# AUSTRALIAN LGBTI INCLUSION AWARDS

CELEBRATING THE RESULTS OF THE 2018 AUSTRALIAN WORKPLACE EQUALITY INDEX

## HERE FOR LGBTI INCLUSION

An important part of the ACON mission is to help make the places where our community members work more inclusive of LGBTI people.

We do this through a range initiatives including our Pride Inclusion Programs – the first of which, Pride in Diversity, we established in 2009.

An employee who feels supported and included will be more productive and achieve better outcomes, helping to make our businesses more competitive.

We thank all the employers we work with through our inclusion programs for partnering with us and congratulate the participants in this year's Australian Workplace Equality Index for helping make Australia a place where everyone belongs.

We're ACON. We're here for you and we're here for health.









DAWN HOUGH DIRECTOR ACON'S PRIDE INCLUSION PROGRAMS

On behalf of ACON and the Pride in Diversity team, I would like to both thank and congratulate

our awardees and all those active in LGBTI inclusion for the continued progress that Australia is making in this important area of Diversity & Inclusion.

This year, due to increased AWEI participation, we are delighted to release six new benchmarks for the AWEI: Research & Development; Property & Real Estate; Health & Wellbeing; Engineering; Energy/Utilities and ASX Top 50.

And surprisingly, despite the significant focus that many employers have put into the Marriage Equality Campaign throughout 2017, we continue to see a notable rise in the entry points for tier recognition within the AWEI instrument (Med-Large-Significant Employers). This year:

- The entry point into Bronze Tier rose by 9.6%, rather than a minimum score of 73 (2017), this year you needed a minimum score of 80 to gain Bronze Employer status.
- The entry point into Silver Tier rose by 11.4%, last year you needed a minimum score of 105, this year 117.
- The entry point into Gold Tier rose by 9.4%; last year you needed a minimum score of 127, this year 139.





The average score across all submissions within the full AWEI instrument rose by 15.7%. This tells us that practice is still shifting, we are getting better collectively at what we do and the bar continues to be raised.

We have made significant changes to the transcript documents that those participating will receive. With greater transparency around the scoring for every question we are now able to provide you with more detail and commentary around possible areas of strategic focus and quick win changes. Our index and survey publications will also provide greater detail and for the first time an academic paper on a key highlight pertaining to the survey instrument with thanks to our newly appointed Academic Advisor for the AWEI Survey, Dr. Ilro Lee.

The 2019 index will be the last in the three year iteration with a new streamlined, condensed index due 2020. Please know we are continually working year round to improve the index, streamline the submission, increase the academic rigor of the survey and align to international best practice. This keeps us current, engaged and aligned, enabling us collectively to not only make a real difference in our workplaces, but put Australia on the map in terms of national benchmarking and best practice alignment.





#### ALAN JOYCE CEO, QANTAS CO PATRON, PRIDE IN DIVERSITY

Alan Joyce has been Chief Executive & Managing Director of the Qantas Group since November 2008.

In his time as CEO, he has overseen the biggest transformation of Qantas since it was privatised in 1995, including the turnaround and renewed growth of Qantas International, the expansion of Qantas and Jetstar throughout Asia, the diversification of the Qantas Loyalty business with new ventures, the renewal of the Group's fleet with more than 150 new aircraft, and ongoing investment in lounges, technology and training.

This transformation drove Qantas to the best financial performance in its 96-year history in 2016, together with record customer satisfaction and employee engagement.

A vocal advocate during last year's push to legalise marriage equality in Australia, Mr Joyce is a longstanding advocate for greater social inclusion and equality. He was named a Companion of the Order of Australia (AC) in the Queen's Birthday 2017 Honours List for his contributions to gender equity, inclusion and diversity, and a supporter of Indigenous education, as well as for his contribution to tourism and aviation.



#### JENNIFER WESTACOTT

CEO, BUSINESS COUNCIL OF AUSTRALIA CO PATRON, PRIDE IN DIVERSITY

Jennifer Westacott has been Chief Executive of the Business Council of Australia since 2011,

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bringing extensive policy experience in both the public and private sectors.

For over 20 years Jennifer occupied critical leadership positions in the New South Wales and Victorian governments. She was the Director of Housing and the Secretary of Education in Victoria, and most recently was the Director-General of the New South Wales Department of Infrastructure, Planning and Natural Resources.

Jennifer facilitates the contribution of the Business Council of Australia's CEO members across a policy agenda that includes economic policy and competitiveness; regulation; infrastructure and sustainable growth; labour market, skills and education; engagement with Indigenous Australians, global engagement; healthcare policy; and innovation.





HON. MICHAEL KIRBY AC CMG PRIDE IN DIVERSITY PATRON 2010 – 2018

While we enthusiastically welcome our new Patrons, it's hard to say goodbye to someone who has

guided, informed, encouraged and challenged us from Day 1. Michael Kirby launched the Pride in Diversity Program on February 10, 2010 taking on the role of Patron shortly thereafter.

It was Michael's exhortation to take the message of inclusion out to small employers and regional areas that led to the development of a small employer index and the identification of regional outreach as a key strategic initiative for the program. More women and co-Patrons were amongst other wise words of encouragement that have since been taken on board in addition to the expansion of our connections overseas in order to coach and inspire others to build similar programs.

We know that Michael will continue to watch closely the progress of Pride in Diversity so today we celebrate his contribution past while warmly welcoming our new co-Patrons. A new era, new growth, new development.

Michael, we thank you. We look forward to what lies ahead, and we look forward to sharing the future with you.

#### "

In our work in Pride in Diversity in Australia we should, without delay, be considering how we can help Australian and other multinational companies to take the lead in neighbouring regions. To spread the word that homophobia and transphobia are bad for business and bad for human rights.

Increasingly, we must look beyond Australia. We should insist on equality in our own country. But we should also reach out to promote and support equality and good example beyond our borders. Pride in Diversity's message must reach the four corners of the planet.

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#### HON. MICHAEL KIRBY 2017 AUSTRALIAN LGBTI INCLUSION AWARDS







#### THE AWEI

The AWEI is the country's national benchmarking instrument for LGBTI inclusion within Australian workplaces. Based on the rigorous assessment of evidence submitted annually for the AWEI, the following employer recognition tiers are awarded:

#### **Platinum Employer 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 recognition by achieving an AWEI score within the current gold range of scores for four out of the last five successive years; or be awarded Employer of the Year twice within that period.

Once an employer qualifies for Platinum Employer recognition, they may then choose to alternate between a workplace project and the AWEI submission. This reduces the full AWEI benchmarking submission to once every three years should the alternative AWEI project offer be taken up.

Platinum Employer Recognition must be maintained annually by maintaining the criteria for four of the last five submission cycles. If this criteria is not met, employers drop back to the employer tier dictated by their score. Annual platinum status is the highest obtainable recognition within the AWEI.

#### **Gold Employer Recognition**

Gold recognition is the highest recognition obtainable for the current year outside of the longevity of Platinum Employer recognition. Gold Employers have obtained the highest AWEI submission scores within the current year. This recognition is indicative of a substantial amount of work and activity in the area of LGBTI inclusion.

Typically, gold recognition is limited to approximately 10–12 organisations although this may vary slightly year on year depending on score variations annually. Gold recognition is an outstanding achievement and organisations that obtain this recognition should be applauded for their level of activity over the given year.

This year, Gold Employers equate to the top 9.9% of submitting organisations (approx.)

#### **Silver Employer Recognition**

Silver recognition is given to employers who obtained high scores on the AWEI and provided evidence of a substantial amount of sustained or new work in this area. Silver recognition is difficult to obtain and quite often, the difference between the scores for silver and gold recognition is minimal.

Employers receiving silver recognition are considered to have been highly active in LGBTI inclusion in comparison to the national benchmark for the assessed year.

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## ABOUT THE AUSTRALIAN WORKPLACE EQUALITY INDEX (AWEI)

Typically, silver recognition is limited to approximately 15 organisations although this may vary slightly year on year depending on score variations annually. This year, Silver Employers range between the top 10–22% of submitting organisations (approx.)

#### **Bronze Employer Recognition**

Although a larger number of organisations receive Bronze recognition, the work that is required to achieve Bronze should not be underestimated. This is a substantial recognition that acknowledges a good deal of LGBTI inclusion activity over the assessed year. Employers that receive this recognition are considered active in LGBTI inclusion as compared to the national benchmark for the assessed year. This year 39 of the remaining 93 organisations were awarded Bronze Employer status.

Employers who receive Bronze or higher recognition qualify for a profile within the LGBTI Inclusive Employers website regardless of whether or not they are members. To access, please visit: **www.inclusiveemployers.com.au** 

#### **Participating Employers**

Participating employers are those organisations participating in the AWEI with scores outside of the above recognition criteria. It is important to understand that many of these employers are active in LGBTI inclusion, while some may be just starting work in this area. Many have strategies in place and are engaged in LGBTI initiatives and policy review. Participating in the AWEI demonstrates a commitment to LGBTI inclusion and activity in this area is something that is to be both acknowledged and applauded.

#### **Not-For-Publication Employers**

All employers submitting to the AWEI have the option of not being publicly listed within Award Tiers or the AWEI publication. We believe that it is important to allow all employers this option to encourage participation no matter their starting point. Employers can nominate at which tier they are happy to be acknowledged. Results are incorporated within the benchmarking data but names withheld for privacy.

### Additional Organisational and Individual Acknowledgements

While additional organisational awards or individual awards given at the Awards Luncheon do not form part of the benchmarking data, they are equally assessed against a strict criteria requiring evidence and in many cases, external endorsements. All organisational and individual award submissions are assessed against a predetermined scoring rubric, with multiple markers and discrepancy meetings as required.

# AUSTRALIAN PRIDE SPORT AWARDS

CELEBRATING LGBTI INCLUSION ACHIEVEMENTS IN AUSTRALIAN SPORT

TICKETS ON SALE NOW

**19 JUNE 2018** 

A COCKTAIL EVENING SHOWTIME EVENTS CENTRE, MELBOURNE

For more information and ticket bookings go to www.prideinclusionprograms.com.au/psi/



#### WESTPAC GROUP



200 years proudly supporting Australia

#### Growing our regional voice

At Westpac we're proud of our LGBTIQ inclusion journey.

In 2017 we embarked on an ambitious program of work for our AWEI Platinum Project. Over the preceding years we had taken significant steps to ensure our LGBTIQ workforce and allies felt comfortable to be themselves and supported at work.

Engagement had been particularly strong in our Metropolitan locations however we recognised that those in regional locations often faced greater challenges to feel included.

As such we set ourselves the vision for our Platinum project to grow our remote and regional reach of LGBTIQ inclusion so that all our LGBTIQ employees felt supported no matter where they go to work. It was a busy year and the same sex marriage debate brought an increased urgency for us to support our LGBTIQ employees, and those close to them, particularly those outside our main metropolitan locations.



Working with stakeholders at all levels of our business our platinum project enabled us to:

- Grow our regional membership of GLOBAL significantly
- Utilise new technology and social media to ensure our events were accessible to all
- Establish and grow our LGBTIQ support, events and awareness in every state through a significantly new regional and interstate structure
- Organise Australia's first LGBTIQ corporate organised summit in Sydney attended by over 250 guests half of which travelling from our regional locations around Australia

The work of our Platinum Project continues.

We recognise the challenge of regional LGBTIQ reach is not unique to Westpac Group. In 2018 and beyond are continuing to partner and support businesses and local community organisations so that we help to build regional inclusion for those that need it most.





#### LENDLEASE

We are extremely proud of our progress towards LGBTI inclusion at Lendlease. Since 2009 we have been proactively driving awareness, developing and supporting our leaders, and celebrating with our LGBTI community.

Our business is enormously diverse, and with over half of our workforce working from construction sites, satellite offices or in our varied assets, we were concerned that our usual communication and training channels may not always reach our remote teams. So, to ensure we reached our entire workforce, we changed the way we shared our messages and showed our support.

Our approach was two-fold:

- 1. Inclusive Leadership
- 2. Site Network and Awareness Campaign

Firstly, we focused on inclusive leadership, involving both Out Leaders and Ally Leaders to share their personal stories on why LGBTI Inclusion is important to them. We created a series of Out Leader videos with recognisable leaders, who shared their story and the impact of LGBTI exclusion; provided advice to other LGBTI employees and explained how people can show their support. These videos were used in team meetings and are available on our intranet.

The other core element was our site network and awareness campaign. We focused on connecting the

core message of inclusion to a topic very familiar with our business and industry – mental health. We discussed rates of depression and suicide in the LGBTI community to reinforce the importance of driving LGBTI inclusion at work.

To assist our leaders, we developed a Manager Toolkit that included the key messages, promotional materials such as rainbow laces, purple shirts and posters plus a range of activities with instructions to help generate a conversation and team involvement.

Knowing how diverse our teams are, we empowered our leaders to determine what resources would work best for their local teams and how they would approach the event, considering the time and technology available to them.

Leader briefing sessions, conducted with the LGBTI Employee Resource Group, provided an opportunity for leaders to discuss their approach, and in a safe environment, ask questions and receive coaching on how to manage different questions and reactions from the team.

We held events in over 160 locations around Australia aligned to Wear It Purple Day. We were overwhelmed by the support shown and how actively the teams participated. Photos and stories were shared via our internal social media platform, Yammer, and there were many examples where our employees shared the message of LGBTI inclusion with family, friends and industry connections.



This campaign highlighted how important it is to provide all teams the opportunity to participate. By empowering them to make decisions on how they can deliver the messages, the teams took ownership and supported the initiative.

We were thrilled with the outcome of the initiatives and the impact they have had on LGBTI inclusion both internally and external to Lendlease.





#### ACCENTURE

The PrideAtAccenture Platinum project sought to plan, deliver and measure a year long project aimed at the reduction of unconscious bias towards LGBTI employees at work. The highlight of the project was a 4 week campaign to be held during Pride Month 2017 for which 20 working day campaign materials were developed alongside a plan to reinforce key messages throughout the remainder of the year.

Accenture leaders were engaged early within the program, playing an active role during and after the campaign. Clearly defined metrics were defined to measure the outcomes of the program along with the establishment of a lasting legacy: the ability to share the lived experiences of LGBTI employees using a combination of cutting edge approaches including storytelling, gamification, leadership role modelling and social collaboration.



### Challenging Unconscious Bias in 1 Month!

Can you reduce unconscious bias towards LGBTI employees at work, and educate and empower 1,000+ LGBTI allies in Australia and New Zealand?

### We say yes!

To find out how, have a read of our 1 month campaign and set your workforce a series of challenges!





#### What is a 1 month challenge?

Many studies have shown that **doing something small every day for a month can lead to long-term changes in habit**. Each day for a month, we engaged our LGBTI Allies asking them to commit to a "micro-challenge" – something they could "say" or "do" that day or weekend.



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Businesses want diverse workplaces where employees feel included and supported - it isn't only a moral imperative, it's also just good business. I'm proud to be patron of the Pride in Diversity program, helping businesses as well as employees create more diverse and productive workplaces.

#### **JENNIFER WESTACOTT**

CEO, BUSINESS COUNCIL OF AUSTRALIA CO PATRON, PRIDE IN DIVERSITY

# 2018 RESULTS



AUSTRALIAN WORKPLACE EQUALITY INDEX

# OUR SUCCESS IS BASED ON PARTNERSHIPS







Australian Government Australian Taxation Office

Silver Sponsor

Bronze Sponsor

**Deutsche Bank** 







Bronze Sponsor

Bronze Sponsor

Media Partner

Platinum Sponsor





#### 2018 EMPLOYER OF THE YEAR

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#### SMALL EMPLOYER OF THE YEAR AWARD

KEY ASSETS – THE CHILDREN'S SERVICES PROVIDER



#### 2018 PLATINUM EMPLOYERS

- Lendlease
  (via Platinum Partner Project)
- Accenture
  (via Platinum Partner Project)
- Westpac Group (via Platinum Partner Project)
- Commonwealth Bank of Australia (via AWEI Submission)



#### 2017 PLATINUM QUALIFIERS

CURRENTLY WORKING ON PROJECTS

• University of Western Australia

#### **2018 PLATINUM QUALIFIERS**

PENDING RECOGNITION 2019

• ANZ

## SAVE THE DATE

### ABSTRACT SUBMISSIONS OPEN 1 JUNE 2018

## THE AUSTRALIAN LGBTI INCLUSION CONFERENCE



3-5 DEC 2018 MELBOURNE STADIUMS - ETIHAD STADIUM





2018 GOLD EMPLOYERS

ALPHABETICAL ORDER

- AGL Energy
- ANZ
- Australian Taxation Office
- Brisbane City Council
- Clayton Utz

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- Deloitte Australia
- Deutsche Bank, Australia
- EY
- Mercer (Australia) Pty Ltd
- RMIT University
- Uniting
- Woolworths





- Baker McKenzie Australia
- BankWest
- Curtin University
- EnergyAustralia
  Services Pty Ltd

- Herbert Smith Freehills
- JP Morgan
- Macquarie University
- Medibank
- Minter Ellison
- Monash University

- NAB
- Norton Rose Fulbright
- NSW Police Force
- Telstra

Plus 1 not-for-publication submission

#### SMALL EMPLOYER INDEX

 Key Assets, The Children's Services Provider







2018 BRONZE EMPLOYERS ALPHABETICAL ORDER

- Alcoa of Australia Limited
- Aurizon
- Australian Federal Police
- Avanade Australia
- CBRF
- Coles
- Corrs Chambers Westgarth
- Deakin University •
- Dentons Group
- Department of Environment, Land, Water and Planning (Victoria)
- Department of Health & Human Services (Victoria)
- Department of Health (Federal)
- Department of Human Services (Federal)
- Department of Premier & Cabinet (Victoria)

Department of Social Services (Federal)

BRONZE

SMALL EMPLOYER

2018

- DLA Piper
- GHD
- Holden
- HSBC Bank Australia Ltd
- **KPMG** Australia

- NBN Co
- PwC.
- QBE
- Royal Bank of Canada
- Scentre Group
- The Star Entertainment Group
- State Street Australia Limited
- Suncorp

- TAL
- Thomson Reuters
- University of Queensland
- University of Sydney •
- University of NSW
- Vanguard Investments
- Western Sydney University •

Plus 1 not-for-publication submission

#### SMALL EMPLOYER INDEX

- Aussie Broadband
- BlackRock
- Gilead Sciences
- Moody's Australia •
- Oliver Wyman
- Southern Rural Water •

### /\\/ARDS 2018

- King & Wood Mallesons
- Maddocks
- Maurice Blackburn Lawyers







### 2018 PARTICIPATING EMPLOYERS

ALPHABETICAL ORDER

- APRA
- Australian Securities &
  Investments Commission
- Attorney General's Department
- Aurecon
- Australia Post
- Australian Bureau of Statistics
- Australian Red Cross Blood Service
- Australian Unity
- Commonwealth Scientific & Industrial Research Organisation (CSIRO)
- Dell
- Department of Agriculture & Water Resources
- Department of Economic Development, Jobs, Transport & Resources (Victoria)

- Department of Foreign Affairs & Trade
- Department of Home Affairs
- Department of Prime Minister
  & Cabinet
- Edith Cowan University
- Energy Queensland Limited
- Envato
- Flourish Australia
- Gilbert + Tobin
- GPT Group
- Grant Thornton
- IAG Australia
- ICC Sydney
- Jacobs
- Life without Barriers

- Melbourne Water
- Nando's
- SAP Australia Pty Ltd
- South East Water
- Stockland
- University of Wollongong
- Victoria University

Plus 21 not-for-publication submissions

#### SMALL EMPLOYER INDEX

• Bloomberg LP

Plus 3 not-for-publication submissions





EXTERNAL MEDIA CAMPAIGN AWARD

> 'HOLD TIGHT' ANZ



### ACHIEVEMENT AWARD FOR MOST IMPROVED

TAL



#### LGBTI EMPLOYEE NETWORK OF THE YEAR

PRISM ENERGYAUSTRALIA SERVICES PTY LTD



TRANS & GENDER DIVERSE INCLUSION AWARD

UNITING







**CEO OF THE YEAR** 

LUKE SAYERS PWC



**EXECUTIVE LEADERSHIP** AWARD

> JAMES COLLINS PWC



NETWORK LEADER OF THE YEAR AWARD

MARK HODGSON ALCOA OF AUSTRALIA



YMCA NSW

**KIMBERLY OLSEN** UNITING



THE SALLY WEBSTER **ALLY AWARD** 

> **MELISSA TANDY** ANZ





#### HOW TO PARTICIPATE IN NEXT YEAR'S WORKPLACE EQUALITY INDEX (AWEI)

The Australian Workplace Equality index is open to all employers, regardless of size, sector or industry. A separate submission is available for small employers with less than 150 employees. There is no cost for participation and you do not need to be a Pride in Diversity member to participate.

Submissions are based on what is in place, and any activities supporting LGBTI inclusion within the assessed calendar year. Submissions for the 2019 close at 5pm Friday 1 March (hard copy on USB) or midnight Saturday 2 March (large file transfer URLs).

#### Participation in the AWEI provides an opportunity to:

- Assess your work in this area against the only national benchmark solely dedicated to LGBTI workplace inclusion within Australia.
- Obtain quantitative data to measure annual progress against the benchmark that can be fed back to your executive.
- Refine the LGBTI pillar of your inclusion strategy based on current best practice.
- Ensure currency with other employers active in LGBTI inclusion nationally.

- Be acknowledged for participating in and contributing to the national benchmark.
- Be recognised for high performance, individual projects or activity through the employer tiers or individual awards.

#### Participating organisations receive:

- A certificate of participation along with certificates for any awards received.
- Transcript of results, providing scores for each section of the index.
- A copy of all the benchmarking tables your data has been included within.
- A copy of optional survey results (should minimum numbers be met for confidentiality) providing information on the impact of your LGBTI inclusion initiatives amongst your employee population, including your LGBTI employees.
- Hard and soft copies of the benchmarking and survey publications.
- Hard copy of the Awards publication.
- Powerpoint presentation template to edit in order to present your results back to your teams.

For more information contact us at **pride@acon.org.au** call us on **02 9206 2139** or visit **www.pid-awei.com.au** 

## 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 LGBTI inclusion.

**Pride in Diversity** is the national not-for-profit employer support program for LGBTI 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 LGBTI workplace inclusion.

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

HERE FOR HEALTH



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

For more information please email **pride@acon.org.au** call **02 9206 2139** or visit **www.prideinclusionprograms.com.au** 

ACON's Pride Inclusion Programs support Australian workplaces, sporting organisations and health + wellbeing service providers in all aspects of LGBTI inclusion. For more information about all Pride Inclusion Programs, please visit our website: **www.prideinclusionprograms.com.au** 



