



AUSTRALIAN WORKPLACE EQUALITY INDEX

2019

SML
EMPLOYERS

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

pridein
diversity

OUR SUCCESS IS BASED ON PARTNERSHIPS



WITH THANKS TO OUR MEMBERS,
PATRONS AND SPONSORS

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

On behalf of ACON and the Pride Inclusion Programs team, it gives me great pleasure to present the third annual Small Employer benchmark for LGBTIQ inclusion within Australian workplaces.

This publication is accompanied by the 2019 AWEI Employee Survey results which provides all the survey responses across the questions for small employers only. You will now be able to easily benchmark your findings across employees working within small organisations active in LGBTIQ workplace inclusion. We hope this will provide a more relevant gauge as to the impact of inclusion initiatives within your workplaces.

While the number of small employers completing the index is still relatively low, we did see a 27% increase in participation from last year and an average score increase of 25.8%; moving from an average of 29.4 points in 2018 to an average of 37 points in 2019. This clearly shows that there is growing interest in LGBTIQ inclusion and that our policies and practices are becoming more inclusive.

Next year will see the 2nd iteration of the Small Employer AWEI. Every three years, a new iteration of the Index is released after considerable analysis of current practice shifts here in Australia and overseas. The new 2020 index will include employers with up to 500 employees, which we believe will create a much more equitable index overall and help drive small employer participation. It will also allow us to provide you with a more substantial set of sector and industry benchmarking tables.

The 2020 Small Employer index documents are now online and can be downloaded from:

<http://www.pid-awei.com.au/submission-documents/>

In closing, we would like to thank all who participated in this year's AWEI. Your work is making a very real difference and as small employers leading the way, you can be proud of the fact that your work is setting the standard here in Australia; positively impacting the working lives of so many people.

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 paralyzing 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.

A WORD FROM OUR 2019 SMALL EMPLOYER OF THE YEAR



MELISSA FEIN

Chief Executive Officer
Initiative Media

It has been a massive highlight in our year for Initiative to be awarded Australia's Small Employer of the Year for LGBTIQ inclusion in 2019 and Gold Employer recognition at the Australian Workplace Equality Index Awards. More pointedly it was a very proud moment for the people across our national business who enthusiastically endorse our efforts and programs to provide a genuinely welcoming and inclusive workplace for people from all sectors of our community.

We are a national marketing and communications agency, directing media investments for many of Australia's largest marketers. As such, it is vital that the people in our business are a true cross-section of our national population and brilliant diversity. Initiative's determined steps on inclusiveness are core to our culture, with our commitment to LGBTIQ inclusion driven through the business' "Rainbow Elephant" program. I'm very proud of the inspirational leaders who develop and drive our programs and for Initiative to be recognised as a corporate leader supporting LGBTIQ inclusion.

CONTENTS

METHODOLOGY	6
HISTORY	6
HOW REFLECTIVE ARE TOP EMPLOYERS OF BEST PRACTICE WITHIN AUSTRALIA?	6
HOW ARE AWEI SUBMISSIONS ASSESSED?	7
2019 EMPLOYER TIER RECOGNITION	8
2019 GOLD TIER RECOGNITION	8
2019 SILVER TIER RECOGNITION	8
2019 BRONZE TIER RECOGNITION	8
2019 PARTICIPATING TIER	8
2019 WINNERS – EMPLOYER RECOGNITION	9
2019 WINNERS – INDIVIDUAL RECOGNITION	11
2019 SMALL EMPLOYER BENCHMARKING DATA	13
PARTICIPATION OVERVIEW	14
UNDERSTANDING YOUR SCORE AND BENCHMARKING DATASETS	16
DISTRIBUTION OF SCORES AND HISTORICAL TIER DATA	17
2019 SMALL EMPLOYER BENCHMARKING TABLES	19
BENCHMARK: ALL SMALL EMPLOYERS	20
BENCHMARK: PRIVATE SECTOR	21
BENCHMARK: BY EMPLOYER TIER RECOGNITION	22
2019 SMALL EMPLOYER EMPLOYEE SURVEY DATA	25
2019 PARTICIPATION OVERVIEW	26
2019 PARTICIPATION DEMOGRAPHICS	27
SUPPORT & VISIBILITY OF LGBTIQ INCLUSION	29
LIVED EXPERIENCE: EMPLOYEES WITH A DIVERSE SEXUALITY	34
LIVED EXPERIENCE: TRANS & GENDER DIVERSE EMPLOYEES, INTERSEX EMPLOYEES	40

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

Employer participation in the Index and the optional Employee Survey has grown annually since its launch in 2010. In 2014, recognition moved from 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 non-ranked 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 align Australian practice with International best practice.

Many award nomination processes boast a much quicker and less cumbersome submission process, but the AWEI is extremely comprehensive and evidence based. Therefore it 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 for Small Employers measures practice in terms of:

Section 1:	
HR Policies & Diversity Practice – Foundation	25pts
HR Policies & Diversity Practice – Intermediate	8pts
HR Policies & Diversity Practice – Leading Practice	6pts
HR Policies & Diversity Practice – Additional Work	4pts
Section 2:	
LGBTI Inclusion Strategy	8pts
Section 3:	
LGBTI Training	16pts
Section 4:	
Networks & Allies	11pts
Section 5:	
Visibility & Inclusion	12pts
Section 6:	
Community / Charities	4pts
Section 7:	
Survey & Other	6pts

METHODOLOGY

HOW ARE AWEI SUBMISSIONS ASSESSED?

2019 tightens emphasis on evidence provided.

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 what 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 standouts for each submission and differentiators. This will often involve new markers and if required additional discrepancy checks and validation meetings.

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

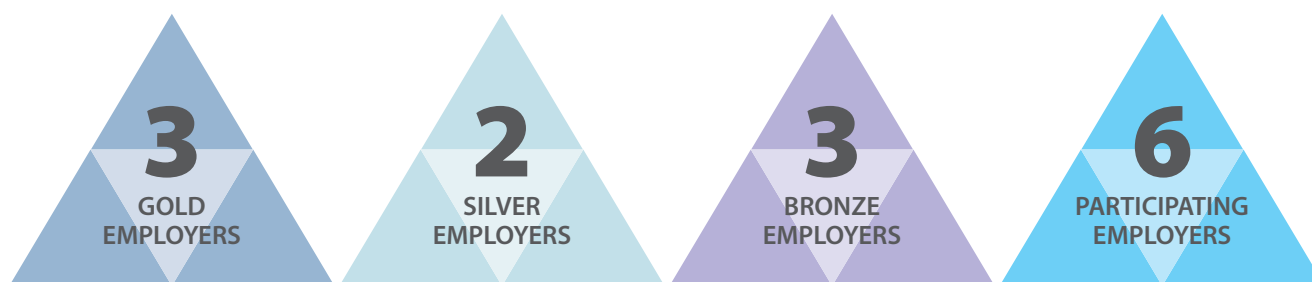
A table is then produced for Platinum/Gold, Silver, Bronze and Participating employer tier recognition based on the score distribution across all submissions.

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 at least 3 then meet to discuss the 3-4 shortlisted submissions noting work that differentiates each, in addition to the breadth and impact of activities submitted based on the evidence provided.
- All markers must agree an overall winner based on the overall score and differentiators.
- In addition to completing the AWEI, employers (regardless of size) are encouraged to nominate for additional awards. Submission documents for individual awards can be found at: <http://www.pid-awei.com.au/submission-documents/>

Note: Receipt of a nomination does not guarantee that an award will be given. Minimum criteria does need to be met.

2019 SMALL EMPLOYER TIER RECOGNITION



2019 GOLD TIER RECOGNITION

This year we had three employers achieving Gold Recognition. Gold recognition is the ultimate tier for employers seeking to obtain what is considered current best practice for small employers in LGBTIQ workplace inclusion.

Gold employer recognition ... continue with that paragraph

3 small employers achieved Gold this year. In alphabetical order:

- Blackrock
- Initiative Media
- Oliver Wyman

2019 SILVER TIER RECOGNITION

Silver recognition is given to small 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. Only 2 small employers were awarded silver recognition this year. In alphabetical order:

- Clifford Chance
- Key Assets – The Children’s Services Provider

2019 BRONZE TIER RECOGNITION

Bronze recognition should not be underestimated. For many organisations, it takes several years to achieve bronze recognition. Bronze employers are considered active employers in LGBTIQ inclusion with submissions providing detailed evidence of work in this area over the 2018 calendar year. 3 small employers were awarded Bronze this year. In alphabetical order:

- Gilead Sciences
- Adssi HomeLiving Australia
- + 1 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 progress to date. Congratulations to all participating small employers. Scores tend to vary greatly within the participating employer group with the top of this tier being very close to achieving bronze. This year we had six employers in participating tier, 3 not-for-publication. In alphabetical order:

- Aussie Broadband
- NurseWatch
- Infosys Management Consulting
- + 3 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 **LENLEASE LGBTI ERG – LENLEASE**

The LGBTIQ 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 LGBTIQ 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, Energy Australia, 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 Kenafake has been involved in all aspects of Brisbane 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 organisations 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 the central west. 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 to 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 LGBTI 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 LGBTIQ Executive Allies Forum, co-chaired by Ian and Pride in Diversity's Associate Director, Mark Latchford.

Ian 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 LGBTIQ 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.

AUSTRALIAN WORKPLACE
EQUALITY INDEX 2019
**SMALL EMPLOYER
BENCHMARKING DATA**



PARTICIPATION OVERVIEW

HISTORICAL AWEI PARTICIPATION GROWTH

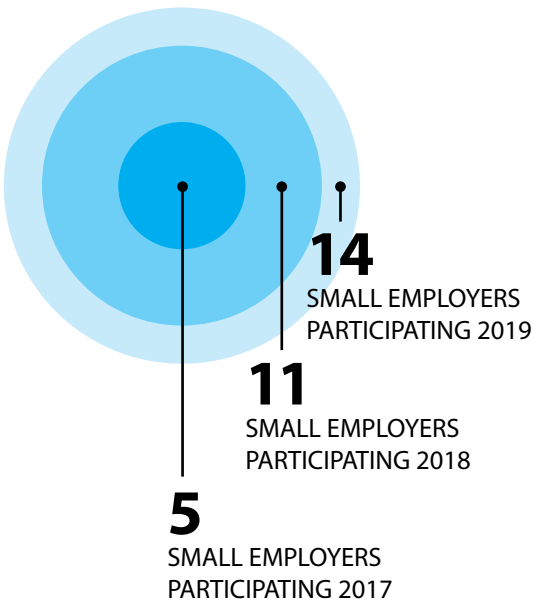
The number of 2019 Small Employer AWEI submissions received this year increased by 27%. This is the second consecutive increase in the three year history of the instrument.

While a greater number of participating employers would add more weight to the benchmarking tables, it is nevertheless a measure of current practice. Small Employers participating at this early stage can be proud of the fact that they are leaders and early adopters of this rapidly growing area of diversity and inclusion.

With a 120% increase in 2018 (Year 2) and a 27% increase this year, we are still growing.

As of next year, the Small Employer Index will be open to those employers with up to 500 employees. This will not only provide a more equitable index for those with between 200-500 employees but will also enable us to provide a greater number of both sector and industry benchmarks by which you can gauge progress.

SMALL EMPLOYER ANNUAL PARTICIPATION GROWTH



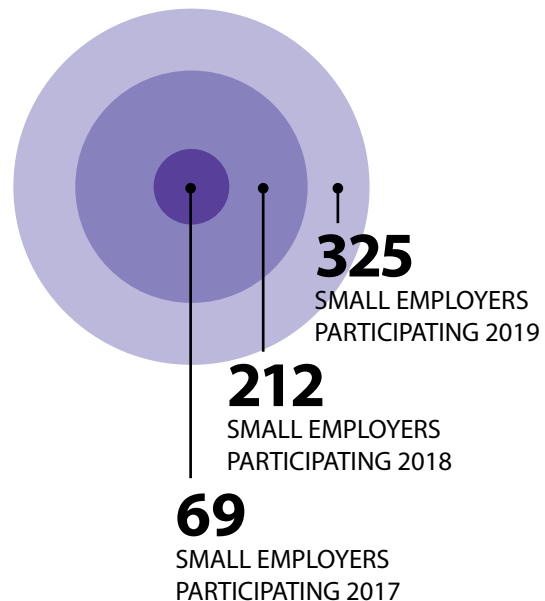
HISTORICAL SMALL EMPLOYER AWEI OPTIONAL SURVEY PARTICIPATION

The number of Small Employer respondents completing the optional Employee Survey this year increased by 53%. While all participating employers have been provided with a separate publication summarising some of the findings of the AWEI Survey, an analysis of just the Small Employer responses can be found at the back of this publication.

Participating in the survey provides employers with a balanced approach to measuring the impact of their LGBTIQ inclusion work. While the Small Employer Index measures the policies and practices that are in place to support a welcoming and inclusive environment for LGBTIQ people, the survey provides insight into the lived experience of LGBTIQ people within your organisation/agency/service. It also provides information on the experiences and/or perceptions of those who do not personally identify as LGBTIQ in relation to the work that you do in this area.

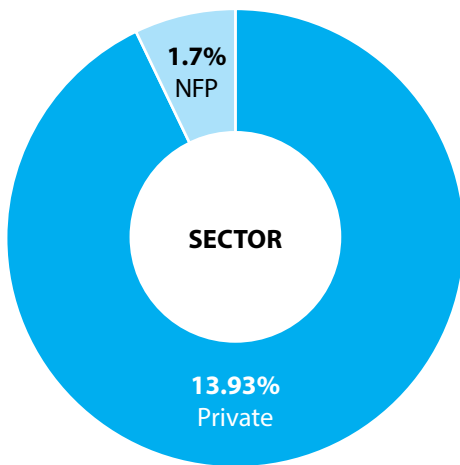
Points are given within the index for participation only (regardless of feedback). Employers that participate are provided with a high level analysis of their survey responses. This can be used to benchmark responses against current trends found within both the full survey publication and the Small Employer responses at the back of this publication.

ANNUAL SURVEY PARTICIPATION GROWTH

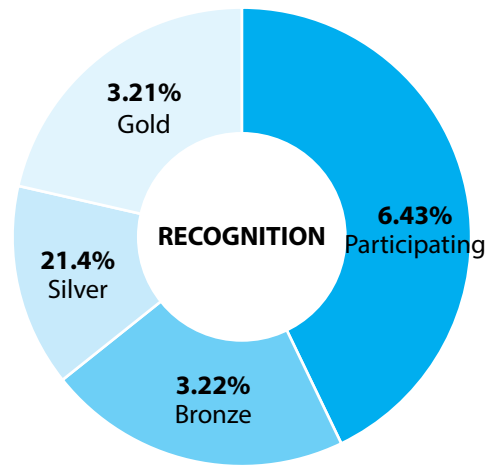


PARTICIPATION OVERVIEW

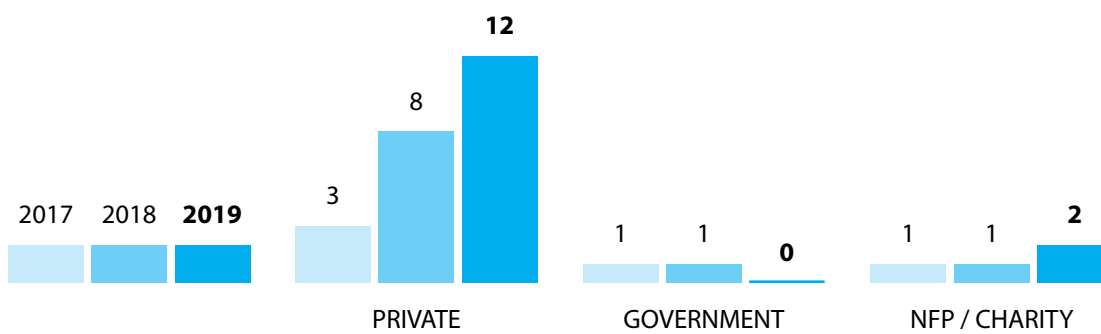
PARTICIPATION BY SECTOR



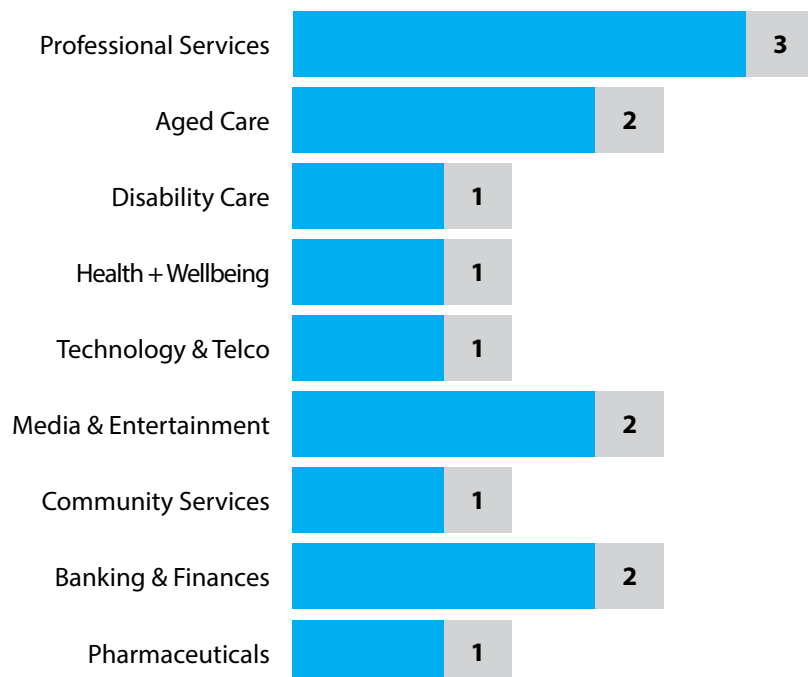
EMPLOYER TIER RECOGNITION 2019



3 YEAR SECTOR PARTICIPATION



2019 INDUSTRY PARTICIPATION



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 (where available) 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.

SMALL EMPLOYER BENCHMARK

- Compare benchmark data across all small employers to gauge an overall comparison of work.

INDUSTRY BENCHMARK

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

SECTOR BENCHMARK

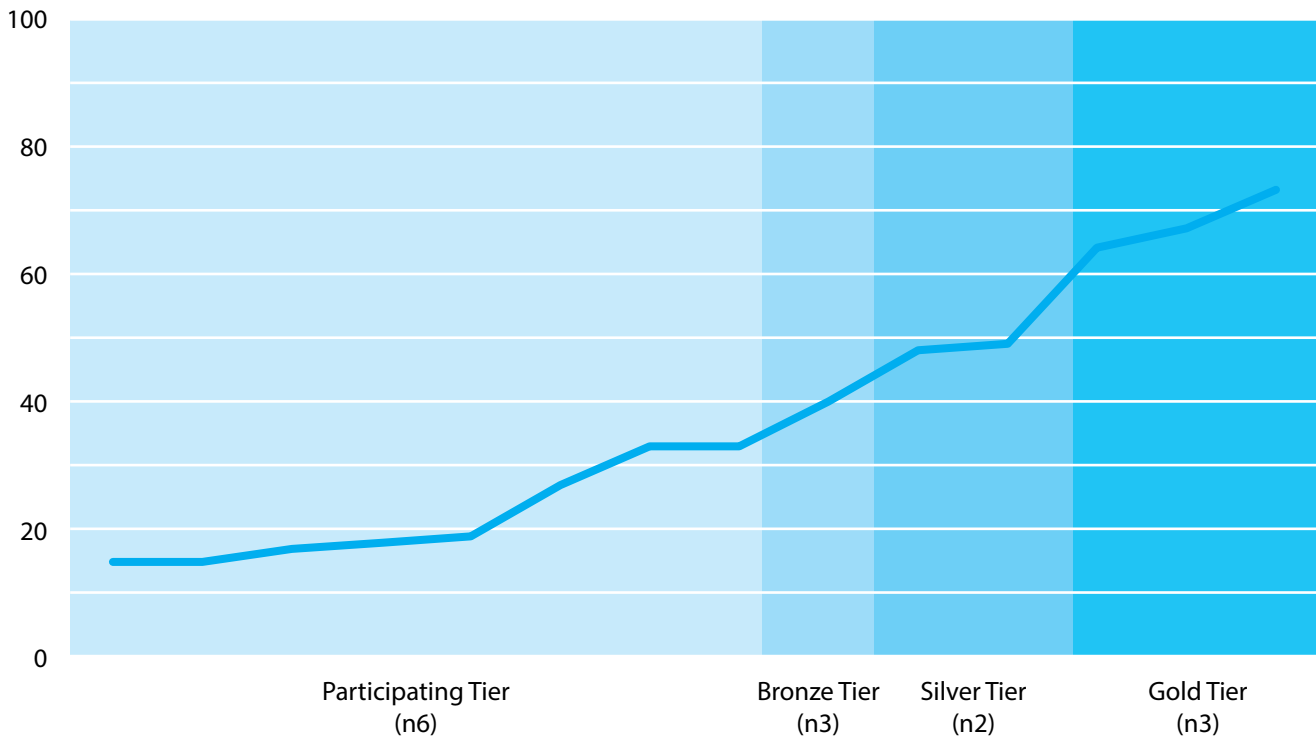
- Where available benchmark LGBTI inclusion work against other employers within your sector.
- Understand sector trends, areas for improvement and areas of good practice.

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 & HISTORICAL TIER DATA

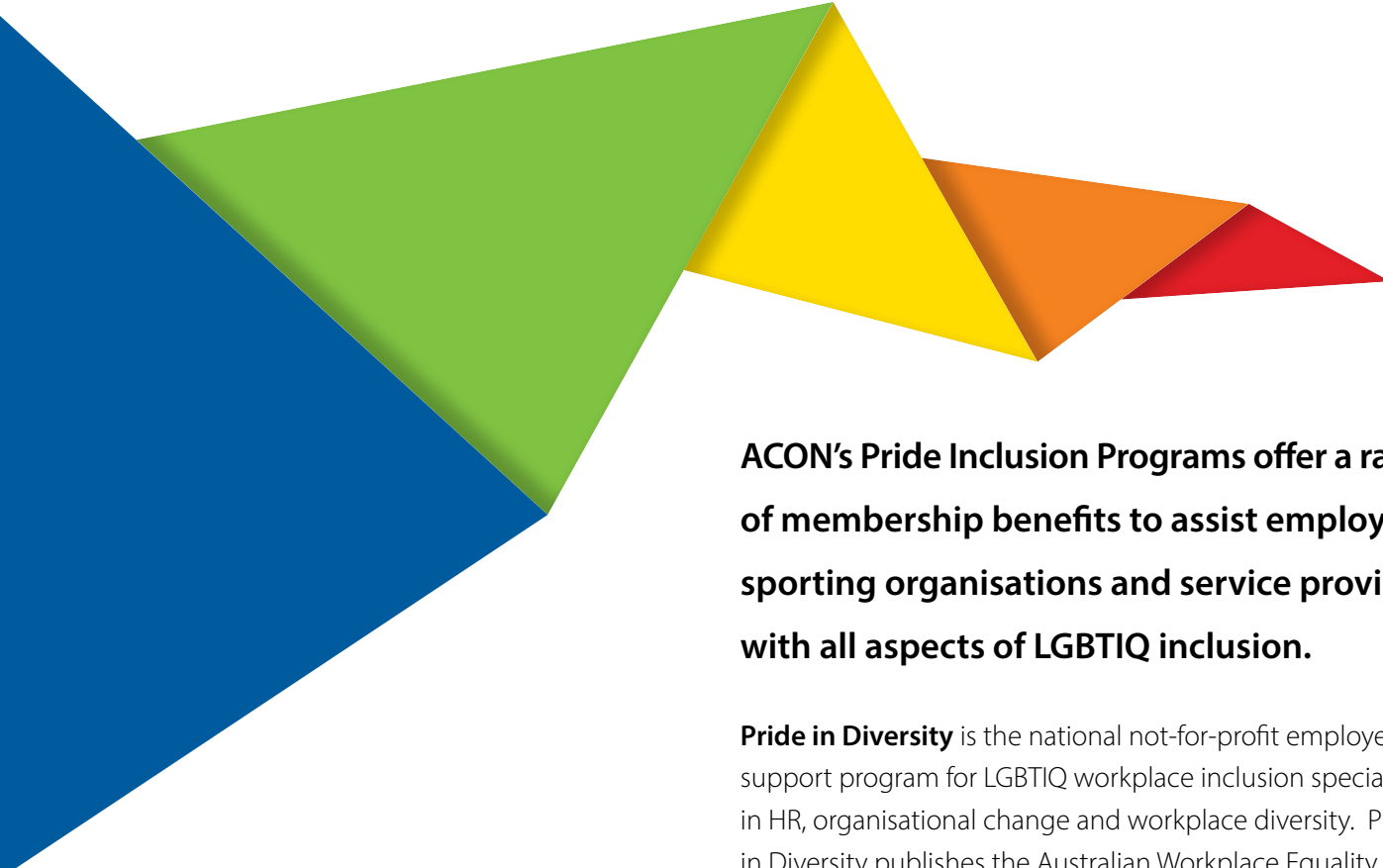
Last year we saw the average score across all submissions drop, predominately due a significant increase in participation numbers; but this year we are pleased to report an average score increase of 25.8%; moving from an average of 29.4 points in 2018 to an average of 37 points in 2019.



HISTORICAL TIER ENTRY POINTS	2017	2018	2019
BRONZE	30	30	30
SILVER	45	45	45
GOLD	60	60	60



For greater inclusion we need partners. None of us can do this work alone.



ACON's Pride Inclusion Programs offer a range of membership benefits to assist employers, sporting organisations and service providers with all aspects of LGBTIQ inclusion.

Pride in Diversity is the national not-for-profit employer support program for LGBTIQ workplace inclusion specialising in HR, organisational change and workplace diversity. Pride in Diversity publishes the Australian Workplace Equality Index (AWEI), Australia's national benchmarking instrument for LGBTIQ workplace inclusion from which Top Employers for LGBTIQ people are determined.

Pride in Sport is the only sporting inclusion program specifically designed to assist National and State sporting organisations and clubs with the inclusion of LGBTIQ employees, players, coaches, volunteers and spectators. The world-first Pride in Sport Index (PSI) benchmarks and assesses the inclusion of LGBTIQ people across all sporting contexts.

Pride in Health + Wellbeing is our exciting new initiative providing support to Health and Human Service providers in the development of LGBTIQ inclusive service delivery.

For more information contact us at: pride@acon.org.au
02 9206 2139 or www.prideinclusionprograms.com.au

pridein
diversity

pridein
sport

prideinhealth
+wellbeing

AUSTRALIAN WORKPLACE
EQUALITY INDEX 2019
**SMALL EMPLOYERS
BENCHMARKING TABLES**



BENCHMARK: ALL SMALL EMPLOYERS

ALL SMALL EMPLOYERS (n=14)

BASIC COMPARISONS	Lowest	Average	Median	Highest	Available
SECTION 1: HR POLICIES & DIVERSITY PRACTICE					
Sect 1: Foundational Work	2	10	7	22	25
Sect 1: Intermediate	0	4	4	8	8
Sect 1: Leading Practice	0	2	1	5	6
Sect 1: Additional Work	0	1	0	4	4
TOTAL SCORE FOR SECTION 1	6	16	12	35	43
Sect 2: Strategy & Accountability	0	2	2	6	8
Sect 3: LGBTIQ Training & Education	0	6	6	15	16
Sect 4: Network / Social Group / Champion Initiatives	0	4	5	7	11
Sect 5: Visibility & Inclusion	0	5	5	12	12
Sect 6: Community Engagement & External Advocacy	0	2	1	4	4
Sect 7: Survey & Other	0	2	2	5	6
2019 OVERALL AWEI SCORE	15	37	33	73	100

INTERQUARTILE RANGES	Lowest	25th percentile	50th percentile	75th percentile	Highest
STANDING SUBMISSION: HR POLICIES & DIVERSITY PRACTICE					
Sect 1: Foundational Work	2	5	7	13	22
Sect 1: Intermediate	0	2	4	6	8
Sect 1: Leading Practice	0	0	1	4	5
Sect 1: Additional Work	0	0	0	1	4
ANNUAL SUBMISSION: FOR WORK IN 2018	6	9	12	21	35
Sect 2: Strategy & Accountability	0	1	2	4	6
Sect 3: LGBTIQ Training & Education	0	2	6	9	15
Sect 4: Network / Social Group / Champion Initiatives	0	3	5	7	7
Sect 5: Visibility & Inclusion	0	0	1	3	35
Sect 6: Community Engagement & External Advocacy	0	0	1	3	4
Sect 7: Survey & Other	0	0	2	2	5
2019 AWEI SUBMISSION SCORE	15	18	33	49	73

BENCHMARK: PRIVATE SECTOR

ALL SMALL EMPLOYERS (n=13)

BASIC COMPARISONS	Lowest	Average	Median	Highest	Available
SECTION 1: HR POLICIES & DIVERSITY PRACTICE					
Sect 1: Foundational Work	2	9	7	22	25
Sect 1: Intermediate	0	4	4	8	8
Sect 1: Leading Practice	0	2	1	5	6
Sect 1: Additional Work	0	1	0	4	4
TOTAL SCORE FOR SECTION 1	6	15	12	35	43
Sect 2: Strategy & Accountability	0	2	1	6	8
Sect 3: LGBTIQ Training & Education	0	6	5	15	16
Sect 4: Network / Social Group / Champion Initiatives	0	4	5	7	11
Sect 5: Visibility & Inclusion	0	5	4	12	12
Sect 6: Community Engagement & External Advocacy	0	2	1	4	4
Sect 7: Survey & Other	0	1	1	5	6
2019 OVERALL AWEI SCORE	15	35	27	73	100

INTERQUARTILE RANGES	Lowest	25th percentile	50th percentile	75th percentile	Highest
STANDING SUBMISSION: HR POLICIES & DIVERSITY PRACTICE					
Sect 1: Foundational Work	2	5	7	8	22
Sect 1: Intermediate	0	2	4	5	8
Sect 1: Leading Practice	0	0	1	4	5
Sect 1: Additional Work	0	0	0	1	4
ANNUAL SUBMISSION: FOR WORK IN 2018	6	7	12	19	35
Sect 2: Strategy & Accountability	0	1	1	3	6
Sect 3: LGBTIQ Training & Education	0	2	5	9	15
Sect 4: Network / Social Group / Champion Initiatives	0	4	5	7	7
Sect 5: Visibility & Inclusion	0	0	1	3	35
Sect 6: Community Engagement & External Advocacy	0	0	1	3	4
Sect 7: Survey & Other	0	0	1	2	5
2019 AWEI SUBMISSION SCORE	15	17	27	49	73

BENCHMARK: EMPLOYER TIER RECOGNITION

PARTICIPATING TIER (n=6)

BASIC COMPARISONS	Lowest	Average	Median	Highest	Available
SECTION 1: HR POLICIES & DIVERSITY PRACTICE					
Sect 1: Foundational Work	2	6	7	7	25
Sect 1: Intermediate	0	2	2	5	8
Sect 1: Leading Practice	0	2	1	4	6
Sect 1: Additional Work	0	0	0	1	4
TOTAL SCORE FOR SECTION 1	6	10	9	15	43
Sect 2: Strategy & Accountability	0	1	1	1	8
Sect 3: LGBTIQ Training & Education	0	3	3	8	16
Sect 4: Network / Social Group / Champion Initiatives	0	2	2	5	11
Sect 5: Visibility & Inclusion	0	2	1	4	12
Sect 6: Community Engagement & External Advocacy	0	0	0	1	4
Sect 7: Survey & Other	0	1	0	2	6
2019 OVERALL AWEI SCORE	15	19	18	27	100

INTERQUARTILE RANGES	Lowest	25th percentile	50th percentile	75th percentile	Highest
STANDING SUBMISSION: HR POLICIES & DIVERSITY PRACTICE					
Sect 1: Foundational Work	2	5	7	7	7
Sect 1: Intermediate	0	1	2	4	5
Sect 1: Leading Practice	0	0	1	3	4
Sect 1: Additional Work	0	0	0	0	1
ANNUAL SUBMISSION: FOR WORK IN 2018	6	7	9	12	15
Sect 2: Strategy & Accountability	0	0	1	1	6
Sect 3: LGBTIQ Training & Education	0	1	3	5	8
Sect 4: Network / Social Group / Champion Initiatives	0	0	2	5	5
Sect 5: Visibility & Inclusion	0	0	0	2	15
Sect 6: Community Engagement & External Advocacy	0	0	0	1	1
Sect 7: Survey & Other	0	0	0	1	2
2019 AWEI SUBMISSION SCORE	15	16	18	19	27



pridein
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

Participate in the 2020 AWEI Employee Survey

Understand your
results and the
impact of your
LGBTIQ inclusion
work on your
people!



Participating in the AWEI is critical for benchmarking, assessment against current best practice, and guiding strategy work in LGBTIQ inclusion. It's all about measuring what you are doing, showing progress and staying ahead of the game ... but it doesn't give you insight into the lived experience of your employees, inform you on the overall impact of your inclusion initiatives, or give you a gauge as to how your LGBTIQ inclusion programs are viewed.

By participating in the AWEI, you have access to the optional employee survey. Not only will you get additional points for participating, but you will receive a high level analysis of all survey responses (all anonymous) alongside access to

the de-identified raw data to allow you to incorporate your results into your own analytics. You will also be able to use your survey results to benchmark against the published survey results annually.

Participation in the AWEI and the optional employee survey will provide you with a holistic approach to measuring both the progress and impact of your work in LGBTIQ inclusion.

Unique URL's will be available to all participating employees in January 2020.

For more information, please go to:

www.pid-awei.com.au/submission-documents
or call us on (02) 9206 2139

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

A decorative geometric pattern consisting of various-sized triangles in shades of purple, lavender, and light green, arranged in a complex, overlapping layout that fills the lower right portion of the page.

2019 PARTICIPATION OVERVIEW



2019 PARTICIPATION DEMOGRAPHICS

BY STATE	#	%
ACT	0	0.00%
NSW	155	47.69%
NT	0	0.00%
QLD	26	8.00%
SA	11	3.38%
TAS	10	3.08%
VIC	97	29.85%
WA	23	7.08%
Outside of Australia	3	0.92%
TOTAL	325	

BY AREA	#	%
City / Metropolitan	270	83.08%
Regional	51	15.69%
Rural	2	0.62%
Remote	1	0.31%
Other:	1	0.31%
TOTAL	325	

BY ORGANISATIONAL LEVEL	#	%
CEO, Executive Leadership Team (Top tier)	19	5.85%
Senior Leadership Team	34	10.46%
Middle Management	60	18.46%
Team Leader / Supervisor	26	8.00%
Team Member	134	41.23%
Graduate / Intern	8	2.46%
Internal Consultant	11	3.38%
External Consultant / Contractor	7	2.15%
Professional – flat structure, peer based	21	6.46%
Academic	0	0.00%
Other	5	1.54%
TOTAL	325	

BY INDUSTRY	#	%
Banking, Insurance & Financial Services	96	29.54%
Legal	30	9.23%
Professional Services / Consulting	31	9.54%
Technology / Telecommunications	6	1.85%
Federal Government Department / Agency	0	0.00%
State Government Department / Agency	0	0.00%
Local Government Department / Agency	1	0.31%
Higher Education	0	0.00%
Not-for-Profit / Charity	86	26.46%
Health / Ageing / Wellbeing	63	19.38%
Industrial / Resources / Construction / Transport	0	0.00%
Entertainment / Hospitality	0	0.00%
Retail	0	0.00%
Retail Property	0	0.00%
Sport/Recreation	0	0.00%
Other	12	3.69%
TOTAL	325	

2019 PARTICIPATION DEMOGRAPHICS

BY AGE	#	%
<18 years	0	0.00%
18 – 24	16	4.92%
25 – 34	89	27.38%
35 – 44	104	32.00%
45 – 54	81	24.92%
55 – 64	31	9.54%
65+	3	0.92%
Prefer not to respond	1	0.31%
TOTAL	325	

BY GENDER IDENTITY	#	%
Male	119	36.62%
Female	205	63.08%
Trans / Gender Diverse (according to our survey definition)	0	0.00%
Prefer not to respond	1	0.31%
TOTAL	325	

Are you of Aboriginal or Torres Strait Islander heritage?

	#	%
No	317	97.54%
Yes, Aboriginal	7	2.15%
Yes, Torres Strait Islander	0	0.00%
Yes, both Aboriginal and Torres Strait Islander	1	0.31%
Prefer not to respond	0	0.00%
TOTAL	325	

Do you come from a non-English speaking background?

	#	%
Yes	70	21.54%
No	254	78.15%
Prefer not to say	1	0.31%
TOTAL	325	

SUPPORT & VISIBILITY OF LGBTIQ INCLUSION

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

Yes (n319)	98.15%
No (n6)	1.85%

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	3	1.03%
Because of my faith/beliefs – I do not support this as a workplace initiative	0	0.00%
My cultural background / ethnicity makes it hard for me to personally support LGBTIQ inclusion but happy for it to be a workplace initiative	3	1.03%
Because of my cultural background / ethnicity – I do not support this as a workplace initiative	0	0.00%
My conservative upbringing or views make it hard for me to personally support LGBTIQ inclusion	0	0.00%
Because of my conservative upbringing or views – I do not support this as a workplace initiative	1	0.34%
My social network would make it hard for me to actively support LGBTIQ inclusion but happy for it to be a workplace initiative	1	0.34%
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	0	0.00%
N/A	284	97.93%
TOTAL	290	

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

	#	%
Important	286	88.00%
Indifferent (don't have a view one way or the other)	39	12.00%
Unimportant	0	0.00%
TOTAL	325	

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

	#	%
We shouldn't be spending any time on this	0	0.00%
We should be spending time on this – but not as much as we currently do	9	2.78%
What we do now is good – no more, no less	221	68.21%
We should be spending more time on this	94	29.01%
TOTAL	324	

SUPPORT & VISIBILITY OF LGBTIQ INCLUSION

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	0	0.00%
Indifferent	18	5.59%
Comfortable with LGBTIQ people talking about their partners / lives at work	304	94.41%
TOTAL	322	

In terms of training people managers in LGBTIQ awareness and inclusion, my view is that:

	#	%
We shouldn't be doing this	3	0.92%
Opt-in training for people managers only would be acceptable	51	15.69%
Should be a compulsory part of management / leadership training	271	83.38%
TOTAL	325	

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:

	#	%
I think this is unacceptable	283	87.08%
Indifferent	30	9.23%
I don't see anything wrong with this	12	3.69%
TOTAL	325	

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

	#	%
To ignore the commentary	17	5.23%
To call the behaviour	281	86.46%
Other	27	8.31%
TOTAL	325	

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	29	8.98%
To call the behaviour	282	87.31%
Other	12	3.72%
TOTAL	323	

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	206	63.38%
It would not influence me one way or another	115	35.38%
It would be a negative influencer for me	4	1.23%
TOTAL	325	

SUPPORT & VISIBILITY OF LGBTIQ INCLUSION

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

	#	%
I don't recall seeing any of this within the past year	13	4.01%
I have seen one or two communications over the past year	84	25.93%
There have been frequent communications on this within the last year	227	70.06%
TOTAL	324	

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

	#	%
Yes	300	92.31%
No	25	7.69%
TOTAL	325	

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

	#	%
Yes	297	92.24%
No	25	7.76%
TOTAL	322	

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

	#	%
Yes	272	83.95%
No	52	16.05%
TOTAL	324	

Was the organisations 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	131	40.31%
N/A – Started before any LGBTI inclusion work was taking place	131	40.31%
No	63	19.38%
TOTAL	325	

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	17	5.23%
No	308	94.77%
TOTAL	325	

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

	#	%
Yes	8	2.46%
No	317	97.54%
TOTAL	325	

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

	#	%
Yes	13	4.00%
No	135	41.54%
N/A	177	54.46%
TOTAL	325	

SUPPORT & VISIBILITY OF LGBTIQ INCLUSION

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

	#	%
Yes	289	89.47%
No	34	10.53%
TOTAL	323	

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?

	#	%
Yes	226	69.54%
Unsure	52	16.00%
No	16	4.92%
I'm an LGBTIQ person – but do not consider myself an ALLY in terms of workplace initiatives	7	2.15%
I'm an LGBTIQ person and consider myself an ALLY for other members of our community within workplace initiatives	24	7.38%
TOTAL	325	

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

	#	%
Yes	264	81.48%
No	60	18.52%
TOTAL	324	

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

	#	%
Yes	209	64.71%
No	114	35.29%
TOTAL	323	

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 don't believe we should be involved in this work	0	0.00%
I personally do not support LGBTIQ inclusion	0	0.00%
I don't know enough about why I should be an ally	31	45.59%
I wouldn't know how to start or get information on what I should do	18	26.47%
It is against my religious, cultural and/or conservative values/beliefs	3	4.41%
My social networks would make it hard for me to be an active ally	1	1.47%
I would be concerned that people would think I belonged to the LGBTIQ community	0	0.00%
I am an LGBTIQ person, not open at work – this would be uncomfortable for me	2	2.94%
Other	20	29.41%
TOTAL	68	

SUPPORT & VISIBILITY OF LGBTIQ INCLUSION

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	26	10.53%
I have personally addressed bullying/harassment targeting LGBTIQ people	7	2.83%
I have reported bullying/harassment targeting LGBTIQ people	1	0.40%
I have made a concerted effort to change my language to be more inclusive	117	47.37%
I have made a concerted effort to be more visible as an ALLY within the organisation	103	41.70%
I have actively sought to understand the experiences of, and challenges experienced by LGBTIQ people within the workplace	100	40.49%
I have openly talked to my team/colleagues about LGBTIQ inclusion	120	48.58%
I have attended LGBTIQ events held at my organisation	152	61.54%
I have attended LGBTIQ awareness or LGBTIQ Ally training held within my organisation	113	45.75%
I have visible signs of being an ally LGBTIQ at my desk / within my office (pins, postcards, posters, coasters, info etc)	110	44.53%
I have written on the importance of LGBTI inclusion in the workplace	21	8.50%
I have spoken at conferences, internal events or other external events on the importance of LGBTIQ inclusion	21	8.50%
I have been active in LGBTIQ inclusion initiatives within the organisation	81	32.79%
I have been active in LGBTIQ initiatives outside of the organisation	49	19.84%
I have a formal role within the organisation's LGBTIQ employee network	29	11.74%
I have encouraged others to become Allies	65	26.32%
Other	1	0.40%
N/A	23	9.31%
TOTAL	247	

LIVED EXPERIENCE: EMPLOYEES WITH A DIVERSE SEXUALITY

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):

	#	%
I am heterosexual (or straight)	0	0.00%
I am lesbian, gay, bisexual, asexual, pansexual, queer or of other diverse sexuality	31	100.00%
Prefer not to respond	0	0.00%
TOTAL	31	

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	26	83.87%
Bisexual	5	16.13%
Queer	0	0.00%
Pansexual	0	0.00%
Asexual	0	0.00%
Prefer not to respond	0	0.00%
TOTAL	31	

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

	#	%
Man	16	51.61%
Woman	15	48.39%
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	0	0.00%
Other	0	0.00%
Prefer not to respond	0	0.00%
TOTAL	31	

Are you out to the majority of your family members?

	#	%
Yes	26	83.87%
No	5	16.13%
Prefer not to respond	0	0.00%
TOTAL	31	

LIVED EXPERIENCE: EMPLOYEES WITH A DIVERSE SEXUALITY

Are you out at work?

	#	%
Completely out at work	20	64.52%
To selected people only	10	32.26%
Not at all	1	3.23%
TOTAL	31	

Are you out to your manager?

	#	%
Yes	23	76.67%
No	7	23.33%
TOTAL	30	

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

	#	%
Being authentic at work	25	83.33%
Putting less energy into censoring what you say	21	70.00%
Finding friends and support in the LGBTIQ community	15	50.00%
Having the freedom to talk about life/partner/community	25	83.33%
Option to bring partner to events	17	56.67%
Ability to be a visible role models for others	18	60.00%
LGBTIQ inclusion initiatives at work	19	63.33%
Have never NOT been out at work	1	3.33%
Other	0	0.00%
TOTAL	30	

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

	#	%
Extremely comfortable	20	66.67%
Somewhat comfortable	7	23.33%
Unsure	2	6.67%
Somewhat uncomfortable	1	3.33%
Extremely uncomfortable	0	0.00%
TOTAL	30	

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

	#	%
More productive	21	70.00%
Less productive	0	0.00%
More innovative	9	30.00%
Less innovative	0	0.00%
More engaged	19	63.33%
Less engaged	0	0.00%
More inclined to network	15	50.00%
Less inclined to network	0	0.00%
More inclined to engage in organisational activities	13	43.33%
Less inclined to engage in organisational activities	0	0.00%
More inclined to talk positively about my org	18	60.00%
Less inclined to talk positively about my org	0	0.00%
More inclined to stay with my organisation	19	63.33%
More inclined to leave my organisation	0	0.00%
None of the above	3	10.00%
TOTAL	30	

LIVED EXPERIENCE: EMPLOYEES WITH A DIVERSE SEXUALITY

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

	#	%
Very positive	6	20.00%
Positive	8	26.67%
No perceivable difference	15	50.00%
Negative	1	3.33%
Very Negative	0	0.00%
TOTAL	30	

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

	#	%
Very important	17	56.67%
Somewhat important	8	26.67%
Neither important nor unimportant	4	13.33%
Somewhat unimportant	0	0.00%
Very unimportant	1	3.33%
TOTAL	30	

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

	#	%
Yes	12	40.00%
No	0	0.00%
N/A	18	60.00%
TOTAL	30	

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	28	93.33%
LGBTIQ Workplace Inclusion initiatives have not had any impact on how I feel about my orientation	1	3.33%
LGBTIQ Workplace Inclusion initiatives have made me somewhat more self-conscious or uncomfortable	1	3.33%
LGBTIQ Workplace Inclusion initiatives have had a negative impact on how I feel about my orientation	0	0.00%
Prefer not to respond	0	0.00%
TOTAL	30	

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

	#	%
Yes	4	13.33%
No	11	36.67%
Unsure	15	50.00%
TOTAL	30	

LIVED EXPERIENCE: EMPLOYEES WITH A DIVERSE SEXUALITY

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?

	#	%
Yes	1	3.33%
No	29	96.67%
TOTAL	30	

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

	#	%
Rarely	0	0.00%
Occasionally	1	100.00%
Frequently	0	0.00%
TOTAL	1	

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

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

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	0	0.00%
I have not experienced any sexual harassment as a direct result of my orientation at work	30	100.00%
TOTAL	30	

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	1	3.33%
No	29	96.67%
TOTAL	30	

How frequently have you been the target of this behaviour?

	#	%
Rarely	0	0.00%
Occasionally	1	100.00%
Frequently	0	0.00%
TOTAL	1	

LIVED EXPERIENCE: EMPLOYEES WITH A DIVERSE SEXUALITY

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

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

Did you report any instances of this?

	#	%
Yes	1	100.00%
No	0	0.00%
TOTAL	1	

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	100.00%
Situation was ignored by my manager	0	0.00%
Situation was made worse by my manager	0	0.00%
N/A	0	0.00%
TOTAL	1	

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	1	100.00%
Situation was ignored	0	0.00%
Situation was made worse	0	0.00%
N/A	0	0.00%
TOTAL	1	

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

	#	%
Yes	1	100.00%
No	0	0.00%
TOTAL	1	

LIVED EXPERIENCE: EMPLOYEES WITH A DIVERSE SEXUALITY

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	0	0.00%
Too risky	0	0.00%
Unsure of repercussions	0	0.00%
Would be career limiting	0	0.00%
Don't want to be labelled	0	0.00%
Don't want to be target of jokes or innuendo regarding my sexuality	0	0.00%
I think it would make people uncomfortable	1	100.00%
I'm just not comfortable enough to be out at work	1	100.00%
Not enough out people at work to make me think it would be ok	0	0.00%
Other (please specify)	0	0.00%
TOTAL	1	

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

	#	%
Agree	29	93.55%
Neither agree nor disagree	2	6.45%
Disagree	0	0.00%
TOTAL	31	

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	1	3.23%
Agree	7	22.58%
Neither agree or disagree	4	12.90%
Disagree	3	9.68%
Strongly disagree	16	51.61%
TOTAL	31	

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

	#	%
Very important	23	74.19%
Somewhat important	6	19.35%
Neither important or unimportant	1	3.23%
Somewhat unimportant	0	0.00%
Very unimportant	1	3.23%
TOTAL	31	

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

	#	%
Yes	26	83.87%
Indifferent	3	9.68%
No	1	3.23%
N/A - Not visible	1	3.23%
TOTAL	31	

LIVED EXPERIENCE: EMPLOYEES WITH A DIVERSE SEXUALITY

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	28	90.32%
Address bullying/harassment targeting LGBTIQ people	26	83.87%
Report bullying/harassment targeting LGBTIQ people	22	70.97%
Make a concerted effort to change their language to be more inclusive	25	80.65%
Make a concerted effort to be more visible as an ALLY within the organisation	16	51.61%
Actively seek to understand the experiences of, and challenges experienced by LGBTIQ people within the workplace	16	51.61%
Openly talk to team/colleagues about LGBTIQ inclusion	22	70.97%
Attend LGBTIQ events held at my organisation	19	61.29%
Attend LGBTIQ awareness or LGBTIQ Ally training held within my organisation	15	48.39%
Have visible signs of being an ally around their desk/office (pins, postcards, posters, coasters, info etc)	15	48.39%
Write on the importance of LGBTIQ inclusion in the workplace	6	19.35%
Speak at conferences, internal events or other external events on the importance of LGBTIQ inclusion	6	19.35%
Be active in LGBTIQ inclusion initiatives within the organisation	16	51.61%
Be active in LGBTIQ initiatives outside of the organisation	8	25.81%
Have a role within the organisation's LGBTIQ employee network	11	35.48%
Encourage others to become Allies	14	45.16%
Other	1	3.23%
TOTAL	31	

LIVED EXPERIENCE: TRANS & GENDER DIVERSE EMPLOYEES, INTERSEX EMPLOYEES

There were no responses for trans and gender diverse employees or intersex employees within the Small Employer Survey results.

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

pride in diversity

PRIDE IN DIVERSITY

T 02 9206 2139
E info@prideindiversity.com.au
W prideinclusionprograms.com.au

© Australian Workplace Equality Index (AWEI)
National Benchmarking Publication
– Small Employers (2019)
ACON's Pride Inclusion Programs

ACON encourages the dissemination and exchange of information presented in this publication providing the correct citation has been made in regard to its source.

Reference:

© Australian Workplace Equality Index (AWEI)
National Benchmarking Publication
– Small Employers (2019)
ACON's Pride Inclusion Programs

Author:

Dawn Hough, Director, ACON's Pride Inclusion Program

For further information about ACON's Pride Inclusion Programs or benchmarking publications for LGBTI Inclusion within Australian Workplaces or Sport, 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.

