibility & Inclusion	0	10	14	18	23
Sect 6: Community Engagement & Advocacy	0	4	8	14	23
Sect 7: Survey & Other	0	1	2	3	6
TOTAL SUBMISSION	0	47	69	93	127
2019 AWEI SUBMISSION SCORE	2	67	102	134	189

GOLD/PLATINUM (n=15)

BASIC COMPARISONS	Lowest	Average	Median	Highest	Available
STANDING SUBMISSION: HR POLICY & DIVER	SITY PRACTI	CE			
Sect 1: Foundational Work	11	13	14	14	14
Sect 1: Intermediate	12	13	14	14	14
Sect 1: Leading Practice	21	28	27	34	35
Sect 1: Additional Work	1	4	4	6	6
TOTAL SCORE FOR STANDING SUBMISSION	49	58	59	67	69
Sect 2: Strategy & Accountability	18	20	19	21	21
Sect 3: LGBTIQ Training & Education	10	14	15	16	16
Sect 4: Networks & Allies	35	38	39	42	42
Sect 5: Visibility & Inclusion	18	21	22	23	23
Sect 6: Community Engagement & Advocacy	15	20	20	23	23
Sect 7: Survey & Other	4	5	6	6	6
TOTAL SCORE FOR ANNUAL SUBMISSION	109	118	118	127	131
2019 OVERALL SUBMISSION SCORE	167	177	174	189	200

INTERQUARTILE RANGES	Lowest	25th percentile	50th percentile	75th percentile	Highest
STANDING SUBMISSION: HR POLICY & DIVER		CE			
Sect 1: Foundational Work	11	13	14	14	14
Sect 1: Intermediate	12	13	14	14	14
Sect 1: Leading Practice	21	25	27	32	34
Sect 1: Additional Work	1	3	4	6	6
ANNUAL SUBMISSION: FOR WORK IN 2017	49	56	59	62	67
Sect 2: Strategy & Accountability	18	19	19	21	21
Sect 3: LGBTIQ Training & Education	10	14	15	16	16
Sect 4: Networks & Allies	35	38	39	40	42
Sect 5: Visibility & Inclusion	18	21	22	22	23
Sect 6: Community Engagement & Advocacy	15	18	20	21	23
Sect 7: Survey & Other	4	4	6	6	6
TOTAL SUBMISSION	109	115	118	124	127
2019 AWEI SUBMISSION SCORE	167	172	174	185	189

SILVER (n=22)

BASIC COMPARISONS	Lowest	Average	Median	Highest	Available
STANDING SUBMISSION: HR POLICY & DIVER	SITY PRACTI	CE			
Sect 1: Foundational Work	5	12	12	14	14
Sect 1: Intermediate	7	13	13	14	14
Sect 1: Leading Practice	11	21	23	29	35
Sect 1: Additional Work	0	2	2	4	6
TOTAL SCORE FOR STANDING SUBMISSION	27	47	49	57	69
Sect 2: Strategy & Accountability	11	17	18	21	21
Sect 3: LGBTIQ Training & Education	5	10	11	15	16
Sect 4: Networks & Allies	19	33	34	40	42
Sect 5: Visibility & Inclusion	14	19	19	23	23
Sect 6: Community Engagement & Advocacy	6	15	15	22	23
Sect 7: Survey & Other	0	4	4	6	6
TOTAL SCORE FOR ANNUAL SUBMISSION	80	97	98	109	131
2019 OVERALL SUBMISSION SCORE	133	144	143	160	200

INTERQUARTILE RANGES	Lowest	25th percentile	50th percentile	75th percentile	Highest
STANDING SUBMISSION: HR POLICY & DIVER	SITY PRACTI	CE			
Sect 1: Foundational Work	5	11	12	13	14
Sect 1: Intermediate	7	12	13	14	14
Sect 1: Leading Practice	11	19	23	25	29
Sect 1: Additional Work	0	1	2	3	4
ANNUAL SUBMISSION: FOR WORK IN 2018	27	45	49	53	57
Sect 2: Strategy & Accountability	11	15	18	19	21
Sect 3: LGBTIQ Training & Education	5	8	11	13	15
Sect 4: Networks & Allies	19	31	34	38	40
Sect 5: Visibility & Inclusion	14	17	19	20	23
Sect 6: Community Engagement & Advocacy	6	13	15	18	22
Sect 7: Survey & Other	0	2	4	5	6
TOTAL SUBMISSION	80	92	98	106	109
2019 AWEI SUBMISSION SCORE	133	136	143	149	160

BRONZE (n=38)

BASIC COMPARISONS	Lowest	Average	Median	Highest	Available			
STANDING SUBMISSION: HR POLICY & DIVER	STANDING SUBMISSION: HR POLICY & DIVERSITY PRACTICE							
Sect 1: Foundational Work	2	11	12	14	14			
Sect 1: Intermediate	7	11	11	14	14			
Sect 1: Leading Practice	3	15	16	24	35			
Sect 1: Additional Work	0	1	1	4	6			
TOTAL SCORE FOR STANDING SUBMISSION	23	38	39	56	69			
Sect 2: Strategy & Accountability	7	15	14	19	21			
Sect 3: LGBTIQ Training & Education	2	7	8	14	16			
Sect 4: Networks & Allies	15	28	27	39	42			
Sect 5: Visibility & Inclusion	11	16	16	21	23			
Sect 6: Community Engagement & Advocacy	0	9	9	21	23			
Sect 7: Survey & Other	0	2	2	6	6			
TOTAL SCORE FOR ANNUAL SUBMISSION	59	76	75	99	131			
2019 OVERALL SUBMISSION SCORE	98	113	114	130	200			

INTERQUARTILE RANGES	Lowest	25th percentile	50th percentile	75th percentile	Highest	
STANDING SUBMISSION: HR POLICY & DIVERSITY PRACTICE						
Sect 1: Foundational Work	2	9	12	13	14	
Sect 1: Intermediate	7	10	11	12	14	
Sect 1: Leading Practice	3	10	16	19	24	
Sect 1: Additional Work	0	0	1	2	4	
ANNUAL SUBMISSION: FOR WORK IN 2018	23	30	39	44	56	
Sect 2: Strategy & Accountability	7	13	14	16	19	
Sect 3: LGBTIQ Training & Education	2	5	8	9	14	
Sect 4: Networks & Allies	15	25	27	32	39	
Sect 5: Visibility & Inclusion	11	14	16	17	21	
Sect 6: Community Engagement & Advocacy	0	7	9	10	21	
Sect 7: Survey & Other	0	2	2	2	6	
TOTAL SUBMISSION	59	69	75	84	99	
2019 AWEI SUBMISSION SCORE	98	103	114	121	130	

PARTICIPATING (n=63)

BASIC COMPARISONS	Lowest	Average	Median	Highest	Available		
STANDING SUBMISSION: HR POLICY & DIVERSITY PRACTICE							
Sect 1: Foundational Work	0	6	7	14	14		
Sect 1: Intermediate	0	6	6	14	14		
Sect 1: Leading Practice	0	5	4	20	35		
Sect 1: Additional Work	0	0	0	3	6		
TOTAL SCORE FOR STANDING SUBMISSION	2	17	17	43	69		
Sect 2: Strategy & Accountability	0	9	9	19	21		
Sect 3: LGBTIQ Training & Education	0	4	3	12	16		
Sect 4: Networks & Allies	0	14	13	32	42		
Sect 5: Visibility & Inclusion	0	8	9	18	23		
Sect 6: Community Engagement & Advocacy	0	4	4	15	23		
Sect 7: Survey & Other	0	1	1	4	6		
TOTAL SCORE FOR ANNUAL SUBMISSION	0	40	41	74	131		
2019 OVERALL SUBMISSION SCORE	2	58	62	96	200		

INTERQUARTILE RANGES	Lowest	25th percentile	50th percentile	75th percentile	Highest		
STANDING SUBMISSION: HR POLICY & DIVERSITY PRACTICE							
Sect 1: Foundational Work	0	3	7	9	14		
Sect 1: Intermediate	0	3	6	8	14		
Sect 1: Leading Practice	0	2	4	8	20		
Sect 1: Additional Work	0	0	0	1	3		
ANNUAL SUBMISSION: FOR WORK IN 2018	2	10	17	25	43		
Sect 2: Strategy & Accountability	0	5	9	12	19		
Sect 3: LGBTIQ Training & Education	0	2	3	б	12		
Sect 4: Networks & Allies	0	8	13	20	32		
Sect 5: Visibility & Inclusion	0	4	9	13	18		
Sect 6: Community Engagement & Advocacy	0	1	4	7	15		
Sect 7: Survey & Other	0	0	1	2	4		
TOTAL SUBMISSION	0	26	41	59	74		
2019 AWEI SUBMISSION SCORE	2	36	62	79	96		

BENCHMARK: BY EMPLOYER LOCATION

GLOBAL (n=59)

BASIC COMPARISONS	Lowest	Average	Median	Highest	Available	
STANDING SUBMISSION: HR POLICY & DIVERSITY PRACTICE						
Sect 1: Foundational Work	1	10	11	14	14	
Sect 1: Intermediate	0	9	10	14	14	
Sect 1: Leading Practice	0	13	13	34	35	
Sect 1: Additional Work	0	1	1	6	6	
TOTAL SCORE FOR STANDING SUBMISSION	2	33	38	63	69	
Sect 2: Strategy & Accountability	0	12	13	21	21	
Sect 3: LGBTIQ Training & Education	0	7	6	16	16	
Sect 4: Networks & Allies	0	24	25	42	42	
Sect 5: Visibility & Inclusion	0	14	15	23	23	
Sect 6: Community Engagement & Advocacy	0	9	8	23	23	
Sect 7: Survey & Other	0	2	2	6	6	
TOTAL SCORE FOR ANNUAL SUBMISSION	6	68	70	127	131	
2019 OVERALL SUBMISSION SCORE	8	101	107	186	200	

INTERQUARTILE RANGES	Lowest	25th percentile	50th percentile	75th percentile	Highest	
STANDING SUBMISSION: HR POLICY & DIVERSITY PRACTICE						
Sect 1: Foundational Work	1	8	11	13	14	
Sect 1: Intermediate	0	б	10	13	14	
Sect 1: Leading Practice	0	4	13	21	34	
Sect 1: Additional Work	0	0	1	2	6	
ANNUAL SUBMISSION: FOR WORK IN 2018	2	18	38	47	63	
Sect 2: Strategy & Accountability	0	9	13	17	21	
Sect 3: LGBTIQ Training & Education	0	3	6	10	16	
Sect 4: Networks & Allies	0	17	25	31	42	
Sect 5: Visibility & Inclusion	0	10	15	19	23	
Sect 6: Community Engagement & Advocacy	0	3	8	14	23	
Sect 7: Survey & Other	0	1	2	3	б	
TOTAL SUBMISSION	6	44	70	95	127	
2019 AWEI SUBMISSION SCORE	8	60	107	134	186	

BENCHMARK: EMPLOYER LOCATION

REGIONAL HEAD OFFICE (n=7)

BASIC COMPARISONS	Lowest	Average	Median	Highest	Available	
STANDING SUBMISSION: HR POLICY & DIVERSITY PRACTICE						
Sect 1: Foundational Work	2	9	10	14	14	
Sect 1: Intermediate	0	8	9	14	14	
Sect 1: Leading Practice	0	12	9	28	35	
Sect 1: Additional Work	0	1	0	6	6	
TOTAL SCORE FOR STANDING SUBMISSION	2	30	26	59	69	
Sect 2: Strategy & Accountability	0	10	8	19	21	
Sect 3: LGBTIQ Training & Education	0	7	7	13	16	
Sect 4: Networks & Allies	0	17	13	38	42	
Sect 5: Visibility & Inclusion	0	8	6	19	23	
Sect 6: Community Engagement & Advocacy	0	7	8	17	23	
Sect 7: Survey & Other	0	2	1	6	6	
TOTAL SCORE FOR ANNUAL SUBMISSION	0	51	30	112	131	
2019 OVERALL SUBMISSION SCORE	2	80	54	171	200	

INTERQUARTILE RANGES	Lowest	25th percentile	50th percentile	75th percentile	Highest		
STANDING SUBMISSION: HR POLICY & DIVERSITY PRACTICE							
Sect 1: Foundational Work	2	7	10	11	14		
Sect 1: Intermediate	0	4	9	12	14		
Sect 1: Leading Practice	0	5	9	19	28		
Sect 1: Additional Work	0	0	0	1	6		
ANNUAL SUBMISSION: FOR WORK IN 2018	2	17	26	44	59		
Sect 2: Strategy & Accountability	0	7	8	16	19		
Sect 3: LGBTIQ Training & Education	0	5	7	10	13		
Sect 4: Networks & Allies	0	5	13	30	38		
Sect 5: Visibility & Inclusion	0	2	6	15	19		
Sect 6: Community Engagement & Advocacy	0	1	8	10	17		
Sect 7: Survey & Other	0	0	1	2	б		
TOTAL SUBMISSION	0	26	30	81	112		
2019 AWEI SUBMISSION SCORE	2	44	54	124	171		

BENCHMARK: BY NUMBER OF EMPLOYEES

MEDIUM EMPLOYERS Classified as those with 201-1,999 employees (n=53)

BASIC COMPARISONS	Lowest	Average	Median	Highest	Available			
STANDING SUBMISSION: HR POLICY & DIVERSITY PRACTICE								
Sect 1: Foundational Work	2	9	10	14	14			
Sect 1: Intermediate	0	8	9	14	14			
Sect 1: Leading Practice	0	10	9	27	35			
Sect 1: Additional Work	0	1	1	6	6			
TOTAL SCORE FOR STANDING SUBMISSION	2	29	29	61	69			
Sect 2: Strategy & Accountability	0	11	12	21	21			
Sect 3: LGBTIQ Training & Education	0	5	5	16	16			
Sect 4: Networks & Allies	0	20	21	41	42			
Sect 5: Visibility & Inclusion	0	12	13	22	23			
Sect 6: Community Engagement & Advocacy	0	7	7	20	23			
Sect 7: Survey & Other	0	2	2	6	6			
TOTAL SCORE FOR ANNUAL SUBMISSION	0	57	61	126	131			
2019 OVERALL SUBMISSION SCORE	2	86	90	187	200			

INTERQUARTILE RANGES	Lowest	25th percentile	50th percentile	75th percentile	Highest				
STANDING SUBMISSION: HR POLICY & DIVERSITY PRACTICE									
Sect 1: Foundational Work	2	8	10	13	14				
Sect 1: Intermediate	0	5	9	12	14				
Sect 1: Leading Practice	0	3	9	19	27				
Sect 1: Additional Work	0	0	1	1	6				
ANNUAL SUBMISSION: FOR WORK IN 2018	2	17	29	43	61				
Sect 2: Strategy & Accountability	0	9	12	15	21				
Sect 3: LGBTIQ Training & Education	0	2	5	7	16				
Sect 4: Networks & Allies	0	13	21	26	41				
Sect 5: Visibility & Inclusion	0	8	13	17	22				
Sect 6: Community Engagement & Advocacy	0	3	7	9	20				
Sect 7: Survey & Other	0	0	2	2	6				
TOTAL SUBMISSION	0	40	61	71	126				
2019 AWEI SUBMISSION SCORE	2	60	90	116	187				

BENCHMARK: BY NUMBER OF EMPLOYEES

LARGE EMPLOYERS Classified as those with 2,000-8,000 employees (n=52)

BASIC COMPARISONS	Lowest	Average	Median	Highest	Available			
STANDING SUBMISSION: HR POLICY & DIVERSITY PRACTICE								
Sect 1: Foundational Work	0	9	10	14	14			
Sect 1: Intermediate	0	9	10	14	14			
Sect 1: Leading Practice	0	14	14	34	35			
Sect 1: Additional Work	0	1	1	6	6			
TOTAL SCORE FOR STANDING SUBMISSION	3	34	33	66	69			
Sect 2: Strategy & Accountability	0	13	15	21	21			
Sect 3: LGBTIQ Training & Education	0	8	8	16	16			
Sect 4: Networks & Allies	0	25	27	42	42			
Sect 5: Visibility & Inclusion	0	14	14	23	23			
Sect 6: Community Engagement & Advocacy	0	9	8	23	23			
Sect 7: Survey & Other	0	3	2	6	6			
TOTAL SCORE FOR ANNUAL SUBMISSION	0	72	75	127	131			
2019 OVERALL SUBMISSION SCORE	3	106	110	186	200			

INTERQUARTILE RANGES	Lowest	25th percentile	50th percentile	75th percentile	Highest				
STANDING SUBMISSION: HR POLICY & DIVERSITY PRACTICE									
Sect 1: Foundational Work	0	7	10	11	14				
Sect 1: Intermediate	0	7	10	12	14				
Sect 1: Leading Practice	0	6	14	23	34				
Sect 1: Additional Work	0	0	1	3	6				
ANNUAL SUBMISSION: FOR WORK IN 2018	3	21	33	47	66				
Sect 2: Strategy & Accountability	0	8	15	17	21				
Sect 3: LGBTIQ Training & Education	0	4	8	11	16				
Sect 4: Networks & Allies	0	19	27	33	42				
Sect 5: Visibility & Inclusion	0	10	14	20	23				
Sect 6: Community Engagement & Advocacy	0	4	8	15	23				
Sect 7: Survey & Other	0	1	2	4	6				
TOTAL SUBMISSION	0	53	75	96	127				
2019 AWEI SUBMISSION SCORE	3	73	110	140	186				

BENCHMARK: BY NUMBER OF EMPLOYEES

SIGNIFICANT EMPLOYERS Classified as those with 8001+ employees (n=31)

BASIC COMPARISONS	Lowest	Average	Median	Highest	Available				
STANDING SUBMISSION: HR POLICY & DIVERSITY PRACTICE									
Sect 1: Foundational Work	2	9	11	14	14				
Sect 1: Intermediate	1	10	11	14	14				
Sect 1: Leading Practice	3	16	18	33	35				
Sect 1: Additional Work	0	2	1	6	6				
TOTAL SCORE FOR STANDING SUBMISSION	7	38	42	67	69				
Sect 2: Strategy & Accountability	3	15	15	21	21				
Sect 3: LGBTIQ Training & Education	0	9	10	16	16				
Sect 4: Networks & Allies	1	28	32	40	42				
Sect 5: Visibility & Inclusion	3	16	17	22	23				
Sect 6: Community Engagement & Advocacy	0	13	13	23	23				
Sect 7: Survey & Other	0	3	3	6	6				
TOTAL SCORE FOR ANNUAL SUBMISSION	17	83	94	124	131				
2019 OVERALL SUBMISSION SCORE	24	121	129	189	200				

INTERQUARTILE RANGES	Lowest	25th percentile	50th percentile	75th percentile	Highest				
STANDING SUBMISSION: HR POLICY & DIVERSITY PRACTICE									
Sect 1: Foundational Work	2	6	11	13	14				
Sect 1: Intermediate	1	9	11	13	14				
Sect 1: Leading Practice	3	7	18	24	33				
Sect 1: Additional Work	0	0	1	4	6				
ANNUAL SUBMISSION: FOR WORK IN 2018	7	24	42	53	67				
Sect 2: Strategy & Accountability	3	14	15	18	21				
Sect 3: LGBTIQ Training & Education	0	б	10	13	16				
Sect 4: Networks & Allies	1	17	32	38	40				
Sect 5: Visibility & Inclusion	3	14	17	20	22				
Sect 6: Community Engagement & Advocacy	0	8	13	20	23				
Sect 7: Survey & Other	0	2	3	5	6				
TOTAL SUBMISSION	17	60	94	108	124				
2019 AWEI SUBMISSION SCORE	24	87	129	164	189				

PUBLIC SERVICE Excluding Higher Education (n=38)

BASIC COMPARISONS	Lowest	Average	Median	Highest	Available			
STANDING SUBMISSION: HR POLICY & DIVERSITY PRACTICE								
Sect 1: Foundational Work	0	7	6	14	14			
Sect 1: Intermediate	0	8	9	14	14			
Sect 1: Leading Practice	0	11	10	32	35			
Sect 1: Additional Work	0	1	1	4	6			
TOTAL SCORE FOR STANDING SUBMISSION	2	27	27	62	69			
Sect 2: Strategy & Accountability	0	12	14	20	21			
Sect 3: LGBTIQ Training & Education	0	7	6	16	16			
Sect 4: Networks & Allies	0	21	20	39	42			
Sect 5: Visibility & Inclusion	0	12	14	23	23			
Sect 6: Community Engagement & Advocacy	0	8	7	22	23			
Sect 7: Survey & Other	0	2	2	6	6			
TOTAL SCORE FOR ANNUAL SUBMISSION	0	62	63	124	131			
2019 OVERALL SUBMISSION SCORE	2	89	88	176	200			

INTERQUARTILE RANGES	Lowest	25th percentile	50th percentile	75th percentile	Highest				
STANDING SUBMISSION: HR POLICY & DIVERSITY PRACTICE									
Sect 1: Foundational Work	0	5	6	11	14				
Sect 1: Intermediate	0	5	9	10	14				
Sect 1: Leading Practice	0	6	10	15	32				
Sect 1: Additional Work	0	0	1	2	4				
ANNUAL SUBMISSION: FOR WORK IN 2018	2	18	27	34	62				
Sect 2: Strategy & Accountability	0	9	14	16	20				
Sect 3: LGBTIQ Training & Education	0	2	6	10	16				
Sect 4: Networks & Allies	0	13	20	32	39				
Sect 5: Visibility & Inclusion	0	7	14	16	23				
Sect 6: Community Engagement & Advocacy	0	3	7	10	22				
Sect 7: Survey & Other	0	0	2	3	6				
TOTAL SUBMISSION	0	46	63	80	124				
2019 AWEI SUBMISSION SCORE	2	66	88	115	176				

FEDERAL GOVERNMENT (n=23)

BASIC COMPARISONS	Lowest	Average	Median	Highest	Available			
STANDING SUBMISSION: HR POLICY & DIVERSITY PRACTICE								
Sect 1: Foundational Work	0	8	7	14	14			
Sect 1: Intermediate	3	8	9	14	14			
Sect 1: Leading Practice	0	14	13	32	35			
Sect 1: Additional Work	0	1	1	4	6			
TOTAL SCORE FOR STANDING SUBMISSION	3	31	29	62	69			
Sect 2: Strategy & Accountability	0	13	15	20	21			
Sect 3: LGBTIQ Training & Education	0	7	7	15	16			
Sect 4: Networks & Allies	0	22	23	38	42			
Sect 5: Visibility & Inclusion	0	13	13	23	23			
Sect 6: Community Engagement & Advocacy	0	9	8	19	23			
Sect 7: Survey & Other	0	2	2	5	6			
TOTAL SCORE FOR ANNUAL SUBMISSION	0	66	67	111	131			
2019 OVERALL SUBMISSION SCORE	3	98	98	173	200			

INTERQUARTILE RANGES	Lowest	25th percentile	50th percentile	75th percentile	Highest				
STANDING SUBMISSION: HR POLICY & DIVERSITY PRACTICE									
Sect 1: Foundational Work	0	5	7	11	14				
Sect 1: Intermediate	3	7	9	11	14				
Sect 1: Leading Practice	0	10	13	20	32				
Sect 1: Additional Work	0	0	1	2	4				
ANNUAL SUBMISSION: FOR WORK IN 2018	3	23	29	42	62				
Sect 2: Strategy & Accountability	0	11	15	16	20				
Sect 3: LGBTIQ Training & Education	0	2	7	11	15				
Sect 4: Networks & Allies	0	17	23	33	38				
Sect 5: Visibility & Inclusion	0	10	13	17	23				
Sect 6: Community Engagement & Advocacy	0	6	8	12	19				
Sect 7: Survey & Other	0	2	2	3	5				
TOTAL SUBMISSION	0	51	67	88	111				
2019 AWEI SUBMISSION SCORE	3	74	98	119	173				

STATE GOVERNMENT (n=12)

BASIC COMPARISONS	Lowest	Average	Median	Highest	Available			
STANDING SUBMISSION: HR POLICY & DIVERSITY PRACTICE								
Sect 1: Foundational Work	2	5	6	9	14			
Sect 1: Intermediate	0	7	9	12	14			
Sect 1: Leading Practice	0	7	7	14	35			
Sect 1: Additional Work	0	1	0	4	6			
TOTAL SCORE FOR STANDING SUBMISSION	3	20	22	34	69			
Sect 2: Strategy & Accountability	0	10	12	16	21			
Sect 3: LGBTIQ Training & Education	0	6	6	15	16			
Sect 4: Networks & Allies	0	19	20	36	42			
Sect 5: Visibility & Inclusion	1	11	14	21	23			
Sect 6: Community Engagement & Advocacy	0	6	5	22	23			
Sect 7: Survey & Other	0	2	2	6	6			
TOTAL SCORE FOR ANNUAL SUBMISSION	4	54	63	106	131			
2019 OVERALL SUBMISSION SCORE	7	74	85	137	200			

INTERQUARTILE RANGES	Lowest	25th percentile	50th percentile	75th percentile	Highest				
STANDING SUBMISSION: HR POLICY & DIVERSITY PRACTICE									
Sect 1: Foundational Work	2	3	6	6	9				
Sect 1: Intermediate	0	3	9	10	12				
Sect 1: Leading Practice	0	4	7	10	14				
Sect 1: Additional Work	0	0	0	1	4				
ANNUAL SUBMISSION: FOR WORK IN 2018	3	9	22	27	34				
Sect 2: Strategy & Accountability	0	5	12	14	16				
Sect 3: LGBTIQ Training & Education	0	3	6	7	15				
Sect 4: Networks & Allies	0	10	20	29	36				
Sect 5: Visibility & Inclusion	1	3	14	16	21				
Sect 6: Community Engagement & Advocacy	0	1	5	8	22				
Sect 7: Survey & Other	0	0	2	3	6				
TOTAL SUBMISSION	4	22	63	74	106				
2019 AWEI SUBMISSION SCORE	7	31	85	103	137				

STATE/LOCAL GOVERNMENT (n=15)

BASIC COMPARISONS	Lowest	Average	Median	Highest	Available			
STANDING SUBMISSION: HR POLICY & DIVERSITY PRACTICE								
Sect 1: Foundational Work	2	6	6	14	14			
Sect 1: Intermediate	0	7	8	14	14			
Sect 1: Leading Practice	0	7	6	21	35			
Sect 1: Additional Work	0	1	0	4	6			
TOTAL SCORE FOR STANDING SUBMISSION	2	21	21	52	69			
Sect 2: Strategy & Accountability	0	10	12	20	21			
Sect 3: LGBTIQ Training & Education	0	б	6	16	16			
Sect 4: Networks & Allies	0	19	19	39	42			
Sect 5: Visibility & Inclusion	0	11	14	22	23			
Sect 6: Community Engagement & Advocacy	0	7	6	22	23			
Sect 7: Survey & Other	0	2	2	6	6			
TOTAL SCORE FOR ANNUAL SUBMISSION	0	54	61	124	131			
2019 OVERALL SUBMISSION SCORE	2	75	84	176	200			

INTERQUARTILE RANGES	Lowest	25th percentile	50th percentile	75th percentile	Highest				
STANDING SUBMISSION: HR POLICY & DIVERSITY PRACTICE									
Sect 1: Foundational Work	2	3	6	8	14				
Sect 1: Intermediate	0	2	8	10	14				
Sect 1: Leading Practice	0	2	6	11	21				
Sect 1: Additional Work	0	0	0	1	4				
ANNUAL SUBMISSION: FOR WORK IN 2018	2	8	21	29	52				
Sect 2: Strategy & Accountability	0	5	12	15	20				
Sect 3: LGBTIQ Training & Education	0	3	6	8	16				
Sect 4: Networks & Allies	0	9	19	30	39				
Sect 5: Visibility & Inclusion	0	3	14	16	22				
Sect 6: Community Engagement & Advocacy	0	1	6	9	22				
Sect 7: Survey & Other	0	0	2	4	6				
TOTAL SUBMISSION	0	21	61	75	124				
2019 AWEI SUBMISSION SCORE	2	29	84	104	176				

HIGHER EDUCATION (n=12)

BASIC COMPARISONS	Lowest	Average	Median	Highest	Available				
STANDING SUBMISSION: HR POLICY & DIVERSITY PRACTICE									
Sect 1: Foundational Work	7	11	11	14	14				
Sect 1: Intermediate	6	12	13	14	14				
Sect 1: Leading Practice	0	19	23	33	35				
Sect 1: Additional Work	0	2	1	6	6				
TOTAL SCORE FOR STANDING SUBMISSION	13	43	46	67	69				
Sect 2: Strategy & Accountability	4	15	17	21	21				
Sect 3: LGBTIQ Training & Education	2	10	12	15	16				
Sect 4: Networks & Allies	3	26	31	39	42				
Sect 5: Visibility & Inclusion	4	15	16	21	23				
Sect 6: Community Engagement & Advocacy	0	11	14	21	23				
Sect 7: Survey & Other	0	3	5	6	6				
TOTAL SCORE FOR ANNUAL SUBMISSION	14	80	96	122	131				
2019 OVERALL SUBMISSION SCORE	27	123	146	189	200				

INTERQUARTILE RANGES	Lowest	25th percentile	50th percentile	75th percentile	Highest			
STANDING SUBMISSION: HR POLICY & DIVERSITY PRACTICE								
Sect 1: Foundational Work	7	9	11	12	14			
Sect 1: Intermediate	6	10	13	14	14			
Sect 1: Leading Practice	0	16	23	27	33			
Sect 1: Additional Work	0	0	1	4	6			
ANNUAL SUBMISSION: FOR WORK IN 2018	13	38	46	55	67			
Sect 2: Strategy & Accountability	4	12	17	19	21			
Sect 3: LGBTIQ Training & Education	2	б	12	13	15			
Sect 4: Networks & Allies	3	17	31	36	39			
Sect 5: Visibility & Inclusion	4	12	16	19	21			
Sect 6: Community Engagement & Advocacy	0	6	14	16	21			
Sect 7: Survey & Other	0	1	5	6	6			
TOTAL SUBMISSION	14	61	96	106	122			
2019 AWEI SUBMISSION SCORE	27	98	146	156	189			

PRIVATE SECTOR (n=85)

BASIC COMPARISONS	Lowest	Average	Median	Highest	Available				
STANDING SUBMISSION: HR POLICY & DIVERSITY PRACTICE									
Sect 1: Foundational Work	1	10	11	14	14				
Sect 1: Intermediate	0	9	11	14	14				
Sect 1: Leading Practice	0	13	12	34	35				
Sect 1: Additional Work	0	1	1	6	6				
TOTAL SCORE FOR STANDING SUBMISSION	2	33	34	63	69				
Sect 2: Strategy & Accountability	0	13	14	21	21				
Sect 3: LGBTIQ Training & Education	0	7	7	16	16				
Sect 4: Networks & Allies	0	25	25	42	42				
Sect 5: Visibility & Inclusion	0	14	15	23	23				
Sect 6: Community Engagement & Advocacy	0	9	8	23	23				
Sect 7: Survey & Other	0	2	2	6	6				
TOTAL SCORE FOR ANNUAL SUBMISSION	6	70	69	127	131				
2019 OVERALL SUBMISSION SCORE	8	103	103	188	200				

INTERQUARTILE RANGES	Lowest	25th percentile	50th percentile	75th percentile	Highest			
STANDING SUBMISSION: HR POLICY & DIVERSITY PRACTICE								
Sect 1: Foundational Work	1	8	11	13	14			
Sect 1: Intermediate	0	б	11	12	14			
Sect 1: Leading Practice	0	4	12	21	34			
Sect 1: Additional Work	0	0	1	2	6			
ANNUAL SUBMISSION: FOR WORK IN 2018	2	19	34	47	63			
Sect 2: Strategy & Accountability	0	10	14	18	21			
Sect 3: LGBTIQ Training & Education	0	3	7	9	16			
Sect 4: Networks & Allies	0	18	25	32	42			
Sect 5: Visibility & Inclusion	0	10	15	18	23			
Sect 6: Community Engagement & Advocacy	0	4	8	14	23			
Sect 7: Survey & Other	0	1	2	3	6			
TOTAL SUBMISSION	6	53	69	94	127			
2019 AWEI SUBMISSION SCORE	8	75	103	134	188			

NOT FOR PROFIT/CHARITY (n=5)

BASIC COMPARISONS	Lowest	Average	Median	Highest	Available			
STANDING SUBMISSION: HR POLICY & DIVERSITY PRACTICE								
Sect 1: Foundational Work	3	8	8	12	14			
Sect 1: Intermediate	2	9	9	14	14			
Sect 1: Leading Practice	0	12	8	34	35			
Sect 1: Additional Work	0	2	0	6	6			
TOTAL SCORE FOR STANDING SUBMISSION	5	31	28	66	69			
Sect 2: Strategy & Accountability	1	10	8	21	21			
Sect 3: LGBTIQ Training & Education	1	4	3	10	16			
Sect 4: Networks & Allies	0	16	5	38	42			
Sect 5: Visibility & Inclusion	1	10	11	21	23			
Sect 6: Community Engagement & Advocacy	0	8	5	21	23			
Sect 7: Survey & Other	0	2	2	4	6			
TOTAL SCORE FOR ANNUAL SUBMISSION	7	49	30	115	131			
2019 OVERALL SUBMISSION SCORE	12	80	54	181	200			

INTERQUARTILE RANGES	Lowest	25th percentile	50th percentile	75th percentile	Highest				
STANDING SUBMISSION: HR POLICY & DIVERSITY PRACTICE									
Sect 1: Foundational Work	3	7	8	10	12				
Sect 1: Intermediate	2	8	9	12	14				
Sect 1: Leading Practice	0	8	8	10	34				
Sect 1: Additional Work	0	0	0	2	6				
ANNUAL SUBMISSION: FOR WORK IN 2018	5	24	28	30	66				
Sect 2: Strategy & Accountability	1	5	8	14	21				
Sect 3: LGBTIQ Training & Education	1	1	3	3	10				
Sect 4: Networks & Allies	0	1	5	34	38				
Sect 5: Visibility & Inclusion	1	6	11	12	21				
Sect 6: Community Engagement & Advocacy	0	5	5	10	21				
Sect 7: Survey & Other	0	2	2	2	4				
TOTAL SUBMISSION	7	26	30	69	115				
2019 AWEI SUBMISSION SCORE	12	54	54	99	181				

AGED CARE (n=6)

BASIC COMPARISONS	Lowest	Average	Median	Highest	Available				
STANDING SUBMISSION: HR POLICY & DIVERSITY PRACTICE									
Sect 1: Foundational Work	2	6	5	12	14				
Sect 1: Intermediate	2	8	9	14	14				
Sect 1: Leading Practice	0	11	9	34	35				
Sect 1: Additional Work	0	2	2	6	6				
TOTAL SCORE FOR STANDING SUBMISSION	5	27	24	66	69				
Sect 2: Strategy & Accountability	5	12	13	21	21				
Sect 3: LGBTIQ Training & Education	1	7	6	15	16				
Sect 4: Networks & Allies	0	18	18	38	42				
Sect 5: Visibility & Inclusion	1	12	12	21	23				
Sect 6: Community Engagement & Advocacy	0	11	10	22	23				
Sect 7: Survey & Other	0	3	3	6	6				
TOTAL SCORE FOR ANNUAL SUBMISSION	7	63	59	115	131				
2019 OVERALL SUBMISSION SCORE	12	90	78	181	200				

INTERQUARTILE RANGES	Lowest	25th percentile	50th percentile	75th percentile	Highest				
STANDING SUBMISSION: HR POLICY & DIVERSITY PRACTICE									
Sect 1: Foundational Work	2	4	5	7	12				
Sect 1: Intermediate	2	5	9	11	14				
Sect 1: Leading Practice	0	4	9	11	34				
Sect 1: Additional Work	0	0	2	4	6				
ANNUAL SUBMISSION: FOR WORK IN 2018	5	15	24	29	66				
Sect 2: Strategy & Accountability	5	9	13	14	21				
Sect 3: LGBTIQ Training & Education	1	2	6	10	15				
Sect 4: Networks & Allies	0	3	18	31	38				
Sect 5: Visibility & Inclusion	1	7	12	20	21				
Sect 6: Community Engagement & Advocacy	0	6	10	18	22				
Sect 7: Survey & Other	0	1	3	4	6				
TOTAL SUBMISSION	7	33	59	99	115				
2019 AWEI SUBMISSION SCORE	12	53	78	128	181				

ASX TOP 50 (n=27)

BASIC COMPARISONS	Lowest	Average	Median	Highest	Available				
STANDING SUBMISSION: HR POLICY & DIVERSITY PRACTICE									
Sect 1: Foundational Work	2	10	10	14	14				
Sect 1: Intermediate	0	10	12	14	14				
Sect 1: Leading Practice	1	15	19	29	35				
Sect 1: Additional Work	0	2	1	6	6				
TOTAL SCORE FOR STANDING SUBMISSION	6	37	42	61	69				
Sect 2: Strategy & Accountability	0	16	18	21	21				
Sect 3: LGBTIQ Training & Education	0	8	8	16	16				
Sect 4: Networks & Allies	7	31	32	42	42				
Sect 5: Visibility & Inclusion	4	16	17	23	23				
Sect 6: Community Engagement & Advocacy	2	13	12	23	23				
Sect 7: Survey & Other	0	3	2	6	6				
TOTAL SCORE FOR ANNUAL SUBMISSION	15	87	87	127	131				
2019 OVERALL SUBMISSION SCORE	21	123	130	187	200				

INTERQUARTILE RANGES	Lowest	25th percentile	50th percentile	75th percentile	Highest			
STANDING SUBMISSION: HR POLICY & DIVERSITY PRACTICE								
Sect 1: Foundational Work	2	10	10	13	14			
Sect 1: Intermediate	0	6	12	13	14			
Sect 1: Leading Practice	1	4	19	24	29			
Sect 1: Additional Work	0	1	1	4	6			
ANNUAL SUBMISSION: FOR WORK IN 2018	6	20	42	53	61			
Sect 2: Strategy & Accountability	0	14	18	18	21			
Sect 3: LGBTIQ Training & Education	0	5	8	11	16			
Sect 4: Networks & Allies	7	24	32	40	42			
Sect 5: Visibility & Inclusion	4	13	17	20	23			
Sect 6: Community Engagement & Advocacy	2	8	12	20	23			
Sect 7: Survey & Other	0	2	2	4	6			
TOTAL SUBMISSION	15	68	87	108	127			
2019 AWEI SUBMISSION SCORE	21	93	130	164	187			

BANKING/ FINANCE (n=27)

BASIC COMPARISONS	Lowest	Average	Median	Highest	Available			
STANDING SUBMISSION: HR POLICY & DIVERSITY PRACTICE								
Sect 1: Foundational Work	2	11	12	14	14			
Sect 1: Intermediate	0	9	12	14	14			
Sect 1: Leading Practice	0	14	14	29	35			
Sect 1: Additional Work	0	1	1	6	6			
TOTAL SCORE FOR STANDING SUBMISSION	2	36	40	61	69			
Sect 2: Strategy & Accountability	2	13	14	21	21			
Sect 3: LGBTIQ Training & Education	0	7	7	16	16			
Sect 4: Networks & Allies	6	25	25	42	42			
Sect 5: Visibility & Inclusion	2	15	17	22	23			
Sect 6: Community Engagement & Advocacy	0	9	8	23	23			
Sect 7: Survey & Other	0	2	2	6	6			
TOTAL SCORE FOR ANNUAL SUBMISSION	18	71	70	127	131			
2019 OVERALL SUBMISSION SCORE	21	107	107	187	200			

INTERQUARTILE RANGES	Lowest	25th percentile	50th percentile	75th percentile	Highest				
STANDING SUBMISSION: HR POLICY & DIVERSITY PRACTICE									
Sect 1: Foundational Work	2	10	12	14	14				
Sect 1: Intermediate	0	5	12	13	14				
Sect 1: Leading Practice	0	6	14	24	29				
Sect 1: Additional Work	0	0	1	3	6				
ANNUAL SUBMISSION: FOR WORK IN 2018	2	22	40	52	61				
Sect 2: Strategy & Accountability	2	9	14	17	21				
Sect 3: LGBTIQ Training & Education	0	3	7	9	16				
Sect 4: Networks & Allies	6	19	25	31	42				
Sect 5: Visibility & Inclusion	2	13	17	20	22				
Sect 6: Community Engagement & Advocacy	0	5	8	13	23				
Sect 7: Survey & Other	0	1	2	3	6				
TOTAL SUBMISSION	18	60	70	81	127				
2019 AWEI SUBMISSION SCORE	21	73	107	131	187				

COMMUNITY SERVICES (n=6)

BASIC COMPARISONS	Lowest	Average	Median	Highest	Available			
STANDING SUBMISSION: HR POLICY & DIVERSITY PRACTICE								
Sect 1: Foundational Work	2	7	6	14	14			
Sect 1: Intermediate	0	10	10	14	14			
Sect 1: Leading Practice	0	14	11	34	35			
Sect 1: Additional Work	0	3	3	б	6			
TOTAL SCORE FOR STANDING SUBMISSION	3	33	28	66	69			
Sect 2: Strategy & Accountability	0	13	13	21	21			
Sect 3: LGBTIQ Training & Education	1	9	9	16	16			
Sect 4: Networks & Allies	0	23	29	39	42			
Sect 5: Visibility & Inclusion	2	15	18	22	23			
Sect 6: Community Engagement & Advocacy	1	14	16	22	23			
Sect 7: Survey & Other	0	4	4	б	6			
TOTAL SCORE FOR ANNUAL SUBMISSION	4	76	92	124	131			
2019 OVERALL SUBMISSION SCORE	7	110	120	181	200			

INTERQUARTILE RANGES	Lowest	25th percentile	50th percentile	75th percentile	Highest				
STANDING SUBMISSION: HR POLICY & DIVERSITY PRACTICE									
Sect 1: Foundational Work	2	4	6	11	14				
Sect 1: Intermediate	0	9	10	13	14				
Sect 1: Leading Practice	0	8	11	19	34				
Sect 1: Additional Work	0	1	3	4	6				
ANNUAL SUBMISSION: FOR WORK IN 2018	3	24	28	47	66				
Sect 2: Strategy & Accountability	0	9	13	19	21				
Sect 3: LGBTIQ Training & Education	1	4	9	14	16				
Sect 4: Networks & Allies	0	7	29	37	39				
Sect 5: Visibility & Inclusion	2	8	18	21	22				
Sect 6: Community Engagement & Advocacy	1	9	16	21	22				
Sect 7: Survey & Other	0	3	4	6	6				
TOTAL SUBMISSION	4	42	92	113	124				
2019 AWEI SUBMISSION SCORE	7	66	120	166	181				

CONSTRUCTION, AUTOMOTIVE & TRANSPORT (n=5)

BASIC COMPARISONS	Lowest	Average	Median	Highest	Available			
STANDING SUBMISSION: HR POLICY & DIVERSITY PRACTICE								
Sect 1: Foundational Work	1	8	9	12	14			
Sect 1: Intermediate	2	8	8	13	14			
Sect 1: Leading Practice	0	7	4	21	35			
Sect 1: Additional Work	0	1	0	3	б			
TOTAL SCORE FOR STANDING SUBMISSION	3	23	21	49	69			
Sect 2: Strategy & Accountability	0	12	14	18	21			
Sect 3: LGBTIQ Training & Education	2	7	7	16	16			
Sect 4: Networks & Allies	4	23	20	40	42			
Sect 5: Visibility & Inclusion	1	11	14	18	23			
Sect 6: Community Engagement & Advocacy	0	10	7	21	23			
Sect 7: Survey & Other	0	2	2	б	б			
TOTAL SCORE FOR ANNUAL SUBMISSION	7	65	65	118	131			
2019 OVERALL SUBMISSION SCORE	10	88	86	167	200			

INTERQUARTILE RANGES	Lowest	25th percentile	50th percentile	75th percentile	Highest				
STANDING SUBMISSION: HR POLICY & DIVERSITY PRACTICE									
Sect 1: Foundational Work	1	6	9	10	12				
Sect 1: Intermediate	2	6	8	11	13				
Sect 1: Leading Practice	0	3	4	6	21				
Sect 1: Additional Work	0	0	0	1	3				
ANNUAL SUBMISSION: FOR WORK IN 2018	3	20	21	23	49				
Sect 2: Strategy & Accountability	0	14	14	15	18				
Sect 3: LGBTIQ Training & Education	2	4	7	8	16				
Sect 4: Networks & Allies	4	18	20	32	40				
Sect 5: Visibility & Inclusion	1	4	14	17	18				
Sect 6: Community Engagement & Advocacy	0	0	7	20	21				
Sect 7: Survey & Other	0	0	2	2	6				
TOTAL SUBMISSION	7	40	65	94	118				
2019 AWEI SUBMISSION SCORE	10	60	86	117	167				

DISABILITY SERVICES (n=6)

BASIC COMPARISONS	Lowest	Average	Median	Highest	Available				
STANDING SUBMISSION: HR POLICY & DIVERSITY PRACTICE									
Sect 1: Foundational Work	2	5	4	12	14				
Sect 1: Intermediate	0	8	9	14	14				
Sect 1: Leading Practice	0	11	9	34	35				
Sect 1: Additional Work	0	2	2	б	б				
TOTAL SCORE FOR STANDING SUBMISSION	3	26	24	66	69				
Sect 2: Strategy & Accountability	0	10	10	21	21				
Sect 3: LGBTIQ Training & Education	1	6	6	15	16				
Sect 4: Networks & Allies	0	16	14	38	42				
Sect 5: Visibility & Inclusion	1	11	11	21	23				
Sect 6: Community Engagement & Advocacy	0	11	10	22	23				
Sect 7: Survey & Other	0	3	3	б	б				
TOTAL SCORE FOR ANNUAL SUBMISSION	4	57	54	115	131				
2019 OVERALL SUBMISSION SCORE	7	82	78	181	200				

INTERQUARTILE RANGES	Lowest	25th percentile	50th percentile	75th percentile	Highest				
STANDING SUBMISSION: HR POLICY & DIVERSITY PRACTICE									
Sect 1: Foundational Work	2	3	4	7	12				
Sect 1: Intermediate	0	4	9	11	14				
Sect 1: Leading Practice	0	2	9	11	34				
Sect 1: Additional Work	0	0	2	4	6				
ANNUAL SUBMISSION: FOR WORK IN 2018	3	10	24	29	66				
Sect 2: Strategy & Accountability	0	6	10	14	21				
Sect 3: LGBTIQ Training & Education	1	2	6	10	15				
Sect 4: Networks & Allies	0	0	14	31	38				
Sect 5: Visibility & Inclusion	1	3	11	20	21				
Sect 6: Community Engagement & Advocacy	0	3	10	18	22				
Sect 7: Survey & Other	0	1	3	4	б				
TOTAL SUBMISSION	4	13	54	99	115				
2019 AWEI SUBMISSION SCORE	7	23	78	128	181				

EDUCATION REMIT (n=13)

BASIC COMPARISONS	Lowest	Average	Median	Highest	Available			
STANDING SUBMISSION: HR POLICY & DIVERSITY PRACTICE								
Sect 1: Foundational Work	2	8	9	14	14			
Sect 1: Intermediate	2	11	12	14	14			
Sect 1: Leading Practice	0	16	14	33	35			
Sect 1: Additional Work	0	2	0	6	6			
TOTAL SCORE FOR STANDING SUBMISSION	5	36	34	67	69			
Sect 2: Strategy & Accountability	5	14	14	21	21			
Sect 3: LGBTIQ Training & Education	1	9	8	15	16			
Sect 4: Networks & Allies	0	25	30	38	42			
Sect 5: Visibility & Inclusion	1	14	15	21	23			
Sect 6: Community Engagement & Advocacy	0	11	9	22	23			
Sect 7: Survey & Other	0	4	4	6	6			
TOTAL SCORE FOR ANNUAL SUBMISSION	7	77	78	122	131			
2019 OVERALL SUBMISSION SCORE	12	113	111	189	200			

INTERQUARTILE RANGES	Lowest	25th percentile	50th percentile	75th percentile	Highest				
STANDING SUBMISSION: HR POLICY & DIVERSITY PRACTICE									
Sect 1: Foundational Work	2	6	9	11	14				
Sect 1: Intermediate	2	9	12	14	14				
Sect 1: Leading Practice	0	9	14	23	33				
Sect 1: Additional Work	0	0	0	3	6				
ANNUAL SUBMISSION: FOR WORK IN 2018	5	24	34	47	67				
Sect 2: Strategy & Accountability	5	12	14	18	21				
Sect 3: LGBTIQ Training & Education	1	б	8	13	15				
Sect 4: Networks & Allies	0	19	30	35	38				
Sect 5: Visibility & Inclusion	1	13	15	19	21				
Sect 6: Community Engagement & Advocacy	0	3	9	16	22				
Sect 7: Survey & Other	0	2	4	6	6				
TOTAL SUBMISSION	7	69	78	106	122				
2019 AWEI SUBMISSION SCORE	12	102	111	154	189				

ENERGY/UTILITIES (n=5)

BASIC COMPARISONS	Lowest	Average	Median	Highest	Available			
STANDING SUBMISSION: HR POLICY & DIVERSITY PRACTICE								
Sect 1: Foundational Work	2	8	7	13	14			
Sect 1: Intermediate	0	6	4	14	14			
Sect 1: Leading Practice	0	9	9	24	35			
Sect 1: Additional Work	0	1	0	3	6			
TOTAL SCORE FOR STANDING SUBMISSION	2	24	20	54	69			
Sect 2: Strategy & Accountability	0	11	13	20	21			
Sect 3: LGBTIQ Training & Education	0	7	8	11	16			
Sect 4: Networks & Allies	0	20	19	39	42			
Sect 5: Visibility & Inclusion	0	11	12	21	23			
Sect 6: Community Engagement & Advocacy	0	8	2	18	23			
Sect 7: Survey & Other	0	2	2	5	6			
TOTAL SCORE FOR ANNUAL SUBMISSION	0	59	56	109	131			
2019 OVERALL SUBMISSION SCORE	2	83	76	160	200			

INTERQUARTILE RANGES	Lowest	25th percentile	50th percentile	75th percentile	Highest			
STANDING SUBMISSION: HR POLICY & DIVERSITY PRACTICE								
Sect 1: Foundational Work	2	6	7	10	13			
Sect 1: Intermediate	0	1	4	12	14			
Sect 1: Leading Practice	0	2	9	11	24			
Sect 1: Additional Work	0	0	0	1	3			
ANNUAL SUBMISSION: FOR WORK IN 2018	2	9	20	34	54			
Sect 2: Strategy & Accountability	0	5	13	18	20			
Sect 3: LGBTIQ Training & Education	0	7	8	8	11			
Sect 4: Networks & Allies	0	8	19	34	39			
Sect 5: Visibility & Inclusion	0	3	12	20	21			
Sect 6: Community Engagement & Advocacy	0	1	2	17	18			
Sect 7: Survey & Other	0	0	2	4	5			
TOTAL SUBMISSION	0	24	56	106	109			
2019 AWEI SUBMISSION SCORE	2	33	76	143	160			

ENGINEERING (n=5)

BASIC COMPARISONS	Lowest	Average	Median	Highest	Available			
STANDING SUBMISSION: HR POLICY & DIVERSITY PRACTICE								
Sect 1: Foundational Work	7	11	11	14	14			
Sect 1: Intermediate	4	8	9	13	14			
Sect 1: Leading Practice	3	8	5	21	35			
Sect 1: Additional Work	0	1	1	3	6			
TOTAL SCORE FOR STANDING SUBMISSION	14	28	26	49	69			
Sect 2: Strategy & Accountability	12	14	12	18	21			
Sect 3: LGBTIQ Training & Education	3	7	6	16	16			
Sect 4: Networks & Allies	18	24	21	40	42			
Sect 5: Visibility & Inclusion	4	11	11	18	23			
Sect 6: Community Engagement & Advocacy	0	8	8	20	23			
Sect 7: Survey & Other	0	2	2	6	6			
TOTAL SCORE FOR ANNUAL SUBMISSION	40	66	61	118	131			
2019 OVERALL SUBMISSION SCORE	60	94	77	167	200			

INTERQUARTILE RANGES	Lowest	25th percentile	50th percentile	75th percentile	Highest				
STANDING SUBMISSION: HR POLICY & DIVERSITY PRACTICE									
Sect 1: Foundational Work	7	10	11	12	14				
Sect 1: Intermediate	4	6	9	9	13				
Sect 1: Leading Practice	3	4	5	5	21				
Sect 1: Additional Work	0	0	1	1	3				
ANNUAL SUBMISSION: FOR WORK IN 2018	14	20	26	29	49				
Sect 2: Strategy & Accountability	12	12	12	14	18				
Sect 3: LGBTIQ Training & Education	3	4	6	7	16				
Sect 4: Networks & Allies	18	20	21	21	40				
Sect 5: Visibility & Inclusion	4	9	11	14	18				
Sect 6: Community Engagement & Advocacy	0	4	8	9	20				
Sect 7: Survey & Other	0	0	2	2	6				
TOTAL SUBMISSION	40	49	61	63	118				
2019 AWEI SUBMISSION SCORE	60	75	77	90	167				

HEALTH & WELLBEING (n=9)

BASIC COMPARISONS	Lowest	Average	Median	Highest	Available				
STANDING SUBMISSION: HR POLICY & DIVERSITY PRACTICE									
Sect 1: Foundational Work	5	7	7	12	14				
Sect 1: Intermediate	0	7	8	14	14				
Sect 1: Leading Practice	0	9	8	34	35				
Sect 1: Additional Work	0	1	0	6	6				
TOTAL SCORE FOR STANDING SUBMISSION	7	25	24	66	69				
Sect 2: Strategy & Accountability	1	11	13	21	21				
Sect 3: LGBTIQ Training & Education	1	5	3	12	16				
Sect 4: Networks & Allies	1	20	16	38	42				
Sect 5: Visibility & Inclusion	6	13	12	21	23				
Sect 6: Community Engagement & Advocacy	3	8	7	21	23				
Sect 7: Survey & Other	0	2	2	4	6				
TOTAL SCORE FOR ANNUAL SUBMISSION	26	59	60	115	131				
2019 OVERALL SUBMISSION SCORE	48	84	67	181	200				

INTERQUARTILE RANGES	Lowest	25th percentile	50th percentile	75th percentile	Highest				
STANDING SUBMISSION: HR POLICY & DIVERSITY PRACTICE									
Sect 1: Foundational Work	5	6	7	8	12				
Sect 1: Intermediate	0	4	8	10	14				
Sect 1: Leading Practice	0	3	8	10	34				
Sect 1: Additional Work	0	0	0	1	6				
ANNUAL SUBMISSION: FOR WORK IN 2018	7	12	24	28	66				
Sect 2: Strategy & Accountability	1	8	13	14	21				
Sect 3: LGBTIQ Training & Education	1	3	3	6	12				
Sect 4: Networks & Allies	1	10	16	33	38				
Sect 5: Visibility & Inclusion	6	11	12	16	21				
Sect 6: Community Engagement & Advocacy	3	5	7	10	21				
Sect 7: Survey & Other	0	1	2	2	4				
TOTAL SUBMISSION	26	39	60	69	115				
2019 AWEI SUBMISSION SCORE	48	54	67	99	181				

INFORMATION SERVICES & MEDIA (n=4)

BASIC COMPARISONS	Lowest	Average	Median	Highest	Available				
STANDING SUBMISSION: HR POLICY & DIVERSITY PRACTICE									
Sect 1: Foundational Work	7	11	12	14	14				
Sect 1: Intermediate	7	10	11	12	14				
Sect 1: Leading Practice	13	16	16	19	35				
Sect 1: Additional Work	1	2	2	2	6				
TOTAL SCORE FOR STANDING SUBMISSION	29	39	40	45	69				
Sect 2: Strategy & Accountability	12	14	14	15	21				
Sect 3: LGBTIQ Training & Education	2	6	6	9	16				
Sect 4: Networks & Allies	16	27	27	36	42				
Sect 5: Visibility & Inclusion	9	13	12	18	23				
Sect 6: Community Engagement & Advocacy	3	11	10	19	23				
Sect 7: Survey & Other	0	3	3	5	6				
TOTAL SCORE FOR ANNUAL SUBMISSION	55	72	66	100	131				
2019 OVERALL SUBMISSION SCORE	84	110	106	145	200				

INTERQUARTILE RANGES	Lowest	25th percentile	50th percentile	75th percentile	Highest				
STANDING SUBMISSION: HR POLICY & DIVERSITY PRACTICE									
Sect 1: Foundational Work	7	9	12	14	14				
Sect 1: Intermediate	7	9	11	11	12				
Sect 1: Leading Practice	13	14	16	18	19				
Sect 1: Additional Work	1	1	2	2	2				
ANNUAL SUBMISSION: FOR WORK IN 2018	29	37	40	42	45				
Sect 2: Strategy & Accountability	12	14	14	14	15				
Sect 3: LGBTIQ Training & Education	2	4	6	8	9				
Sect 4: Networks & Allies	16	24	27	29	36				
Sect 5: Visibility & Inclusion	9	11	12	14	18				
Sect 6: Community Engagement & Advocacy	3	8	10	12	19				
Sect 7: Survey & Other	0	1	3	4	5				
TOTAL SUBMISSION	55	60	66	78	100				
2019 AWEI SUBMISSION SCORE	84	98	106	118	145				

INSURANCE (n=12)

BASIC COMPARISONS	Lowest	Average	Median	Highest	Available			
STANDING SUBMISSION: HR POLICY & DIVERSITY PRACTICE								
Sect 1: Foundational Work	2	9	10	14	14			
Sect 1: Intermediate	0	7	8	14	14			
Sect 1: Leading Practice	0	10	5	27	35			
Sect 1: Additional Work	0	1	0	6	6			
TOTAL SCORE FOR STANDING SUBMISSION	3	27	27	61	69			
Sect 2: Strategy & Accountability	0	12	13	21	21			
Sect 3: LGBTIQ Training & Education	0	7	7	16	16			
Sect 4: Networks & Allies	0	24	25	41	42			
Sect 5: Visibility & Inclusion	2	13	15	22	23			
Sect 6: Community Engagement & Advocacy	0	8	6	20	23			
Sect 7: Survey & Other	0	2	2	6	6			
TOTAL SCORE FOR ANNUAL SUBMISSION	4	66	65	126	131			
2019 OVERALL SUBMISSION SCORE	7	93	96	187	200			

INTERQUARTILE RANGES	Lowest	25th percentile	50th percentile	75th percentile	Highest				
STANDING SUBMISSION: HR POLICY & DIVERSITY PRACTICE									
Sect 1: Foundational Work	2	7	10	13	14				
Sect 1: Intermediate	0	1	8	12	14				
Sect 1: Leading Practice	0	3	5	15	27				
Sect 1: Additional Work	0	0	0	1	6				
ANNUAL SUBMISSION: FOR WORK IN 2018	3	11	27	38	61				
Sect 2: Strategy & Accountability	0	7	13	18	21				
Sect 3: LGBTIQ Training & Education	0	2	7	10	16				
Sect 4: Networks & Allies	0	10	25	39	41				
Sect 5: Visibility & Inclusion	2	8	15	19	22				
Sect 6: Community Engagement & Advocacy	0	2	6	12	20				
Sect 7: Survey & Other	0	1	2	2	6				
TOTAL SUBMISSION	4	37	65	98	126				
2019 AWEI SUBMISSION SCORE	7	48	96	124	187				

 $\textbf{LEGAL} (n{=}14)$

BASIC COMPARISONS	Lowest	Average	Median	Highest	Available				
STANDING SUBMISSION: HR POLICY & DIVERSITY PRACTICE									
Sect 1: Foundational Work	3	12	13	14	14				
Sect 1: Intermediate	4	11	12	14	14				
Sect 1: Leading Practice	0	18	21	34	35				
Sect 1: Additional Work	0	1	1	6	6				
TOTAL SCORE FOR STANDING SUBMISSION	7	42	46	63	69				
Sect 2: Strategy & Accountability	7	14	15	21	21				
Sect 3: LGBTIQ Training & Education	2	7	6	16	16				
Sect 4: Networks & Allies	10	23	22	41	42				
Sect 5: Visibility & Inclusion	5	15	15	23	23				
Sect 6: Community Engagement & Advocacy	0	11	11	22	23				
Sect 7: Survey & Other	0	2	2	6	6				
TOTAL SCORE FOR ANNUAL SUBMISSION	30	73	67	126	131				
2019 OVERALL SUBMISSION SCORE	37	115	111	187	200				

INTERQUARTILE RANGES	Lowest	25th percentile	50th percentile	75th percentile	Highest				
STANDING SUBMISSION: HR POLICY & DIVERSITY PRACTICE									
Sect 1: Foundational Work	3	11	13	14	14				
Sect 1: Intermediate	4	9	12	14	14				
Sect 1: Leading Practice	0	14	21	25	34				
Sect 1: Additional Work	0	0	1	2	6				
ANNUAL SUBMISSION: FOR WORK IN 2018	7	36	46	52	63				
Sect 2: Strategy & Accountability	7	11	15	18	21				
Sect 3: LGBTIQ Training & Education	2	3	6	8	16				
Sect 4: Networks & Allies	10	16	22	27	41				
Sect 5: Visibility & Inclusion	5	13	15	18	23				
Sect 6: Community Engagement & Advocacy	0	7	11	15	22				
Sect 7: Survey & Other	0	2	2	3	6				
TOTAL SUBMISSION	30	60	67	83	126				
2019 AWEI SUBMISSION SCORE	37	92	111	135	187				

PROFESSIONAL SERVICES (n=21)

BASIC COMPARISONS	Lowest	Average	Median	Highest	Available				
STANDING SUBMISSION: HR POLICY & DIVERSITY PRACTICE									
Sect 1: Foundational Work	2	11	11	14	14				
Sect 1: Intermediate	2	10	11	14	14				
Sect 1: Leading Practice	1	15	14	34	35				
Sect 1: Additional Work	0	2	1	6	6				
TOTAL SCORE FOR STANDING SUBMISSION	6	38	38	63	69				
Sect 2: Strategy & Accountability	0	14	14	21	21				
Sect 3: LGBTIQ Training & Education	1	7	7	16	16				
Sect 4: Networks & Allies	6	27	27	41	42				
Sect 5: Visibility & Inclusion	1	16	16	23	23				
Sect 6: Community Engagement & Advocacy	0	11	9	23	23				
Sect 7: Survey & Other	0	3	2	б	6				
TOTAL SCORE FOR ANNUAL SUBMISSION	14	77	65	126	131				
2019 OVERALL SUBMISSION SCORE	21	115	107	187	200				

INTERQUARTILE RANGES	Lowest	25th percentile	50th percentile	75th percentile	Highest				
STANDING SUBMISSION: HR POLICY & DIVERSITY PRACTICE									
Sect 1: Foundational Work	2	9	11	14	14				
Sect 1: Intermediate	2	9	11	12	14				
Sect 1: Leading Practice	1	8	14	23	34				
Sect 1: Additional Work	0	0	1	2	6				
ANNUAL SUBMISSION: FOR WORK IN 2018	6	29	38	53	63				
Sect 2: Strategy & Accountability	0	12	14	19	21				
Sect 3: LGBTIQ Training & Education	1	3	7	10	16				
Sect 4: Networks & Allies	6	21	27	37	41				
Sect 5: Visibility & Inclusion	1	13	16	21	23				
Sect 6: Community Engagement & Advocacy	0	7	9	18	23				
Sect 7: Survey & Other	0	2	2	5	6				
TOTAL SUBMISSION	14	61	65	106	126				
2019 AWEI SUBMISSION SCORE	21	90	107	159	187				

PROPERTY/CONSTRUCTION (n=6)

BASIC COMPARISONS	Lowest	Average	Median	Highest	Available				
STANDING SUBMISSION: HR POLICY & DIVERSITY PRACTICE									
Sect 1: Foundational Work	1	8	9	14	14				
Sect 1: Intermediate	2	6	6	13	14				
Sect 1: Leading Practice	0	6	3	21	35				
Sect 1: Additional Work	0	1	1	3	6				
TOTAL SCORE FOR STANDING SUBMISSION	3	21	17	49	69				
Sect 2: Strategy & Accountability	0	12	15	18	21				
Sect 3: LGBTIQ Training & Education	2	6	5	16	16				
Sect 4: Networks & Allies	4	21	20	40	42				
Sect 5: Visibility & Inclusion	1	10	11	18	23				
Sect 6: Community Engagement & Advocacy	0	9	9	20	23				
Sect 7: Survey & Other	0	2	2	6	6				
TOTAL SCORE FOR ANNUAL SUBMISSION	7	59	64	118	131				
2019 OVERALL SUBMISSION SCORE	10	80	84	167	200				

INTERQUARTILE RANGES	Lowest	25th percentile	50th percentile	75th percentile	Highest			
STANDING SUBMISSION: HR POLICY & DIVERSITY PRACTICE								
Sect 1: Foundational Work	1	4	9	12	14			
Sect 1: Intermediate	2	4	6	8	13			
Sect 1: Leading Practice	0	1	3	5	21			
Sect 1: Additional Work	0	0	1	1	3			
ANNUAL SUBMISSION: FOR WORK IN 2018	3	11	17	27	49			
Sect 2: Strategy & Accountability	0	8	15	18	18			
Sect 3: LGBTIQ Training & Education	2	3	5	7	16			
Sect 4: Networks & Allies	4	13	20	28	40			
Sect 5: Visibility & Inclusion	1	5	11	13	18			
Sect 6: Community Engagement & Advocacy	0	5	9	10	20			
Sect 7: Survey & Other	0	1	2	2	6			
TOTAL SUBMISSION	7	36	64	72	118			
2019 AWEI SUBMISSION SCORE	10	50	84	93	167			

PROPERTY/REAL ESTATE (n=8)

BASIC COMPARISONS	Lowest	Average	Median	Highest	Available			
STANDING SUBMISSION: HR POLICY & DIVERSITY PRACTICE								
Sect 1: Foundational Work	3	9	10	14	14			
Sect 1: Intermediate	0	8	7	14	14			
Sect 1: Leading Practice	1	11	9	27	35			
Sect 1: Additional Work	0	2	1	6	6			
TOTAL SCORE FOR STANDING SUBMISSION	10	30	25	61	69			
Sect 2: Strategy & Accountability	4	15	18	21	21			
Sect 3: LGBTIQ Training & Education	2	8	7	16	16			
Sect 4: Networks & Allies	10	27	30	41	42			
Sect 5: Visibility & Inclusion	3	13	14	22	23			
Sect 6: Community Engagement & Advocacy	2	11	10	20	23			
Sect 7: Survey & Other	1	3	2	6	6			
TOTAL SCORE FOR ANNUAL SUBMISSION	24	76	79	126	131			
2019 OVERALL SUBMISSION SCORE	37	106	104	187	200			

INTERQUARTILE RANGES	Lowest	25th percentile	50th percentile	75th percentile	Highest			
STANDING SUBMISSION: HR POLICY & DIVERSITY PRACTICE								
Sect 1: Foundational Work	3	8	10	11	14			
Sect 1: Intermediate	0	5	7	12	14			
Sect 1: Leading Practice	1	2	9	20	27			
Sect 1: Additional Work	0	1	1	3	6			
ANNUAL SUBMISSION: FOR WORK IN 2018	10	13	25	46	61			
Sect 2: Strategy & Accountability	4	13	18	18	21			
Sect 3: LGBTIQ Training & Education	2	4	7	11	16			
Sect 4: Networks & Allies	10	18	30	34	41			
Sect 5: Visibility & Inclusion	3	10	14	18	22			
Sect 6: Community Engagement & Advocacy	2	7	10	13	20			
Sect 7: Survey & Other	1	2	2	5	6			
TOTAL SUBMISSION	24	57	79	93	126			
2019 AWEI SUBMISSION SCORE	37	68	104	139	187			

RESEARCH & DEVELOPMENT (n=4)

BASIC COMPARISONS	Lowest	Average	Median	Highest	Available				
STANDING SUBMISSION: HR POLICY & DIVERSITY PRACTICE									
Sect 1: Foundational Work	2	8	10	11	14				
Sect 1: Intermediate	2	8	8	13	14				
Sect 1: Leading Practice	2	10	7	23	35				
Sect 1: Additional Work	0	0	0	0	6				
TOTAL SCORE FOR STANDING SUBMISSION	6	26	26	45	69				
Sect 2: Strategy & Accountability	0	10	12	17	21				
Sect 3: LGBTIQ Training & Education	1	5	3	13	16				
Sect 4: Networks & Allies	7	20	21	33	42				
Sect 5: Visibility & Inclusion	4	7	4	14	23				
Sect 6: Community Engagement & Advocacy	0	6	5	15	23				
Sect 7: Survey & Other	0	2	1	6	6				
TOTAL SCORE FOR ANNUAL SUBMISSION	15	50	44	98	131				
2019 OVERALL SUBMISSION SCORE	21	76	69	143	200				

INTERQUARTILE RANGES	Lowest	25th percentile	50th percentile	75th percentile	Highest			
STANDING SUBMISSION: HR POLICY & DIVERSITY PRACTICE								
Sect 1: Foundational Work	2	7	10	10	11			
Sect 1: Intermediate	2	5	8	11	13			
Sect 1: Leading Practice	2	4	7	13	23			
Sect 1: Additional Work	0	0	0	0	0			
ANNUAL SUBMISSION: FOR WORK IN 2018	6	17	26	35	45			
Sect 2: Strategy & Accountability	0	7	12	15	17			
Sect 3: LGBTIQ Training & Education	1	2	3	6	13			
Sect 4: Networks & Allies	7	15	21	26	33			
Sect 5: Visibility & Inclusion	4	4	4	7	14			
Sect 6: Community Engagement & Advocacy	0	2	5	9	15			
Sect 7: Survey & Other	0	0	1	3	6			
TOTAL SUBMISSION	15	34	44	60	98			
2019 AWEI SUBMISSION SCORE	21	50	69	94	143			

RESOURCES/MINING (n=6)

BASIC COMPARISONS	Lowest	Average	Median	Highest	Available			
STANDING SUBMISSION: HR POLICY & DIVERSITY PRACTICE								
Sect 1: Foundational Work	2	8	10	11	14			
Sect 1: Intermediate	3	7	7	12	14			
Sect 1: Leading Practice	1	8	7	14	35			
Sect 1: Additional Work	0	1	0	4	6			
TOTAL SCORE FOR STANDING SUBMISSION	9	24	23	39	69			
Sect 2: Strategy & Accountability	3	13	15	18	21			
Sect 3: LGBTIQ Training & Education	2	7	7	14	16			
Sect 4: Networks & Allies	13	24	23	40	42			
Sect 5: Visibility & Inclusion	0	9	7	23	23			
Sect 6: Community Engagement & Advocacy	0	4	2	16	23			
Sect 7: Survey & Other	0	2	2	3	6			
TOTAL SCORE FOR ANNUAL SUBMISSION	27	59	54	97	131			
2019 OVERALL SUBMISSION SCORE	36	83	70	136	200			

INTERQUARTILE RANGES	Lowest	25th percentile	50th percentile	75th percentile	Highest				
STANDING SUBMISSION: HR POLICY & DIVERSITY PRACTICE									
Sect 1: Foundational Work	2	5	10	11	11				
Sect 1: Intermediate	3	6	7	9	12				
Sect 1: Leading Practice	1	4	7	12	14				
Sect 1: Additional Work	0	0	0	2	4				
ANNUAL SUBMISSION: FOR WORK IN 2018	9	13	23	36	39				
Sect 2: Strategy & Accountability	3	10	15	17	18				
Sect 3: LGBTIQ Training & Education	2	5	7	10	14				
Sect 4: Networks & Allies	13	17	23	30	40				
Sect 5: Visibility & Inclusion	0	3	7	14	23				
Sect 6: Community Engagement & Advocacy	0	1	2	5	16				
Sect 7: Survey & Other	0	1	2	3	3				
TOTAL SUBMISSION	27	31	54	88	97				
2019 AWEI SUBMISSION SCORE	36	56	70	120	136				

RETAIL/HOSPITALITY (n=8)

BASIC COMPARISONS	Lowest	Average	Median	Highest	Available			
STANDING SUBMISSION: HR POLICY & DIVERSITY PRACTICE								
Sect 1: Foundational Work	2	9	9	14	14			
Sect 1: Intermediate	0	9	11	14	14			
Sect 1: Leading Practice	0	13	13	27	35			
Sect 1: Additional Work	0	1	1	4	6			
TOTAL SCORE FOR STANDING SUBMISSION	2	32	33	59	69			
Sect 2: Strategy & Accountability	1	13	16	19	21			
Sect 3: LGBTIQ Training & Education	2	8	8	14	16			
Sect 4: Networks & Allies	0	25	32	39	42			
Sect 5: Visibility & Inclusion	0	13	15	22	23			
Sect 6: Community Engagement & Advocacy	0	9	9	17	23			
Sect 7: Survey & Other	0	2	2	4	6			
TOTAL SCORE FOR ANNUAL SUBMISSION	6	71	79	115	131			
2019 OVERALL SUBMISSION SCORE	8	103	109	174	200			

INTERQUARTILE RANGES	Lowest	25th percentile	50th percentile	75th percentile	Highest				
STANDING SUBMISSION: HR POLICY & DIVERSITY PRACTICE									
Sect 1: Foundational Work	2	7	9	11	14				
Sect 1: Intermediate	0	8	11	12	14				
Sect 1: Leading Practice	0	3	13	22	27				
Sect 1: Additional Work	0	0	1	3	4				
ANNUAL SUBMISSION: FOR WORK IN 2018	2	19	33	47	59				
Sect 2: Strategy & Accountability	1	10	16	18	19				
Sect 3: LGBTIQ Training & Education	2	б	8	9	14				
Sect 4: Networks & Allies	0	18	32	33	39				
Sect 5: Visibility & Inclusion	0	12	15	17	22				
Sect 6: Community Engagement & Advocacy	0	6	9	15	17				
Sect 7: Survey & Other	0	2	2	2	4				
TOTAL SUBMISSION	6	59	79	88	115				
2019 AWEI SUBMISSION SCORE	8	81	109	133	174				

RETAIL PROPERTY (n=5)

BASIC COMPARISONS	Lowest	Average	Median	Highest	Available				
STANDING SUBMISSION: HR POLICY & DIVERSITY PRACTICE									
Sect 1: Foundational Work	3	8	10	10	14				
Sect 1: Intermediate	0	5	5	12	14				
Sect 1: Leading Practice	1	6	2	19	35				
Sect 1: Additional Work	0	1	1	4	6				
TOTAL SCORE FOR STANDING SUBMISSION	10	20	13	45	69				
Sect 2: Strategy & Accountability	4	13	17	18	21				
Sect 3: LGBTIQ Training & Education	2	5	4	9	16				
Sect 4: Networks & Allies	10	21	20	32	42				
Sect 5: Visibility & Inclusion	3	9	11	15	23				
Sect 6: Community Engagement & Advocacy	2	7	8	10	23				
Sect 7: Survey & Other	1	2	2	2	6				
TOTAL SCORE FOR ANNUAL SUBMISSION	24	56	67	85	131				
2019 OVERALL SUBMISSION SCORE	37	76	77	130	200				

INTERQUARTILE RANGES	Lowest	25th percentile	50th percentile	75th percentile	Highest				
STANDING SUBMISSION: HR POLICY & DIVERSITY PRACTICE									
Sect 1: Foundational Work	3	8	10	10	10				
Sect 1: Intermediate	0	3	5	6	12				
Sect 1: Leading Practice	1	2	2	4	19				
Sect 1: Additional Work	0	0	1	1	4				
ANNUAL SUBMISSION: FOR WORK IN 2018	10	13	13	20	45				
Sect 2: Strategy & Accountability	4	6	17	18	18				
Sect 3: LGBTIQ Training & Education	2	2	4	6	9				
Sect 4: Networks & Allies	10	10	20	31	32				
Sect 5: Visibility & Inclusion	3	5	11	13	15				
Sect 6: Community Engagement & Advocacy	2	4	8	10	10				
Sect 7: Survey & Other	1	1	2	2	2				
TOTAL SUBMISSION	24	28	67	74	85				
2019 AWEI SUBMISSION SCORE	37	41	77	94	130				

TECHNOLOGY/TELECOMMUNICATIONS (n=12)

BASIC COMPARISONS	Lowest	Average	Median	Highest	Available			
STANDING SUBMISSION: HR POLICY & DIVERSITY PRACTICE								
Sect 1: Foundational Work	2	10	12	14	14			
Sect 1: Intermediate	2	10	11	14	14			
Sect 1: Leading Practice	0	13	12	27	35			
Sect 1: Additional Work	0	1	1	6	6			
TOTAL SCORE FOR STANDING SUBMISSION	6	33	36	61	69			
Sect 2: Strategy & Accountability	0	12	12	21	21			
Sect 3: LGBTIQ Training & Education	1	6	6	16	16			
Sect 4: Networks & Allies	7	25	28	41	42			
Sect 5: Visibility & Inclusion	4	13	14	22	23			
Sect 6: Community Engagement & Advocacy	0	9	8	20	23			
Sect 7: Survey & Other	0	2	2	6	6			
TOTAL SCORE FOR ANNUAL SUBMISSION	15	68	65	126	131			
2019 OVERALL SUBMISSION SCORE	21	101	96	187	200			

INTERQUARTILE RANGES	Lowest	25th percentile	50th percentile	75th percentile	Highest			
STANDING SUBMISSION: HR POLICY & DIVERSITY PRACTICE								
Sect 1: Foundational Work	2	8	12	12	14			
Sect 1: Intermediate	2	8	11	13	14			
Sect 1: Leading Practice	0	7	12	19	27			
Sect 1: Additional Work	0	0	1	1	6			
ANNUAL SUBMISSION: FOR WORK IN 2018	6	24	36	45	61			
Sect 2: Strategy & Accountability	0	10	12	14	21			
Sect 3: LGBTIQ Training & Education	1	2	6	10	16			
Sect 4: Networks & Allies	7	20	28	32	41			
Sect 5: Visibility & Inclusion	4	11	14	18	22			
Sect 6: Community Engagement & Advocacy	0	5	8	11	20			
Sect 7: Survey & Other	0	1	2	2	6			
TOTAL SUBMISSION	15	53	65	87	126			
2019 AWEI SUBMISSION SCORE	21	80	96	128	187			

AWEI 2020

ITERATION 4

2019 represented the final year within the third iteration of the index, covering the years 2017, 2018 and 2019.

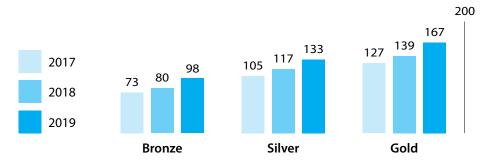
Next year, the AWEI 2020 enters its 4th iteration. An AWEI iteration refers to our three yearly cycle of local Index review and international benchmarking. This is necessary to ensure that our Index reflects shifts in Australian practice but also that we continue to review our Index against international benchmarks to ensure that at the minimum, we are on par with international practice, but where possible here in Australia, leading the way.

While current score levels are always nice to maintain, if we didn't conduct this 3 yearly review to shift practice, we run the risk of falling behind. The international reputation of the AWEI has been built and maintained as a direct result of its evidence base, local and international currency and three yearly iteration cycle in order to shift practice.

Upon the new Index's release, it is important to note that the journey to maintain leading practice internationally is not a six month journey, it's a three year journey, and as we start this new cycle, we can expect to encounter new questions and challenges as we start to progress practice here in Australia for the next 3 years.

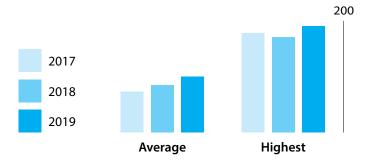
As we reach the final Index in each iteration, it is not surprising that we see several of our top performing organisations reach scores very close to the full 200 point allocation. At this point, employers start to ask the question "what next", seeking guidance as to what new "leading practice looks like" going forward.

As you can see from the charts represented here, entry points for each of the recognition tiers have continued to increase. Average scores have also increased year on year showing that as a country our work in this area is consistently improving : the ultimate aim of all of our work, both yours and ours. It is also obvious from these charts that there is not a lot of room left for improvement within the current set of questions. This three year cycle continues and it is usually at the end of the three years that we need to shift practice. Although that may not always be the case.



EMPLOYER RECOGNITION TIER ENTRY POINTS: ITERATION 3

AVERAGE & HIGHEST SCORES: ITERATION 3



AWEI 2020

In reviewing the currency of the third iteration, ending 2019, it was apparent, that due to changes in law and significant shifts in practice that some questions were either now obsolete or could be presented at a higher, less detailed level. There were still areas that we needed to focus on, ie the work of allies, bullying/harassment in the workplace and visibly inclusive practice; but there were also new areas that have been identified by shifts in practice and our member organisations – that needed to be incorporated – for example: LGBTIQ women, trans & gender diverse recruitment, intersectionality and regional work.

In addition, we needed to be mindful of the boundaries that different sectors face. Some government departments face greater restrictions in some areas; universities have a slightly different focus with emphasis on student bodies and commercial organisations differ significantly from not-for-profit groups.

When the new iteration was finalised, we were pleased to see a 33% reduction of questions increasing the overall manageability of the instrument. We were able to simplify many of the questions and accommodate the diversity of practice and experience, by providing several multiple choice options within some of the questions.

We incorporated questions to bring us in line with international practice – these typically focused on customer/client facing support; leadership accountabilities for LGBTIQ inclusion and the visible inclusion of trans and gender diverse employees alongside the incorporation of more inclusive gender markers.

We also broadened the range of our Small Employer Index to accommodate employers with up to 500 employees, allowing for a more equitable Index and more meaningful benchmarking tables for those within this group.

EXECUTIVE EXPECTATION SETTING

Now is the time to be having conversations with your executive in terms of setting expectations. It stands to reason that as the bar has been raised for every employer participating, it is very likely that current employer recognition tier entry points will drop, our average scores overall will drop and individual employers scores may also drop. But our aim is higher, our new index is current and by international comparison, we are up there with the best and in some areas, continuing to lead the way.

Please remember, our team is here to assist you. If you would like us to speak to your executive or present these changes to enable their expectations to be set accordingly, we would be happy to assist.

We look forward to sharing our results next year as our journey into maintaining international leadership in this important area of diversity and inclusion practice continues.

OUR SUCCESS IS BASED ON PARTNERSHIPS



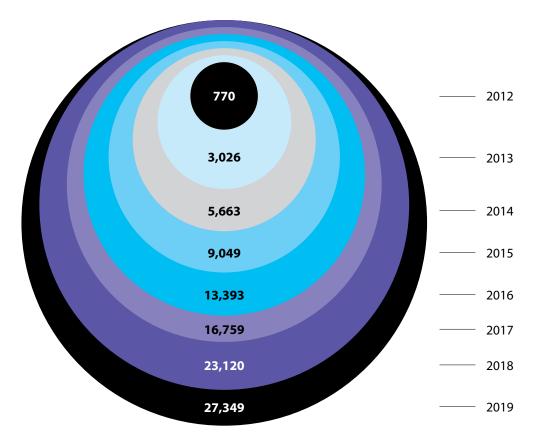
WITH THANKS TO OUR SPONSOR

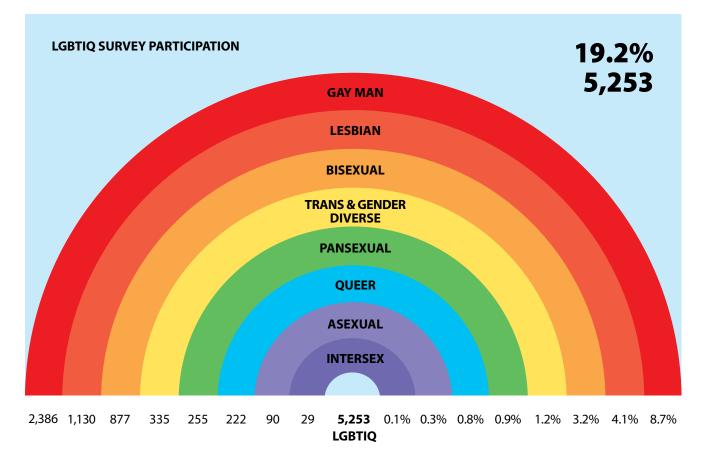


AUSTRALIAN WORKPLACE EQUALITY INDEX 2019 **EMPLOYEE SURVEY DATA**

2019 PARTICIPATION OVERVIEW

SURVEY RESPONSES – 8 YEAR GROWTH





2019 PARTICIPATION DEMOGRAPHICS

BY STATE	#	%
ACT	2901	10.61%
NSW	6884	25.17%
NT	123	0.45%
QLD	4153	15.19%
SA	1117	4.08%
TAS	341	1.25%
VIC	8368	30.60%
WA	3004	10.98%
Outside of Australia	458	1.67%
TOTAL	27349	
BY ORGANISATIONAL LEVEL	#	%
CEO, Executive Leadership Team (Top tier)	360	1.32%
Senior Leadership Team	1771	6.48%
Middle Management	4585	16.76%
Team Leader / Supervisor	4564	16.69%
Team Member	11713	42.83%
Graduate / Intern	668	2.44%
Internal Consultant	795	2.91%
External Consultant / Contractor	534	1.95%
Professional – flat structure, peer based	1581	5.78%
Academic	422	1.54%
Other	356	1.30%
TOTAL	27349	

BY AREA	#	%
City / Metropolitan	22957	83.94%
Regional	3162	11.56%
Rural	703	2.57%
Remote	426	1.56%
Other:	101	0.37%
TOTAL	27349	

BY INDUSTRY	#	%
Banking, Insurance & Financial Services	2694	9.85%
Legal	1939	7.09%
Professional Services / Consulting	2272	8.31%
Technology / Telecommunications	1485	5.43%
Federal Government Department / Agency	6686	24.45%
State Government Department / Agency	3207	11.73%
Local Government Department / Agency	713	2.61%
Higher Education	1689	6.18%
Not-for-Profit / Charity	431	1.58%
Health / Ageing / Wellbeing	475	1.74%
Industrial / Resources / Construction / Transport	1730	6.33%
Entertainment / Hospitality	662	2.42%
Retail	1927	7.05%
Retail Property	438	1.60%
Sport/Recreation	15	0.05%
Other	986	3.61%
TOTAL	27349	

2019 PARTICIPATION DEMOGRAPHICS

BY AGE	#	%
<18 years	5	0.02%
18 – 24	1543	5.64%
25 – 34	7306	26.71%
35 – 44	7867	28.77%
45 – 54	6891	25.20%
55 – 64	3218	11.77%
65+	237	0.87%
Prefer not to respond	282	1.03%
TOTAL	27349	

Are you of Aboriginal or Torres Strait Islander heritage?

	#	%
No	26253	95.99%
Yes, Aboriginal	625	2.29%
Yes, Torres Strait Islander	26	0.10%
Yes, both Aboriginal and Torres Strait Islander	41	0.15%
Prefer not to respond	404	1.48%
TOTAL	27349	

Do you come from a non-English speaking background?

	#	%
Yes	4455	16.29%
No	22648	82.81%
Prefer not to say	246	0.90%
TOTAL	27349	

BY GENDER IDENTITY	#	%
Male	11396	41.67%
Female	15390	56.27%
Trans / Gender Diverse (according to our survey definition)	317	1.16%
Prefer not to respond	345	1.26%
TOTAL	27349	

Do you personally support your organisation in its focus on LGBTIQ workplace inclusion?

Yes (n25117)		92.23%
No (n2116)	7.77%	

Some people find it difficult to support LGBTIQ workplace inclusion initiatives ... if this is you, please help us to understand why by selecting any of the statements that may apply (you may select more than one).

	#	%
My faith / beliefs make it hard for me to personally support LGBTIQ inclusion but happy for it to be a workplace initiative	917	3.81%
Because of my faith/beliefs – I do not support this as a workplace initiative	510	2.12%
My cultural background / ethnicity makes it hard for me to personally support LGBTIQ inclusion but happy for it to be a workplace initiative	273	1.13%
Because of my cultural background / ethnicity – I do not support this as a workplace initiative	182	0.76%
My conservative upbringing or views make it hard for me to personally support LGBTIQ inclusion	390	1.62%
Because of my conservative upbringing or views – I do not support this as a workplace initiative	359	1.49%
My social network would make it hard for me to actively support LGBTIQ inclusion but happy for it to be a workplace initiative	199	0.83%
My fear of being labelled or seen as part of the LGBTIQ community stops me from actively supporting LGBTIQ inclusion but happy for it to be a workplace initiative	324	1.35%
N/A	21889	91%
TOTAL	24054	

My personal view on how important LGBTIQ inclusion initiatives are to an organisation's culture; is that they are:

	#	%
Important	20210	74.24%
Indifferent (don't have a view one way or the other)	5263	19.33%
UnImportant	1750	6.43%
TOTAL	27223	

In terms of LGBTIQ inclusion work within your workplace, I believe that:

	#	%
We shouldn't be spending any time on this	1545	5.69%
We should be spending time on this – but not as much as we currently do	2610	9.61%
What we do now is good – no more, no less	14574	53.67%
We should be spending more time on this	8426	31.03%
TOTAL	27155	

The closest statement to describe my comfort level with LGBTIQ people openly talking about their partners / lives at work would be:

	#	%
Uncomfortable – I would rather this be kept private and not discussed in the workplace	856	3.15%
Indifferent	3275	12.03%
Comfortable with LGBTIQ people talking about their partners / lives at work	23083	84.82%
TOTAL	27214	

If I were to overhear negative LGBTIQ based commentary within my team, my response would most likely be:

	#	%
To ignore the commentary	2921	10.76%
To call the behaviour	21734	80.05%
Other	2497	9.20%
TOTAL	27152	

In terms of my immediate manager, I believe their response to negative LGBTIQ based commentary overheard within my team would most likely be:

	#	%
To ignore the commentary	3776	13.90%
To call the behaviour	21505	79.18%
Other	1879	6.92%
TOTAL	27160	

To what extent would an organisation's positive track record and reputation for LGBTIQ inclusion influence your decision to join an organisation?

	#	%
It would be a positive influencer for me	14529	53.22%
It would not influence me one way or another	12201	44.69%
It would be a negative influencer for me	571	2.09%
TOTAL	27301	

In terms of training people managers in LGBTIQ awareness and inclusion. mv view is that:

	#	%
We shouldn't be doing this	1549	5.71%
Opt-in training for people managers only would be acceptable	5340	19.68%
Should be a compulsory part of management / leadership training	20250	74.62%
TOTAL	27139	

In relation to jokes or innuendo (about someone's sexual orientation, gender identity or intersex status) within the workplace, please select the statement that most closely represents your view:

	#	%
l think this is unacceptable	21582	79.32%
Indifferent	4412	16.22%
l don't see anything wrong with this	1214	4.46%
TOTAL	27208	

Are you aware of any communications or events within your organisation that have promoted LGBTIQ inclusion within the last year (current employer only)?

	#	%
l don't recall seeing any of this within the past year	2783	10.21%
I have seen one or two communications over the past year	10523	38.60%
There have been frequent communications on this within the last year	13955	51.19%
TOTAL	27261	

Are you aware of any Senior Leaders and/or Executive within your organisation that actively support LGBTIQ inclusion?

	#	%
Yes	21437	78.78%
No	5775	21.22%
TOTAL	27212	

Would you know where to go to find more information on your organisation's work in LGBTIQ inclusion?

	#	%
Yes	21952	81.03%
No	5140	18.97%
TOTAL	27092	

Are there visible signs of LGBTIQ inclusion within your work area (ally signs, network posters, rainbow flags)?

	#	%
Yes	18797	69.06%
No	8421	30.94%
TOTAL	27218	

Was the organisation's LGBTIQ inclusion initiatives spoken of at all during the recruitment process (if Diversity was spoken of, was LGBTIQ diversity or initiatives mentioned at all)?

	#	%
Yes	5479	20.12%
N/A – Started before any LGBTI inclusion work was taking place	13852	50.87%
No	7899	29.01%
TOTAL	27230	

Have you heard, or been made personally aware of (current employer only) negative commentary, jokes or innuendo targeting LGBTIQ people within the last year?

	#	%
Yes	3734	13.69%
No	23547	86.31%
TOTAL	27281	

Have you witnessed, or been made personally aware of (current employer only) more serious bullying / harassment targeting LGBTIQ people within the last year?

	#	%
Yes	912	3.34%
No	26361	96.66%
TOTAL	27273	

Have you actively called or challenged negative LGBTIQ commentary or behaviour within your workplace within the last year?

	#	%
Yes	3161	11.58%
No	11801	43.25%
N/A	12325	45.17%
TOTAL	27287	

Are you personally aware of visible, active LGBTIQ allies / champions within

your organisation?	#	%
Yes	19042	69.89%
No	8205	30.11%
TOTAL	27247	

Defining an ally / champion as someone who supports the creation and maintenance of an LGBTIQ inclusive workplace environment and is prepared to openly support their LGBTIQ colleagues participating within the organisations LGBTIQ inclusion initiatives (regardless of how one personally identifies) – would you consider yourself to be an ally / champion of LGBTIQ employees within your workplace?

Are you aware of any internal LGBTIQ Employee / Ally or Champion Networks (may be named differently) within your organisation?

	#	%
Yes	18947	69.67%
No	8248	30.33%
TOTAL	27195	

Are you aware of any formal structure, training or support mechanisms in place for LGBTIQ allies / champions within your organisation?

	#	%
Yes	13738	50.51%
No	13463	49.49%
TOTAL	27201	

	#	%
Yes	13370	48.89%
Unsure	4995	18.26%
No	4338	15.86%
I'm an LGBTIQ person – but do not consider myself an ALLY in terms of workplace initiatives	1393	5.09%
I'm an LGBTIQ person and consider myself an ALLY for other members of our community within workplace initiatives	3253	11.89%
TOTAL	27349	

Which of the following responses below would most closely reflect your reasons for NOT considering yourself an LGBTIQ Ally / Champion (you may select more than one):

I personally do not support LGBTIQ inclusion 382 I don't know enough about why I should be an ally 3305	16.12% 3.71% 32.06%
I don't know enough about why I should be an ally 3305	
	32.06%
Lwouldn't know how to start or get information on what I should do	
	19.88%
It is against my religious, cultural and/or conservative values/beliefs 908	8.81%
My social networks would make it hard for me to be an active ally 242	2.35%
I would be concerned that people would think I belonged to the LGBTIQ community 343	3.33%
I am an LGBTIQ person, not open at work – this would be uncomfortable for me 434	4.21%
Other 3320	32.20%
TOTAL 10309	

Please identify any active support that you have REGULARLY shown, as an LGBTIQ Ally/Champion, within the last year (current employer only):

	#	%
I have called out inappropriate comments or jokes targeting LGBTIQ people	3548	21.62%
I have personally addressed bullying/harassment targeting LGBTIQ people	899	5.48%
I have reported bullying/harassment targeting LGBTIQ people	416	2.53%
I have made a concerted effort to change my language to be more inclusive	8935	54.45%
I have made a concerted effort to be more visible as an ALLY within the organisation	6309	38.44%
I have actively sought to understand the experiences of, and challenges experienced by LGBTIQ people within the workplace	6445	39.27%
I have openly talked to my team/colleagues about LGBTIQ inclusion	6976	42.51%
I have attended LGBTIQ events held at my organisation	7665	46.71%
I have attended LGBTIQ awareness or LGBTIQ Ally training held within my organisation	4418	26.92%
I have visible signs of being an LGBTIQ ally at my desk / within my office (pins, postcards, posters, coasters, info etc)	5240	31.93%
I have written on the importance of LGBTI inclusion in the workplace	1173	7.15%
I have spoken at conferences, internal events or other external events on the importance of LGBTIQ inclusion	918	5.59%
I have been active in LGBTIQ inclusion initiatives within the organisation	3709	22.60%
I have been active in LGBTIQ initiatives outside of the organisation	2628	16.01%
I have a formal role within the organisation's LGBTIQ employee network	1426	8.69%
I have encouraged others to become Allies	3991	24.32%
Other	619	3.77%
N/A	1778	10.83%
TOTAL	16411	

Please select the statement that best describes your sexual orientation (this will determine whether you skip or continue on with the next set of questions):

	#	%
l am heterosexual (or straight)	144	2.74%
l am lesbian, gay, bisexual, asexual, pansexual, queer or of other diverse sexuality	5017	95.42%
Prefer not to respond	97	1.84%
TOTAL	5258	

To enable us to understand the lived experience and challenges faced by different groups, please select the statement that MOST CLOSELY reflects your sexual orientation:

	#	%
Gay / Lesbian	3553	70.83%
Bisexual	877	17.48%
Queer	222	4.43%
Pansexual	255	5.08%
Asexual	90	1.79%
Prefer not to respond	19	0.38%
TOTAL	5016	

For the purposes of this survey, I identify as (more than one may be selected, please see definition re: Trans/Gender Diverse):

	#	%
Man	2723	54.29%
Woman	2118	42.22%
Trans/Gender Diverse - including those who have a trans experience who only identify as a man or woman and have selected man or woman above, those who choose to identify as trans, those who identify with any other diverse gender including but not limited to bi-gender, agender, gender fluid, gender diverse, gender queer, non-binary	256	5.10%
Other	37	.74%
Prefer not to respond	20	.40%
TOTAL	5016	

Are you out to the majority of your family members?

	#	%
Yes	3973	79.25%
No	962	19.19%
Prefer not to respond	78	1.56%
TOTAL	5013	

Are you out at work?

	#	%
Completely out at work	3142	62.64%
To selected people only	1340	26.71%
Not at all	534	10.65%
TOTAL	5016	

Are you out to your manager?

	#	%
Yes	3657	81.90%
No	808	18.10%
TOTAL	4465	

At work (with your peers and colleagues), how comfortable do you feel being out?

	#	%
Extremely comfortable	2287	51.20%
Somewhat comfortable	1617	36.20%
Unsure	239	5.35%
Somewhat uncomfortable	283	6.34%
Extremely uncomfortable	41	0.92%
TOTAL	4467	

Do you believe that your overall experience of being out at work has made you ... (select all that apply)

Which of the following would you consider as
SIGNIFICANT INFLUENCES in your decision to be out
at work?

	#	%
Being authentic at work	3479	78.23%
Putting less energy into censoring what you say	2837	63.80%
Finding friends and support in the LGBTIQ community	1540	34.63%
Having the freedom to talk about life/partner/ community	3339	75.08%
Option to bring partner to events	1769	39.78%
Ability to be a visible role models for others	2297	51.65%
LGBTIQ inclusion initiatives at work	1660	37.33%
Have never NOT been out at work	655	14.73%
Other	248	5.58%
TOTAL	4447	

	#	%
More productive	2101	47.38%
Less productive	38	0.86%
More innovative	1033	23.30%
Less innovative	23	0.52%
More engaged	2241	50.54%
Less engaged	75	1.69%
More inclined to network	1820	41.05%
Less inclined to network	112	2.53%
More inclined to engage in organisational activities	1785	40.26%
Less inclined to engage in organisational activities	97	2.19%
More inclined to talk positively about my org	1986	44.79%
Less inclined to talk positively about my org	81	1.83%
More inclined to stay with my organisation	2034	45.87%
More inclined to leave my organisation	69	1.56%
None of the above	1108	24.99%
TOTAL	4434	

What impact do you believe being out at work has had on the opportunities offered you or your career progression to date?

	#	%
Very positive	489	11.01%
Positive	577	13.00%
No perceivable difference	3007	67.73%
Negative	320	7.21%
Very Negative	47	1.06%
TOTAL	4440	

How important is it for you to be out at work?

	#	%
Very important	2295	51.40%
Somewhat important	1279	28.65%
Neither important nor unimportant	729	16.33%
Somewhat unimportant	99	2.22%
Very unimportant	63	1.41%
TOTAL	4465	

If LGBTIQ inclusion was mentioned during the recruitment process, has your lived experience within the organisation lived up to your expectations?

	#	%
Yes	971	21.72%
No	231	5.17%
N/A	3269	73.12%
TOTAL	4471	

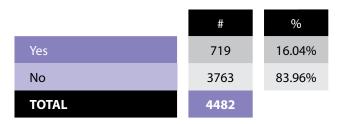
In relation to the impact of LGBTIQ Workplace Inclusion initiatives on you personally, please select ALL statements that apply:

	#	%
LGBTIQ Workplace Inclusion initiatives have had a positive impact on how I feel about my orientation	2636	59.58%
LGBTIQ Workplace Inclusion initiatives have not had any impact on how I feel about my orientation	1456	32.91%
LGBTIQ Workplace Inclusion initiatives have made me somewhat more self-conscious or uncomfortable	276	6.24%
LGBTIQ Workplace Inclusion initiatives have had a negative impact on how I feel about my orientation	52	1.18%
Prefer not to respond	159	3.59%
TOTAL	4424	

Would you consider working for an organisation that did not do any work in LGBTIQ workplace inclusion (assume comparable pay/work)?

	#	%
Yes	953	21.28%
No	1872	41.80%
Unsure	1654	36.93%
TOTAL	4479	

Have you personally been the target of unwanted gay jokes, innuendo or negative commentary because of your sexuality at your current place of employment within the last year?



How frequently have you been the target of this (above) behaviour?

	#	%
Rarely	411	57.48%
Occasionally	271	37.90%
Frequently	33	4.62%
TOTAL	715	

Please identify the source/s of this behaviour (you may select more than one)

	#	%
Immediate Team	356	49.93%
Manager	125	17.53%
Those within the organisation (outside of immediate team)	394	55.26%
External (ie. customers)	161	22.58%
TOTAL	713	

Which of the following statements reflects your experience as a result of being out at work (current place of employment within the last year):

	#	%
I have been sexually harassed at work as a direct result of my orientation	169	3.78%
I have not experienced any sexual harassment as a direct result of my orientation at work	4300	96.22%
TOTAL	4469	

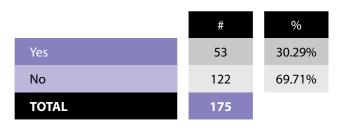
How frequently have you been the target of this (above) behaviour?

	#	%
Rarely	104	59.09%
Occasionally	61	34.66%
Frequently	11	6.25%
TOTAL	176	

Please identify the source/s of this behaviour (you may select more than one)

	#	%
Immediate Team	64	37.43%
Manager	42	24.56%
Those within the organisation (outside of immediate team)	92	53.80%
External (ie. customers)	39	22.81%
TOTAL	171	

Did you report any instances of this?



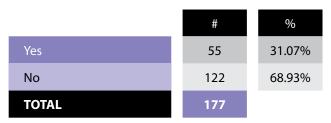
If you did report sexual harassment, how did your manager respond?

	#	%
Situation was resolved by my manager	19	10.86%
Situation was only partially resolved by my manager	9	5.14%
Situation was ignored by my manager	13	7.43%
Situation was made worse by my manager	18	10.29%
N/A	116	66.29%
TOTAL	175	

How did your organisation respond (ie. HR, or those responsible for managing incidents of sexual harassment – apart from your Manager)?

	#	%
Situation was resolved	15	8.62%
Situation was only partially resolved	16	9.20%
Situation was ignored	16	9.20%
Situation was made worse	12	6.90%
N/A	115	66.09%
TOTAL	174	

Have you ever considered leaving your current employment as a result of sexual harassment directly related to your orientation?



Have you personally been the target of serious bullying because of your sexual orientation at your current place of work within the last year?

	#	%
Yes	122	2.72%
No	4360	97.28%
TOTAL	4482	

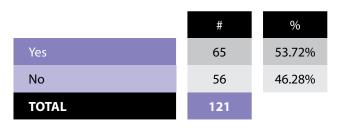
How frequently have you been the target of this behaviour?

	#	%
Rarely	37	30.33%
Occasionally	61	50.00%
Frequently	24	19.67%
TOTAL	122	

Please identify the source/s of this behaviour (you may select more than one)

	#	%
Immediate Team	52	42.98%
Manager	45	37.19%
Those within the organisation (outside of immediate team)	47	38.84%
External (ie. customers)	17	14.05%
TOTAL	121	

Did you report any instances of this?



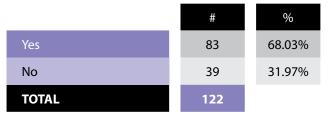
If you did report serious bullying, how did your manager respond?

	#	%
Situation was resolved by my manager	14	11.57%
Situation was only partially resolved by my manager	20	16.53%
Situation was ignored by my manager	14	11.57%
Situation was made worse by my manager	19	15.70%
N/A	54	44.63%
TOTAL	121	

How did your organisation respond (ie. HR, or those responsible for managing incidents of bullying – apart from your Manager)?

	#	%
Situation was resolved	12	9.92%
Situation was only partially resolved	19	15.70%
Situation was ignored	21	17.36%
Situation was made worse	16	13.22%
N/A	53	43.80%
TOTAL	121	

Have you ever considered leaving your current employment as a result of bullying directly related to your orientation?



Please select the main reasons for not being out at work (although we acknowledge that others may well apply):

	#	%
Wouldn't be acceptable in my immediate work area	47	8.82%
Too risky	59	11.07%
Unsure of repercussions	131	24.58%
Would be career limiting	63	11.82%
Don't want to be labelled	226	42.40%
Don't want to be target of jokes or innuendo regarding my sexuality	107	20.08%
l think it would make people uncomfortable	100	18.76%
l'm just not comfortable enough to be out at work	223	41.84%
Not enough out people at work to make me think it would be ok	83	15.57%
Other (please specify)	228	42.78%
TOTAL	533	

To what extent do you agree with the statement "I believe that my manager genuinely supports LGBTIQ inclusion?

	#	%
Agree	3525	70.42%
Neither agree nor disagree	1270	25.37%
Disagree	211	4.21%
TOTAL	5006	

To what extent do you agree with the statement "I expend energy hiding this aspect of myself to fit in within my work environment"?

	#	%
Strongly agree	205	4.09%
Agree	702	14.01%
Neither agree or disagree	796	15.89%
Disagree	1493	29.80%
Strongly disagree	1814	36.21%
TOTAL	5010	

How important do you believe openly OUT role models are to your sense of inclusion within your organisation?

	#	%
Very important	2971	59.27%
Somewhat important	1355	27.03%
Neither important or unimportant	524	10.45%
Somewhat unimportant	62	1.24%
Very unimportant	101	2.01%
TOTAL	5013	

Please select the behaviours that that you feel are MOST important for an LGBTIQ ally/champion in terms of impact and encouragement of an inclusive culture.

	#	%
Call out inappropriate comments or jokes targeting LGBTIQ people	4263	86.10%
Address bullying/harassment targeting LGBTIQ people	3913	79.03%
Report bullying/harassment targeting LGBTIQ people	3448	69.64%
Make a concerted effort to change their language to be more inclusive	3031	61.22%
Make a concerted effort to be more visible as an ALLY within the organisation	2597	52.45%
Actively seek to understanding the experiences of, and challenges experienced by LGBTIQ people within the workplace	2654	53.61%
Openly talk to team/colleagues about LGBTIQ inclusion	2914	58.86%
Attend LGBTIQ events held at my organisation	2204	44.52%
Attend LGBTIQ awareness or LGBTIQ Ally training held within my organisation	2089	42.19%
Have visible signs of being an ally around their desk/office (pins, postcards, posters, coasters, info etc)	2143	43.28%
Write on the importance of LGBTIQ inclusion in the workplace	963	19.45%
Speak at conferences, internal events or other external events on the importance of LGBTIQ inclusion	1030	20.80%
Be active in LGBTIQ inclusion initiatives within the organisation	2486	50.21%
Be active in LGBTIQ initiatives outside of the organisation	1107	22.36%
Have a role within the organisation's LGBTIQ employee network	1664	33.61%
Encourage others to become Allies	2164	43.71%
Other	148	2.99%
TOTAL	4951	

Do you believe that the existence of visible LGBTIQ allies has made a difference to your sense of inclusion within your workplaces?

	#	%
Yes	2857	57.17%
Indifferent	1114	22.29%
No	388	7.76%
N/A - Not visible	638	12.77%
TOTAL	4997	

Trans/Gender Diverse is a term that we use throughout this survey to describe a range of diverse gender identities including but not limited to those who have a trans experience and only identify as a man or woman, those who choose to identify as trans, those who identify with any other diverse gender including but not limited to bi-gender, agender, gender fluid, gender diverse, gender queer, non-binary.

According to the above survey definition, are you trans/gender diverse?

	#	%
Yes	335	6.37%
No	4795	91.21%
Prefer not to respond	127	2.42%
TOTAL	5257	

What were you assigned at birth (ie. what was specified on your original birth certificate)?

	#	%
Male	173	51.49%
Female	148	44.05%
Other	9	2.68%
Prefer not to respond	6	1.79%
TOTAL	336	

Which of the following best describes your current gender identity? (you may select multiple, please ensure you read our survey definition of Trans/ Gender Diverse)

	#	%
Man	76	22.69%
Woman	104	31.04%
Trans/Gender Diverse	234	69.85%
Agender	34	10.15%
Prefer not to respond	8	2.39%
TOTAL	335	

If the choices below were presented on an internal anonymous survey, which option would you select?

	#	%
Male	68	20.42%
Female	101	30.33%
Trans/Gender Diverse	188	56.46%
AGender	29	8.71%
Would not respond	17	5.11%
Would complete an "Other" field if provided	47	14.11%
TOTAL	333	

Please indicate your level of agreement with the statement "I believe that my organisation is fully supportive of gender diverse employees"

	#	%
Agree	161	47.77%
Neither agree or disagree	100	29.67%
Disagree	76	22.55%
TOTAL	337	

Are you aware of inclusion or transition policies for gender diverse employees within your current workplace?



If you have a trans history and transitioned / affirmed your gender within your current organisation, how satisfied were you with the process / outcome?

	#	%
Satisfied	67	20.06%
Neither satisfied nor dissatisfied	28	8.38%
Dissatisfied	14	4.19%
N/A	225	67.37%
TOTAL	334	

To what extent do you believe that LGBTIQ inclusion initiatives within your current workplace benefit gender diverse employees?

	#	%
To a large extent	91	27.41%
To some extent	172	51.81%
Not at all	69	20.78%
TOTAL	332	

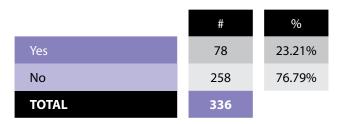
In relation to the impact of LGBTIQ Workplace Inclusion initiatives on you personally, please select ALL statements that apply:

	#	%
LGBTIQ Workplace Inclusion initiatives have had a positive impact on how I feel about my gender identity in the workplace	187	69.26%
LGBTIQ Workplace Inclusion initiatives have had a negative impact on how I feel about my gender identity at work	25	9.26%
LGBTIQ Workplace Inclusion initiatives are responsible for me coming out at work in terms of my gender identity	44	16.30%
LGBTIQ Workplace Inclusion initiatives have made me somewhat more self-conscious or uncomfortable with my gender identity at work	74	27.41%
TOTAL	270	

How important are LGBTIQ inclusion initiatives to your level of engagement?

	#	%
Important	220	65.87%
Neither important nor unimportant	82	24.55%
Unimportant	32	9.58%
TOTAL	334	

Have you personally been the target of unwanted jokes, innuendo or negative commentary because of your gender identity at your current place of employment within the last year?



How frequently have you been the target of this (above) behaviour?

	#	%
Rarely	28	36.36%
Occasionally	42	54.55%
Frequently	7	9.09%
TOTAL	77	

Please identify the source/s of this behaviour (you may select more than one)

	#	%
Immediate Team	32	41.03%
Manager	13	16.67%
Those within the organisation (outside of immediate team)	48	61.54%
External (ie. customers)	21	26.92%
TOTAL	78	

Which of the following statements reflects your experience (current place of employment within the last year):

	#	%
I have been sexually harassed at work as a direct result of being gender diverse	22	6.55%
I have not experienced any sexual harassment as a direct result of being gender diverse at work	314	93.45%
TOTAL	336	

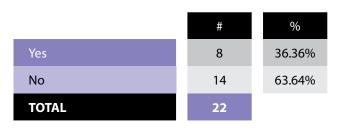
How frequently have you been the target of this (above) behaviour?

	#	%
Rarely	7	31.82%
Occasionally	11	50.00%
Frequently	4	18.18%
TOTAL	22	

Please identify the source/s of this behaviour (you may select more than one)

	#	%
Immediate Team	8	36.36%
Manager	4	18.18%
Those within the organisation (outside of immediate team)	12	54.55%
External (ie. customers)	6	27.27%
TOTAL	22	

Did you report any instances of this?



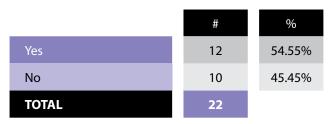
If you did report sexual harassment, how did your manager respond?

	#	%
Situation was resolved by my manager	3	14.29%
Situation was only partially resolved by my manager	2	9.52%
Situation was ignored by my manager	1	4.76%
Situation was made worse by my manager	4	19.05%
N/A	11	52.38%
TOTAL	21	

How did your organisation respond (ie. HR, or those responsible for managing incidents of sexual harassment – apart from your Manager)?

	#	%
Situation was resolved	2	9.52%
Situation was only partially resolved	4	19.05%
Situation was ignored	2	9.52%
Situation was made worse	3	14.29%
N/A	10	47.62%
TOTAL	21	

Have you ever considered leaving your current employment as a result of sexual harassment directly related to your gender identity?



Have you personally been the target of serious bullying as a direct result of your gender identity at your current place of work within the last year?

	#	%
Yes	18	5.36%
No	318	94.64%
TOTAL	336	

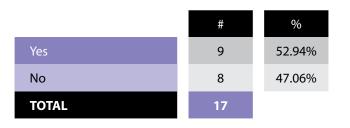
How frequently have you been the target of this behaviour?

	#	%
Rarely	3	18.75%
Occasionally	10	62.50%
Frequently	3	18.75%
TOTAL	16	

Please identify the source/s of this behaviour (you may select more than one)

	#	%
Immediate Team	5	33.33%
Manager	5	33.33%
Those within the organisation (outside of immediate team)	7	46.67%
External (ie. customers)	1	6.67%
TOTAL	15	

Did you report any instances of this?



If you did report serious bullying, how did your manager respond?

	#	%
Situation was resolved by my manager	0	0.00%
Situation was only partially resolved by my manager	4	25.00%
Situation was ignored by my manager	3	18.75%
Situation was made worse by my manager	2	12.50%
N/A	7	43.75%
TOTAL	16	

How did your organisation respond (ie. HR, or those responsible for managing incidents of bullying – apart from your manager)?

	#	%
Situation was resolved	1	5.88%
Situation was only partially resolved	3	17.65%
Situation was ignored	3	17.65%
Situation was made worse	3	17.65%
N/A	7	41.18%
TOTAL	17	

Have you ever considered leaving your current employment as a result of bullying directly related to your gender identity?

	#	%
Yes	13	76.47%
No	4	23.53%
TOTAL	17	

Do you believe that the existence of visible LGBTIQ allies has made a difference to your sense of inclusion within your workplaces?

	#	%
Yes	147	44.28%
Indifferent	76	22.89%
No	52	15.66%
N/A – Not visible	57	17.17%
TOTAL	332	

Please select the behaviours that that you feel are MOST important for an LGBTIQ ally/champion in terms of impact and encouragement of an inclusive culture.

	#	%
Call out inappropriate comments or jokes targeting LGBTIQ people	255	80.70%
Address bullying/harassment targeting LGBTIQ people	235	74.37%
Report bullying/harassment targeting LGBTIQ people	206	65.19%
Make a concerted effort to change their language to be more inclusive	198	62.66%
Make a concerted effort to be more visible as an ally within the organisation	152	48.10%
Actively seek to understand the experiences of, and challenges experienced by LGBTIQ people within the workplace	176	55.70%
Openly talk to team/colleagues about LGBTIQ inclusion	176	55.70%
Attend LGBTIQ events held at my organisation	107	33.86%
Attend LGBTIQ awareness or LGBTIQ Ally training held within my organisation	123	38.92%
Have visible signs of being an ally around their desk/office (pins, postcards, posters, coasters, info etc)	119	37.66%
Write on the importance of LGBTIQ inclusion in the workplace	65	20.57%
Speak at conferences, internal events or other external events on the importance of LGBTIQ inclusion	62	19.62%
Be active in LGBTIQ inclusion initiatives within the organisation	134	42.41%
Be active in LGBTIQ initiatives outside of the organisation	78	24.68%
Have a role within the organisation's LGBTIQ employee network	93	29.43%
Encourage others to become allies	139	43.99%
Other	33	10.44%
TOTAL	316	

As a gender diverse person, what barriers to employment have you encountered (including outside your current employer)? Select all that apply.

	#	%
Dress codes	128	44.60%
External social / family challenges	111	38.68%
Incomplete work history	39	13.59%
Gaining employment requires outing myself to people who I'd ordinarily prefer not to	79	27.53%
Reference checks with former colleagues where I was known by another name / gender identity	75	26.13%
General fears of discrimination	190	66.20%
Financial barriers	52	18.12%
Identification documentation not fully up to date	69	24.04%
Background / Criminal checks	34	11.85%
Physical evaluations required	35	12.20%
General fear of outing	135	47.04%
Other	43	14.98%
TOTAL	287	

During the recruitment process for your current employer, did you disclose that you were gender diverse?

	#	%
Yes	45	13.76%
No	264	80.73%
Prefer not to respond	18	5.50%
TOTAL	327	

Were you aware of any, or did you personally receive any support from your employer in completing application or onboarding forms as a trans/gender diverse person?

	#	%
Aware of support – utilised this	20	6.17%
Aware of support – did not utilise	54	16.67%
Not aware of any support	250	77.16%
TOTAL	324	

If LGBTIQ inclusion was mentioned during the recruitment process, has your lived experience within the organisation lived up to your expectations?



Would you recommend your current organisation as a place in which trans/gender diverse people could comfortably work?

	#	%
Yes	174	52.41%
Unsure	121	36.45%
No	37	11.14%
TOTAL	332	

Which statement best describes your openness in regard to your gender identity at work?

	#	%
People know that I have a trans history or that I am gender diverse	97	28.96%
My gender identity is completely hidden at work	108	32.24%
I have gradually started to change my gender expression at work, but there has been no formal change in how I identify at work or how I am perceived	69	20.60%
I have transitioned, people only know me as my affirmed gender	29	8.66%
Prefer not to respond	32	9.55%
TOTAL	335	

Do you believe that your overall experience of being open about your gender identity at work has made you ... Select all that apply.

	#	%
More productive	52	55.91%
Less productive	5	5.38%
More innovative	35	37.63%
Less innovative	4	4.30%
More engaged	54	58.06%
Less engaged	6	6.45%
More inclined to network	53	56.99%
Less inclined to network	10	10.75%
More inclined to engage in organisational activities	52	55.91%
Less inclined to engage in organisational activities	9	9.68%
More inclined to talk positively about my organisation	48	51.61%
Less inclined to talk positively about my organisation	8	8.60%
More inclined to stay with my organisation	55	59.14%
More inclined to leave my organisation	8	8.60%
None of the above	16	17.20%
TOTAL	93	

At work (with your peers and colleagues), how comfortable do you feel being open about your gender diversity and/or trans history?

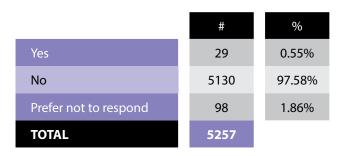
	#	%
Extremely comfortable	39	40.21%
Somewhat comfortable	37	38.14%
Unsure	7	7.22%
Somewhat uncomfortable	10	10.31%
Extremely uncomfortable	4	4.12%
TOTAL	97	

What impact do you believe being open about your gender diversity has had on the opportunities offered you or your career progression to date?

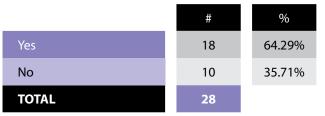
	#	%
Very positive	24	25.00%
Positive	11	11.46%
No perceived difference	43	44.79%
Negative	14	14.58%
Very negative	4	4.17%
TOTAL	96	

Intersex people are born with physical sex characteristics that don't fit medical norms for female or male bodies.

According to this definition, are you intersex?



Do you believe that your organisation is inclusive for intersex employees?



Do you believe that LGBTIQ inclusion initiatives within your current workplace benefit intersex employees?



Would you identify as an intersex person on anonymous surveys conducted within your organisation

	#	%
Yes	16	57.14%
No	12	42.86%
TOTAL	28	

What would be your recommendation in asking about intersex status in anonymous workplace surveys? (Understanding that in the majority of surveys, the words 'sex' and 'gender' are often used interchangeably and are not asking about one's gender identity.)

	#	%
Happy for Intersex to be included in Sex or Gender lists (ie Male/ Female/Intersex)	12	44.44%
Don't want to see Intersex included in Sex or Gender lists	5	18.52%
Happy for "Other" to be included in Sex or Gender lists	7	25.93%
Happy for "X" to be included in Sex or Gender lists	6	22.22%
Ask if someone is Intersex, but not within Sex or Gender Lists	3	11.11%
Don't ask at all	9	33.33%
Other	4	14.81%
TOTAL	27	

Are you open about your intersex status at work?

	#	%
Yes	12	41.38%
No	17	58.62%
TOTAL	29	

If you are open about your intersex status at work, do you believe that your overall experience of being open about your intersex status at work has made you ... Select all that apply.

	#	%
More productive	2	18.18%
Less productive	2	18.18%
More innovative	2	18.18%
Less innovative	1	9.09%
More engaged	4	36.36%
Less engaged	2	18.18%
More inclined to network	4	36.36%
Less inclined to network	2	18.18%
More inclined to engage in organisational activities	3	27.27%
Less inclined to engage in organisational activities	1	9.09%
More inclined to talk positively about my organisation	3	27.27%
Less inclined to talk positively about my organisation	2	18.18%
More inclined to stay with my organisation	5	45.45%
More inclined to leave my organisation	2	18.18%
None of the above	2	18.18%
N/A	2	18.18%
TOTAL	11	

What impact do you believe being open about your intersex status has had on the opportunities offered you or your career progression to date?

	#	%
Positive	2	18.18%
No perceived difference	6	54.55%
Negative	1	9.09%
N/A	2	18.18%
TOTAL	11	

If LGBTIQ inclusion was mentioned during the recruitment process, has your lived experience within the organisation lived up to your expectations?

	#	%
Yes	4	36.36%
No	2	18.18%
N/A	5	45.45%
TOTAL	11	

Have you been the target of unwanted negative jokes or commentary in regard to your intersex status at your current place of work within the last year?

	#	%
Yes	2	18.18%
No	9	81.82%
TOTAL	11	

How frequently have you been the target of this (above) behaviour?

	#	%
Rarely	0	0.00%
Occasionally	2	100.00%
Frequently	0	0.00%
TOTAL	2	

Please identify the source/s of this behaviour (you may select more than one)

	#	%
Immediate Team	1	50.00%
Manager	1	50.00%
Those within the organisation (outside of immediate team)	2	100.00%
External (ie. customers)	0	0.00%
TOTAL	2	

Which of the following statements reflects your experience (current place of employment within the last year):

	#	%
I have been sexually harassed at work as a direct result of my intersex status	2	16.67%
I have not experienced any sexual harassment as a direct result of my intersex status	10	83.33%
TOTAL	12	

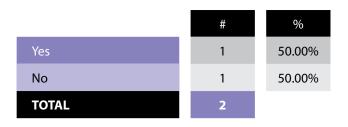
How frequently have you been the target of this (above) behaviour?

	#	%
Rarely	0	0.00%
Occasionally	2	100.00%
Frequently	0	0.00%
TOTAL	2	

Please identify the source/s of this behaviour (you may select more than one)

	#	%
Immediate Team	1	50.00%
Manager	0	0.00%
Those within the organisation (outside of immediate team)	2	100.00%
External (ie. customers)	0	0.00%
TOTAL	2	

Did you report any instances of this?



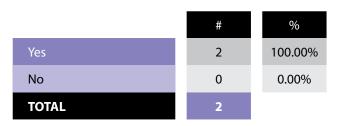
If you did report sexual harassment, how did your manager respond?

	#	%
Situation was resolved by my manager	0	0.00%
Situation was only partially resolved by my manager	1	50.00%
Situation was ignored by my manager	0	0.00%
Situation was made worse by my manager	0	0.00%
N/A	1	50.00%
TOTAL	2	

How did your organisation respond (ie. HR, or those responsible for managing incidents of sexual harassment – apart from your Manager)?

	#	%
Situation was resolved	0	0.00%
Situation was only partially resolved	0	0.00%
Situation was ignored	0	0.00%
Situation was made worse	1	50.00%
N/A	1	50.00%
TOTAL	2	

Have you ever considered leaving your current employment as a result of sexual harassment directly related to your intersex status?



Have you personally been the target of serious bullying at your current place of work within the last year as a direct result of your intersex status?

	#	%
Yes	2	16.67%
No	10	83.33%
TOTAL	12	

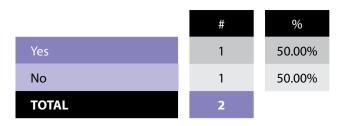
How frequently have you been the target of this behaviour?

	#	%
Rarely	0	0.00%
Occasionally	2	100.00%
Frequently	0	0.00%
TOTAL	2	

Please identify the source/s of this behaviour (you may select more than one)

	#	%
Immediate Team	1	50.00%
Manager	0	0.00%
Those within the organisation (outside of immediate team)	2	100.00%
External (ie. customers)	0	0.00%
TOTAL	2	

Did you report any instances of this?



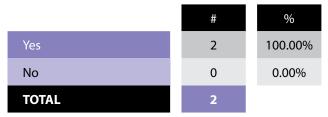
If you did report serious bullying, how did your manager respond?

	#	%
Situation was resolved by my manager	0	0.00%
Situation was only partially resolved by my manager	1	50.00%
Situation was ignored by my manager	0	0.00%
Situation was made somewhat worse by my manager	0	0.00%
Situation was made worse by my manager	0	0.00%
N/A	1	50.00%
TOTAL	2	

How did your organisation respond (ie. HR, or those responsible for managing incidents of bullying – apart from your Manager)?

	#	%
Situation was resolved	0	0.00%
Situation was only partially resolved	0	0.00%
Situation was ignored	0	0.00%
Situation was made somewhat worse	0	0.00%
Situation was made worse	1	50.00%
N/A	1	50.00%
TOTAL	2	

Have you ever considered leaving your current employment as a result of bullying directly related to your intersex status?



Do you believe that the existence of visible LGBTI allies has made a difference to your sense of inclusion within your workplaces?

	#	%
Yes	17	62.96%
No	10	37.04%
TOTAL	27	

Please select the behaviours that that you feel are MOST important for an LGBTIQ ally/champion in terms of impact and encouragement of an inclusive culture.

	#	%
Call out inappropriate comments or jokes targeting LGBTIQ people	15	62.50%
Address bullying/harassment targeting LGBTIQ people	15	62.50%
Report bullying/harassment targeting LGBTIQ people	15	62.50%
Make a concerted effort to change their language to be more inclusive	11	45.83%
Make a concerted effort to be more visible as an ally within the organisation	12	50.00%
Actively seek to understand the experiences of, and challenges experienced by LGBTIQ people within the workplace	11	45.83%
Openly talk to team/colleagues about LGBTIQ inclusion	7	29.17%
Attend LGBTIQ events held at my organisation	6	25.00%
Attend LGBTIQ awareness or LGBTIQ Ally training held within my organisation	7	29.17%
Have visible signs of being an ally around their desk/office (pins, postcards, posters, coasters, info etc)	8	33.33%
Write on the importance of LGBTIQ inclusion in the workplace	3	12.50%
Speak at conferences, internal events or other external events on the importance of LGBTIQ inclusion	2	8.33%
Be active in LGBTIQ inclusion initiatives within the organisation	7	29.17%
Be active in LGBTIQ initiatives outside of the organisation	4	16.67%
Have a role within the organisation's LGBTIQ employee network	5	20.83%
Encourage others to become allies	9	37.50%
Other	6	25.00%
TOTAL	24	

There is debate as to whether Intersex inclusion should be incorporated within LGBTIQ initiatives. What is your view?

	#	%
Intersex inclusion should remain within LGBTIQ inclusion initiatives	17	58.62%
Indifferent	7	24.14%
Intersex inclusion should be removed from LGBTIQ workplace inclusion initiatives	5	17.24%
TOTAL	29	

THE AUSTRALIAN WORKPLACE EQUALITY INDEX

WE ENCOURAGE ALL EMPLOYERS TO PARTICIPATE IN THE 2020 AWEI

There is no cost. You do not need to be a Pride in Diversity member. Results are confidential.

Participation will provide you with:

- Transcript of results
- Traffic light report clearly identifying where you scored full points, partial, none at all
- Employer Recognition (Platinum, Gold, Silver, Bronze or Participating)
- The ability to benchmark your LGBTIQ inclusion work
- Year on year results by which to gauge improvements made as well as the ability to identify opportunities for future improvement
- Opportunity to participate in an employee survey with comprehensive high level results fed back to your organisation
- Baseline PowerPoint presentation making it quick and easy to feed back your results to your executive
- Certificate of participation
- Hard copy benchmarking and survey publications

You may also choose to participate anonymously.

FOR MORE INFORMATION ABOUT THE 2020 AWEI PLEASE VISIT:

www.pid-awei.com.au/submission-documents

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For further information about ACON's Pride Inclusion Programs or benchmarking publications for LGBTIQ Inclusion within Australian Workplaces, Health Service Provision or Sport, please visit: www.prideinclusionprograms.com.au

ACKNOWLEDGEMENT OF COUNTRY

We recognise the diversity of Aboriginal and Torres Strait Islander people, their cultures, languages, experiences and practices, and the richness of their contributions to the places where we work, live and play.

We acknowledge the Traditional Custodians of the lands on which we meet and we pay respect to Elders past, present and emerging, and extend our respect to all Aboriginal and Torres Strait Islander people.

Sovereignty was never ceded.

