

# Goldman Sachs is Proud to Share the 2016 Platinum Inclusion Project

Our long involvement with Pride in Diversity, as a founding member in 2010 and participating in the Australian Workplace Equality Index (AWEI) every year since, has been key to driving and evaluating our progress around lesbian, gay, bisexual, transgender and intersex (LGBTI) workplace inclusion.

We are proud that our internal focus has seen the firm feature consistently in the Top 10 of the AWEI since its inception. We were named employer of the year in 2014, and achieved Platinum Status in 2016, recognising our significant achievements in LGBTI inclusion.

Now, we are excited that our Platinum Status provides the firm the platform to work on a unique inclusion project which will benefit Pride in Diversity, our fellow members and the community at large.



## Platinum Project

In consultation with Pride in Diversity, our LGBTI network, GLaM (Gays, Lesbians and Mates), elected to develop a video resource which aims to share the workplace experiences of both senior and emerging LGBTI leaders in Australian workplaces, which PiD could use to educate their member organisations around leadership best practices, ultimately helping organisations to commit to taking steps to ensure their workplaces are more LGBTI-friendly.

Our objective was to convey the role, impact and influence that the individual, managers, peers and the organisation play in the journey of an LGBTI professional.

We were particularly interested in the lessons learnt, best practices, and what more, less or differently can be done to support LGBTI professionals and maximise their full potential.

Leveraging both our networks and Pride in Diversity's contacts, we identified a total of eleven people to interview on camera to help uncover their experiences. Our aim was to ensure a diverse range of people were interviewed from a number of different industries and backgrounds, across the LGBTI spectrum, and from new graduates, to senior and emerging LGBTI leaders to understand their varying experiences.

Internally, the project was guided by a steering committee with a number of representatives from GLaM, Human Capital Management and our MD Allies. The committee was supported by a working group, which had a number of analysts and associates who helped execute the tasks needed to make the project a success.



During the filming and editing process, we heard about a range of different tools and practices which lead to more inclusive workplaces:



## Themes from the Project

### ■ Senior Leadership

We heard that the influence of managers and leaders in having an open dialogue with teams is critical to an inclusive environment. Social cues go a long way to promoting a supportive environment

### ■ Inclusive Language and Markers

We also heard that inclusive language and visible cues in the workplace are critical to showing support. Visible markers such as rainbow flags, ally tents or managers attending LGBTI-related events on their personal time demonstrate to LGBTI individuals that they are working in a supportive environment

### ■ Role Models

Having senior out leaders and role models in organisations is important, and helps to show that people can be out and successful

### ■ Policy Equilibrium

Having equal policies is important in ensuring LGBTI employees feel they are treated the same as heterosexual employees

### ■ Allies

Our interviewees, both LGBTI and ally, highlighted the need for allies to stand up and not be afraid, and that the ongoing support is crucial supporting LGBTI team members and to be a role model to others

### ■ Give back and engage the “Passive Majority”

In addition, we heard that it was also important for our featured LGBTI speakers to give back and share experiences within their own companies



## Benefits of the Project

The opportunity to participate in the Platinum Project has had a multiplier effect on the firm's LGBTI inclusion activities. We have had the opportunity to enrich our relationships with several organisations and enhance the work of community groups:

- The GLaM Network hosted a skills-based Community Team Works volunteer project in Sydney, aimed at assisting the executive members of Out For Australia in a number of strategy planning sessions.

- As part of the firm's Asia Pacific Pride Month celebrations, our GLaM Network hosted a fireside chat with New South Wales Police Force Superintendent Tony Crandell and Sergeant Valerie Wagstaff which was broadcast across the region. Tony and Valerie shared their experiences on being an LGBTI ally and a transgender police officer, respectively, and how inclusion practices were implemented to create cultural change in the police force. As part of the event, we donated funds to the charity 'Twenty10'.

- Due to the momentum and the energy the project ignited, we were also able to sign the Marriage Equality Campaign in August.

## Next Steps

To mark the launch of this project, the firm will use the opportunity to deepen our employees' understanding of the individuals featured and the themes highlighted in the video. The event will take place in Q2 from our Sydney office and broadcast around the region. We will invite a number of the featured senior and emerging LGBTI leaders to share more about their stories and their involvement in the project.