

2018 SML

THE DEFINITIVE
NATIONAL BENCHMARK
ON AUSTRALIAN
LGBTI WORKPLACE
INCLUSION

pride in 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 in Diversity team, it gives me great pleasure to present to you the first standalone Small Business Benchmark for LGBTI inclusion within Australian workplaces.

This publication is accompanied by the AWEI 2018 survey results which summarises key findings across all submitting employers. However, survey findings specific only to small employers have been included within this publication.

We are hoping that by producing a separate submission document and benchmarking publication for small employers, we can encourage those organisations, agencies and/or service providers of a similar size to strive for best practice without the unfair comparison of organisations with far greater resources and capacity to implement significant change processes and inclusion initiatives.

Small employer participation is still low. For this data to be meaningful, it is critical that we build on the number of small employers participating. Your participation plays an essential role in not only understanding where the benchmark lies for small employers but also in determining best practice and in encouraging others to participate.

Thank you for all the work and effort you have put in to submitting for the Small Employer AWEI this year and indeed for all the work that you do to make your workplace more welcoming and inclusive of LGBTI employees.

I would like to thank the Pride in Diversity team, who not only spent many weeks marking submissions, but also worked tirelessly on the Awards Luncheon celebrating the results of the AWEI and in producing the collateral, branding and publications that enable us to get this information out to employers (in particular Elaine Czulkowski, Michelle Blom and Finlay Long).

We hope that you find this publication useful and we hope that you will continue, year on year, to use the benchmarking instrument to not only provide feedback on your inclusion work but also to align your strategy and efforts to the index in order to realise and promote best practice.

Thank you once again for contributing to this important work.

A WORD FROM OUR 2018 SMALL EMPLOYER OF THE YEAR



ROB RYAN
CEO
Key Assets – The Children's Services Provider

Key Assets – The Children's Services Provider has a proud and long history of being an LGBTI Inclusive workplace.

We are honoured to once again achieve the Small Employer of the Year award for the AWEI in 2018. To achieve this recognition for 4 years in a row now is an amazing result and reflects the work that we do to create a truly inclusive work environment for our team.

We never take these awards or acknowledgement for granted and are delighted to see the growth in small organisations being represented this year.

Key Assets is a values driven organisation and our purpose is to achieve positive and lasting outcomes for children, families and communities. We work with some of the most vulnerable and at risk young people who are often voiceless and need strong advocates. When our staff can be their authentic selves at work it ensures we can be more productive, creative, innovative and target our resources to get the best possible outcomes. In turn this is good for society, our business and the community.

As CEO I am honoured to lead such an amazing group of people and would like to acknowledge their role in helping us to achieve this award but more importantly in making a difference to our world for the better.

WELCOME FROM OUR NEW PRIDE IN DIVERSITY CO PATRONS



ALAN JOYCE
CEO, Qantas
Co Patron, Pride In Diversity

I'm honoured to join Jennifer Westacott as co-patron of ACON's national not-for-profit program for LGBTI workplace inclusion.

It has been an amazing year since we gathered for the 2017 awards, culminating with the outpouring of support for the amendment of the Marriage Act. While we still have a lot of work to do to create a truly inclusive Australia, these awards demonstrate the real gains and change that is taking place across business, sport and the general community.

I've lost count of the number of people who've shared a story with me about their struggle with their identity, or of the challenges that their children or friends are facing.

People should be free to go to work, complete their studies, participate in sporting teams and be part of the community in a supportive, fair and inclusive environment.

Which is why the work being recognised is particularly important. Congratulations to all. The programs and initiatives you have developed to build a more inclusive Australia are changing lives.

I would also like to pay my respects and thanks to Hon Michael Kirby, founding patron of Pride In Diversity, who is stepping down after eight years. Michael's leadership and tireless dedication to raising awareness and support for LGBTI issues has given us all faith in a future where everyone, every day, everywhere in Australia, feels included and supported.

AWEI Awards Luncheon 2018

WELCOME FROM OUR NEW PRIDE IN DIVERSITY CO PATRONS



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

I've spoken before of spending a long time in my life feeling as though I was an outsider, and that is something I felt more intensely in the workplace than most other places. In fact, for me it was in the workplace I felt one of those first breakthrough moments, acceptance.

People want to be themselves in the workplace, they want to be respected and included – and so they should. The average working Australian spends more than 40 hours of their week with their employer, like it or not these are places which become central to our lives.

The work being recognised doesn't just make our workplaces better, producing more productive and happier workers it protects our brothers, sisters, mothers and fathers from the paralysing sting of exclusion.

Quite literally, this program is changing lives – showing young LGBTI people that they don't need to be the outsider. Their colleagues, their community and their employers value their contribution.

Those receiving awards this year are no doubt worthy but I'd ask that you also consider the quiet work of so many, over many years. The truth is, much work in this space has been done with no recognition, for no praise, simply to make the path a little easier to tread for those who follow.

This year, I also acknowledge the Hon. Michael Kirby, who will depart after 8 years as founding patron. Michael's contribution in this area is difficult to sum up but he leaves the organisation with a strong foundation to continue its work.

Last year was certainly momentous for this organisation and for the community, I know that no-one here will be resting on their laurels. I look forward to working with you all to build on these victories because now more than ever, we know that a future of inclusion, support and of finally feeling an insider is within reach.

AWEI Awards Luncheon 2018

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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 LGBTI workplace inclusion and comprises the largest and only national employee survey designed to gauge the overall impact of inclusion initiatives on organisational culture as well as identifying and non-identifying employees. The Index drives best practice in Australia and sets a comparative benchmark for Australian employers across all sectors. For this reason alone, the Index has to be rigorous and comprehensive. The work compiled annually by employers submitting for the Index is a testament to the importance of LGBTI 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 and in 2014 moved from recognising the Top 10 Employers to the Top 20 Employers.

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

HOW REFLECTIVE ARE TOP EMPLOYERS OF BEST PRACTICE WITHIN AUSTRALIA?

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

Many Awards nomination processes boast a much quicker and less cumbersome submission process, but the AWEI is extremely comprehensive and evidence based and therefore does take some time to complete.

Employers are asked a series of very specific questions in relation to areas that directly impact inclusion or the perception thereof and are required to provide evidence for all responses. Evidence may entail a detailed description of a process or alternatively copies of supporting documentation to validate responses. This ensures that all employers are measured on the same criteria while maintaining flexibility of approach.

As the Index is used for benchmarking purposes, its necessary rigour and submission process provides an accurate gauge as to the level of inclusivity currently being worked on within the submitting employer organisation. The current AWEI for Small Employers measures practice in terms of:

Section 1:

Section 1.	
HR Policies & Diversity Practice – Foundation	18pts
HR Policies & Diversity Practice – Intermediate	8pts
HR Policies & Diversity Practice – Leading Practice	8pts
HR Policies & Diversity Practice – Additional Work	4pts
Section 2:	
LGBTI Inclusion Strategy	8pts
Section 3: LGBTI Training	16pts
Section 4:	
Networks & Allies	14pts
Section 5:	
Visibility & Inclusion	14pts
Section 6:	
Community / Charities	4pts
Section 7:	
Survey & Other	6pts

METHODOLOGY

HOW ARE AWEI SUBMISSIONS ASSESSED?

2018 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 that which is required for full or partial point allocation. This removed the likelihood of grey areas where evidence is not supplied in its entirety or as requested.

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

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

Where scores between employers are close for Employer of the Year, a third marking is completed highlighting key 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.

From the scores provided within the AWEI submission, the following awards are also determined:

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

Individual Award Submissions

- Additional Award submissions (outside of the AWEI benchmarking instrument) are likewise marked against a scoring rubric and then shortlisted to 3 (maximum 4) based on the score achieved.
- A team of 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.

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

2018 SMALL EMPLOYER TIER RECOGNITION



2018 GOLD TIER RECOGNITION

While we did not have any Gold small employers 2018, Gold recognition is the ultimate tier for employers seeking to obtain what would be considered current best practice for small employers in LGBTI workplace inclusion.

Gold employer recognition requires a substantial amount of work and ongoing activity in LGBTI inclusion. Gold employers are recognised as those having met the entry score point set for Gold. This recognition is indicative of a substantial amount of work and activity over the year. Gold recognition is an outstanding achievement and employers that obtain this recognition should be applauded for their achievements. The highest ranking Gold Employer receives Small Employer of the Year recognition. Where Gold has not been awarded to any employer, the Small Employer of the Year recognition then moves to Silver.

2018 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 LGBTI inclusion. Silver recognition is difficult to obtain. Only 1 employer was awarded silver tier recognition this year. This employer was also acknowledged as the 2018 Small Employer of the Year.

Key Assets – The Children's Services Provider

2018 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 LGBTI inclusion with submissions providing detailed evidence of work in this area over the 2018 calendar year. 6 small employers were awarded Bronze Recognition this year. In alphabetical order:

Aussie Broadband

Gilead Sciences

Oliver Wyman

BlackRock

- Moody's Australia
- Southern Rural Water

2018 PARTICIPATING TIER RECOGNITION

Participating in the AWEI shows commitment to LGBTI inclusion and a desire to obtain an external assessment and measure of progress to date. Congratulations to all participating employers in the AWEI. Scores tend to vary greatly within the participating employer group, with the top of this tier being very close to achieving Bronze. This year, we had four employers within the Participating Tier, 3 not-for-publication. In alphabetical order:

- Bloomberg LP
- + 3 employers not-for-publication

2018 WINNERS – ORGANISATIONAL AWARDS



2018 EMPLOYER OF THE YEAR KEY ASSETS, THE CHILDREN'S SERVICES PROVIDER

Key Assets was named our highest ranking small employer for 2018.



2018 EMPLOYER OF THE YEAR (MED – LARGE EMPLOYERS) **EY**

EY achieved the coveted Employer of the Year Award in 2018 achieving the highest score overall within the AWEI. (Med+ size employers)

THE FOLLOWING AWARDS ARE OPEN TO ALL EMPLOYERS REGARDLESS OF SIZE



2018 ACHIEVEMENT AWARD FOR MOST IMPROVED **TAL**

This award is given every year to the employer with the highest score increase within their AWEI submission. The Achievement Award for Most Improved this year went to TAL.

TAL increased their 2018 AWEI score by a staggering 87 points (keeping in mind that this is a 200 point index) representing a 1087.5% point increase.

There were no contending small employers for this award in 2018.



2018 EXTERNAL MEDIA CAMPAIGN AWARD 'HOLD TIGHT' CAMPAIGN – ANZ

This award is given annually for an exceptional external media campaign focusing on the inclusion of LGBTI people within the promotion of an organisations products and/or services.

The winning entry 'Hold Tight' by ANZ can be viewed at https://vimeo.com/208232570

2018 WINNERS – INDIVIDUAL AWARDS

THE FOLLOWING AWARDS ARE OPEN TO ALL EMPLOYERS REGARDLESS OF SIZE



2018 CEO OF THE YEAR LUKE SAYERS – PWC

The power, reach and impact of a CEO's voice on LGBTI inclusion is undeniable. People listen. Which is why this particular award is so important.

Luke Sayers, this year's CEO of the Year, has been extraordinarily active, not only within his own organisation but external to it; within the community and in support of Marriage Equality. He has chosen to be personally mentored by LGBTI Leaders. For several years Luke has engaged other CEO's in roundtable conversations in relation to their role in LGBTI inclusion and has provided uncompromising leadership in support of LGBTI inclusion, both within PwC and within society as a whole. A deserving recipient of this year's award.



2018 EXECUTIVE LEADERSHIP AWARD JAMES COLLINS – PWC

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

James Collins, PwC was recognised this year for his significant involvement in all aspects of LGBTI inclusion within PwC as well as the initiation of events and activities both internally and externally. James acted as an immediate contact for members of the network and LGBTI individuals, was instrumental in the development of an internal LGBTI leadership program and the initiation of an organisational campaign to support marriage equality.

James is highly respected both internally and externally as a driver of inclusion and has played a significant role in the organisations LGBTI inclusion initiatives since their inception at PwC 8 years ago.

2018 WINNERS – INDIVIDUAL AWARDS

THE FOLLOWING AWARDS ARE OPEN TO ALL EMPLOYERS REGARDLESS OF SIZE



2018 NETWORK LEADER OF THE YEAR AWARD MARK HODGSON – ALCOA OF AUSTRALIA

This award recognises the work of individuals within network leadership groups that perform above and beyond the expectations of the role and significantly impact LGBTI workplace inclusion as a result.

This year's winner has been acknowledged for transforming a traditional 'macho' blue collar refinery business into a workplace that accepts diversity and encourages discussion on what was traditionally viewed as a taboo topic. Mark not only set an example of inclusion amongst his business peers, but passionately spearheaded significant cultural change on top of his already significant duties of managing a refinery overseeing nearly 900 employees, contractors, safety, environmental health and community engagement.

Mark was also acknowledged by his organisation globally for his commitment to inclusion and is enthusiastically transferring best practice efforts in LGBTI inclusion from Australia to other sites around the world.



2018 OUT ROLE MODEL AWARD ANGUS LONERGAN – YMCA NSW

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

This year's winner has been a visible and active campaigner for improving the visibility and celebration of LGBTI people both internally and externally. Angus was responsible for introducing the celebration of LGBTI days of significance into the organisation, running LGBTI+ inclusion training, co-ordinating the organisation's first Mardi Gras Fair day community engagement stall, sharing information with the recruitment team re: inclusive advertising and policies, as well as researching and gaining approval for the organisations first LGBTI network. He was also the recipient of the CEO Celebrate Employee of the Year Award in 2017 supporting the importance of being open & authentic at work and for the diversity and inclusion work he undertook. Angus has been active in community organisations and worked as a group support worker for LGBTI young people.

2018 WINNERS – INDIVIDUAL AWARDS

THE FOLLOWING AWARDS ARE OPEN TO ALL EMPLOYERS REGARDLESS OF SIZE



2018 SAPPHIRE INSPIRE AWARD **KIMBERLY OLSEN – UNITING**

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.

This year's candidates were shortlisted by the team but the ultimate winner was selected by Christine Forster, our Sapphire Ambassador.

In Christine's own words about Kimberly:

"...This year's award winner is recognised for her broad contribution to the LGBTI community; not only within her internal role within which she has made a significant contribution, but also as a role model for others through her mentoring of young people, assisting trans job seekers find employment and through the education of the general public via speaking roles and social media advocacy."



2018 SALLY WEBSTER ALLY AWARD **MELISSA TANDY – ANZ**

The Sally Webster Ally Award is given annually for outstanding contribution of an ally to LGBTI workplace inclusion. This year's award winner was instrumental in leading change across a wide range of business areas in support of LGBTI people, in particular, the transgender community.

Melissa's support of both internal and external networks and visible contribution to the development of business processes has consistently validated this candidate as a force to be reckoned with; earning the deep respect of employees within her own organisation and externally. Melissa has become known for their results orientation and uncompromising passion for equity and change.

This is the second time that Melissa has won this award.

AUSTRALIAN WORKPLACE EQUALITY INDEX 2018 SMALL EMPLOYER BENCHMARKING DATA

PARTICIPATION OVERVIEW

HISTORICAL SMALL EMPLOYER AWEI PARTICIPATION

The number of 2018 Small Employer AWEI submissions received this year increased by 120%. As this is only the second year of the dedicated small employer AWEI, the increase has been a substantial one. However, participation of far more small employers would be required before the benchmarking data can provide a credible set of benchmarking tables for LGBTI workplace inclusion.

In saying that, this is our current measure of practice. Those small employers participating at this early stage can be proud of the fact that they are leaders and early adopters in this rapidly developing area of Diversity & Inclusion.

Prior to the launch of the dedicated small employer index, there were very small employers participating. The dedicated instrument has spiked this growth and as a result, we are hoping that the increase will reflect a similar trajectory next year.

ANNUAL AWEI PARTICIPATION GROWTH



HISTORICAL SMALL EMPLOYER AWEI OPTIONAL SURVEY PARTICIPATION

The number of small employer respondents completing the optional employee survey this year increased by 207%. 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 LGBTI inclusion work. While the Small Employer Index measures the policies and practices that are in place to support a welcoming and inclusive environment for LGBTI people, the survey provides insight into the lived experience of LGBTI people within your organisation/agency/service. It also provides information on the experiences and/or perceptions of those who do not personally identify as LGBTI 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.

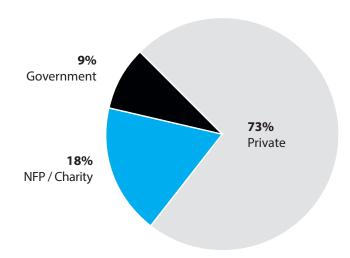
ANNUAL SURVEY PARTICIPATION GROWTH

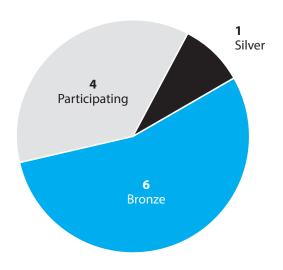


PARTICIPATION OVERVIEW

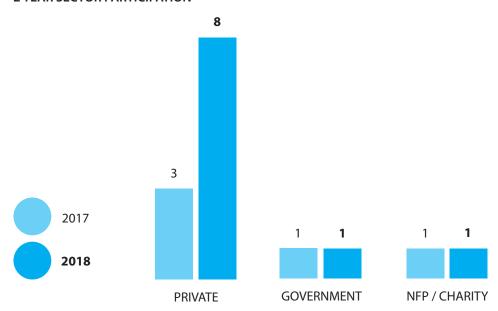
PARTICIPATION BY SECTOR

PARTICIPATION BY EMPLOYER TEIR

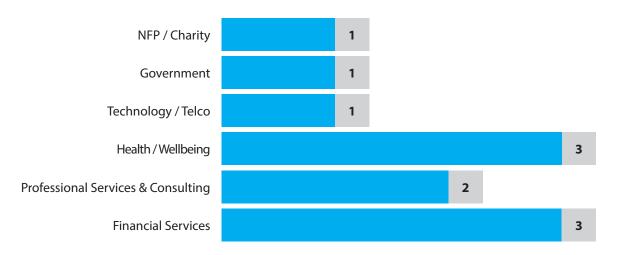




2 YEAR SECTOR PARTICIPATION



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 LGBTI 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

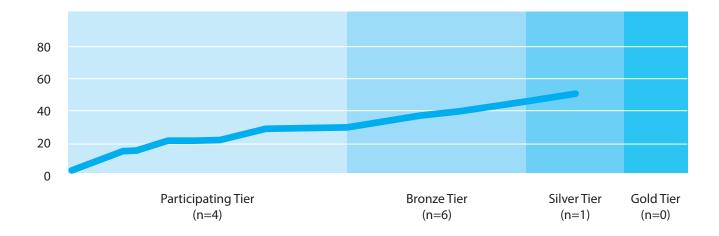
- Where available benchmark
 LGBTI inclusion work against other employers within your sector.
 - Understand sector trends, areas for improvement and areas of good practice.

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

This year the average score across all submissions dropped by 2.5% to 29.4 which can be explained in part by the 207% growth in participation with several of those new participants just starting in LGBTI inclusion. This year did see however, a significant jump in the organisations obtaining Bronze status, with 2 employers obtaining this tier in 2017 and 6 in 2018. The entry points into each of the tiers remained static 2018.



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



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



pridein sport



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 from which Top Employers for LGBTI people is 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 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.

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

AUSTRALIAN WORKPLACE EQUALITY INDEX 2018 SMALL EMPLOYERS BENCHMARKING TABLES

BENCHMARK: ALL SMALL EMPLOYERS

ALL SMALL EMPLOYERS (n=11)

BASIC COMPARISONS	Lowest	Average	Median	Highest	Available		
SECTION 1: HR POLICIES & DIVERSITY PRACTICE							
Sect 1: Foundational Work	2	7	7	13	18		
Sect 1: Intermediate	0	3	4	6	8		
Sect 1: Leading Practice	0	2	2	7	8		
Sect 1: Additional Work	0	1	0	2	4		
TOTAL SCORE FOR SECTION 1	2	13	11	28	38		
Sect 2: LGBTI Inclusion Strategy	0	1	1	3	8		
Sect 3: LGBTI Training	0	3	3	9	16		
Sect 4: Networks & Allies	0	6	6	10	14		
Sect 5: Visibility & Inclusion	0	4	5	9	14		
Sect 6: Community Engagement	0	1	0	4	4		
Sect 7: Survey & Other	0	1	1	4	6		
2018 OVERALL AWEI SCORE	3	29	30	49	100		

INTERQUARTILE RANGES	Lowest	25th percentile	50th percentile	75th percentile	Highest		
STANDING SUBMISSION: HR POLICIES & DIVERSITY PRACTICE							
Sect 1: Foundational Work	2	4	7	9	13		
Sect 1: Intermediate	0	3	4	4	6		
Sect 1: Leading Practice	0	0	2	4	7		
Sect 1: Additional Work	0	0	0	2	2		
ANNUAL SUBMISSION: FOR WORK IN 2017	2	10	11	17	28		
Sect 2: Strategy & Accountability	0	1	1	3	3		
Sect 3: LGBTI Training & Education	0	1	3	5	9		
Sect 4: Networks & Allies	0	5	6	7	10		
Sect 5: Visibility & Inclusion	0	2	5	6	9		
Sect 6: Community Engagement	0	0	0	1	4		
Sect 7: Survey & Other	0	0	1	2	4		
2018 AWEI SUBMISSION SCORE	3	22	30	39	49		

BENCHMARK: PRIVATE SECTOR

PRIVATE SECTOR (n=8)

BASIC COMPARISONS	Lowest	Average	Median	Highest	Available	
SECTION 1: HR POLICIES & DIVERSITY PRACTICE						
Sect 1: Foundational Work	3	6	6	13	18	
Sect 1: Intermediate	2	3	4	4	8	
Sect 1: Leading Practice	0	2	2	5	8	
Sect 1: Additional Work	0	0	0	2	4	
TOTAL SCORE FOR SECTION 1	6	12	11	20	38	
Sect 2: LGBTI Inclusion Strategy	0	1	2	3	8	
Sect 3: LGBTI Training	0	4	3	9	16	
Sect 4: Networks & Allies	0	6	7	10	14	
Sect 5: Visibility & Inclusion	1	4	5	7	14	
Sect 6: Community Engagement	0	0	0	1	4	
Sect 7: Survey & Other	0	1	1	2	6	
2018 OVERALL AWEI SCORE	15	28	30	40	100	

INTERQUARTILE RANGES	Lowest	25th percentile	50th percentile	75th percentile	Highest		
STANDING SUBMISSION: HR POLICIES & DIVERSITY PRACTICE							
Sect 1: Foundational Work	3	4	6	7	13		
Sect 1: Intermediate	2	3	4	4	4		
Sect 1: Leading Practice	0	0	2	3	5		
Sect 1: Additional Work	0	0	0	0	2		
ANNUAL SUBMISSION: FOR WORK IN 2017	6	11	11	13	20		
Sect 2: Strategy & Accountability	0	0	2	2	3		
Sect 3: LGBTI Training & Education	0	2	3	7	9		
Sect 4: Networks & Allies	0	5	7	8	10		
Sect 5: Visibility & Inclusion	1	2	5	6	7		
Sect 6: Community Engagement	0	0	0	1	1		
Sect 7: Survey & Other	0	0	1	1	2		
2018 AWEI SUBMISSION SCORE	15	23	30	33	40		

BENCHMARK: EMPLOYER TIER RECOGNITION

PARTICIPATING TIER (n=4)

BASIC COMPARISONS	Lowest	Average	Median	Highest	Available		
SECTION 1: HR POLICIES & DIVERSITY PRACTICE							
Sect 1: Foundational Work	2	5	5	7	18		
Sect 1: Intermediate	0	2	2	4	8		
Sect 1: Leading Practice	0	1	0	2	8		
Sect 1: Additional Work	0	1	0	2	4		
TOTAL SCORE FOR SECTION 1	2	8	8	13	38		
Sect 2: LGBTI Inclusion Strategy	0	1	1	3	8		
Sect 3: LGBTI Training	0	1	0	3	16		
Sect 4: Networks & Allies	0	4	4	7	14		
Sect 5: Visibility & Inclusion	0	2	1	5	14		
Sect 6: Community Engagement	0	1	1	1	4		
Sect 7: Survey & Other	0	1	1	1	6		
2018 OVERALL AWEI SCORE	3	16	18	23	100		

INTERQUARTILE RANGES	Lowest	25th percentile	50th percentile	75th percentile	Highest		
STANDING SUBMISSION: HR POLICIES & DIVERSITY PRACTICE							
Sect 1: Foundational Work	2	4	5	6	7		
Sect 1: Intermediate	0	2	2	3	4		
Sect 1: Leading Practice	0	0	0	1	2		
Sect 1: Additional Work	0	0	0	1	2		
ANNUAL SUBMISSION: FOR WORK IN 2017	2	5	8	10	13		
Sect 2: Strategy & Accountability	0	0	1	2	3		
Sect 3: LGBTI Training & Education	0	0	0	1	3		
Sect 4: Networks & Allies	0	0	4	7	7		
Sect 5: Visibility & Inclusion	0	1	1	2	5		
Sect 6: Community Engagement	0	0	1	1	1		
Sect 7: Survey & Other	0	0	1	1	1		
2018 AWEI SUBMISSION SCORE	3	12	18	22	23		

BENCHMARK: EMPLOYER TIER RECOGNITION

BRONZETIER (n=6)

BASIC COMPARISONS	Lowest	Average	Median	Highest	Available		
SECTION 1: HR POLICIES & DIVERSITY PRACTICE							
Sect 1: Foundational Work	3	8	7	13	18		
Sect 1: Intermediate	3	4	4	6	8		
Sect 1: Leading Practice	0	3	3	7	8		
Sect 1: Additional Work	0	1	0	2	4		
TOTAL SCORE FOR SECTION 1	11	16	12	28	38		
Sect 2: LGBTI Inclusion Strategy	0	2	2	3	8		
Sect 3: LGBTI Training	2	5	5	9	16		
Sect 4: Networks & Allies	3	7	7	10	14		
Sect 5: Visibility & Inclusion	2	5	6	7	14		
Sect 6: Community Engagement	0	0	0	1	4		
Sect 7: Survey & Other	0	1	1	2	6		
2018 OVERALL AWEI SCORE	30	35	34	44	100		

INTERQUARTILE RANGES	Lowest	25th percentile	50th percentile	75th percentile	Highest		
STANDING SUBMISSION: HR POLICIES & DIVERSITY PRACTICE							
Sect 1: Foundational Work	3	5	7	12	13		
Sect 1: Intermediate	3	4	4	4	6		
Sect 1: Leading Practice	0	1	3	5	7		
Sect 1: Additional Work	0	0	0	1	2		
ANNUAL SUBMISSION: FOR WORK IN 2017	11	11	12	18	28		
Sect 2: Strategy & Accountability	0	1	2	2	3		
Sect 3: LGBTI Training & Education	2	2	5	8	9		
Sect 4: Networks & Allies	3	6	7	9	10		
Sect 5: Visibility & Inclusion	2	4	6	6	7		
Sect 6: Community Engagement	0	0	0	0	1		
Sect 7: Survey & Other	0	0	1	2	2		
2018 AWEI SUBMISSION SCORE	30	30	34	39	44		

THE AUSTRALIAN WORKPLACE EQUALITY INDEX

WE ENCOURAGE ALL EMPLOYERS TO PARTICIPATE IN THE 2019 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 LGBTI 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 2019 AWEI PLEASE VISIT:

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

AUSTRALIAN WORKPLACE EQUALITY INDEX 2018 SMALL EMPLOYER QUESTION STATS & BEST PRACTICE

This section allows employers to compare their scores question by question, clearly indicating the lowest, average and highest score obtained by all participating employers. The Best Practice score indicates the number of employers that achieved full points for the identified question showing the commonality of practice for that particular area.

SECTION 1: HR POLICIES & DIVERSITY PRACTICE - FOUNDATIONS

1.1

FOUNDATIONAL: ANTI-DISCRIMINATION CLAUSE / POLICY

Here we look to see if the Anti-Discrimination statement / policy clearly prohibits discrimination based on all protected attributes clearly articulated within the sex discrimination act, including gender expression and relationship status.

Lowest Score	Average	Median	Highest	Best Practice*
0	3.1	3	5	(5) 3

^{*} Number in brackets = total points available, number following = number of employers achieving full points

1.2

FOUNDATIONAL: INCLUSIVE LANGUAGE / TERMINOLOGY

This questions looks at the clarity of wording within policy documentation when it comes to the definition of partner/spouse, family and Parent/Carer. These statements must be explicit in their inclusion of LGBTI people and families.

Lowest Score	Average	Median	Highest	Best Practice*
0	1	0	3	(3) 3

^{*} Number in brackets = total points available, number following = number of employers achieving full points

1.3

FOUNDATIONAL: STAFF BENEFITS

This question looks at a range of staff benefits and once again checks for the explicit inclusion LGBTI people and their families. Benefits include but are not limited to health care, superannuation, travel, insurance.

Lowest Score	Average	Median	Highest	Best Practice*
0	0.2	0	1	(4) 0

^{*} Number in brackets = total points available, number following = number of employers achieving full points

1.4

FOUNDATIONAL: NEW PARENT LEAVE

This question looks at the communication of LGBTI inclusivity within various forms of new parent leave including but not limited to parental leave, adoption leave, surrogacy leave and leave entitlements for new foster parents.

Lowest Score
0

Average

Median

Highest 4 Best Practice*
(4) 1

1.5

FOUNDATIONAL: ACCESS TO EXTERNAL SUBJECT MATTER EXPERTISE

This question determines access to subject matter expertise to assist with LGBTI inclusion. This may include but is not limited to Pride in Diversity membership. In the absence of Pride in Diversity membership, evidence is required to support the engagement of external subject matter experts.

Lowest S	core
0	

Average 1.5 Median

Highest

Best Practice*

INTERMEDIATE

1.6

INTERMEDIATE: STRATEGIC FOCUS AND COMMUNICATION OF INCLUSION

This set of questions looks at the communication of LGBTI inclusion to all staff within the assessed year alongside any external communication of LGBTI inclusion on an external facing website or within any external documentation.

Lowest Score
0

Average 3 Median 4 Highest 4 Best Practice*
(4) 6

1.7

INTERMEDIATE: BULLYING & HARASSMENT

This set of questions looks at bullying & harassment documentation to determine the inclusion of specific examples that relate to the LGBTI community, homophobia and/or transphobia. It also determines the availability of an LGBTI friendly/trained person that LGBTI staff could safely go to seek information or disclose bullying behaviours.

Lowest Score	
0	

Average

Median 0 Highest 2 Best Practice*
(4) 0

^{*} Number in brackets = total points available, number following = number of employers achieving full points

^{*} Number in brackets = total points available, number following = number of employers achieving full points

^{*} Number in brackets = total points available, number following = number of employers achieving full points

^{*} Number of participating organisations achieving full score

LEADING PRACTICE

1.8

LEADING PRACTICE: SUPPORT OF TRANS & GENDER DIVERSE EMPLOYEES

This leading practice set of questions explores the inclusion of trans and/or gender diverse employees from the initial communication of inclusion through to full transitioning support, education in terms of gender diversity and any specifically written resources for LGBTI employees communicating available support and inclusivity of policies.

Lowest Score	Average	Median	Highest	Best Practice*
0	2.2	2	7	(8) 0

^{*} Number in brackets = total points available, number following = number of employers achieving full points

ADDITIONAL WORK

1.9

ADDITIONAL WORK:

This is where employees can include any additional work relating to HR policy or practice that promotes an inclusive environment for LGBTI people not covered thus far.

Lowest Score	Average	Median	Highest	Best Practice*
0	0.7	0	2	(4) 0

^{*} Number in brackets = total points available, number following = number of employers achieving full points

SECTION 2: LGBTI INCLUSION STRATEGY / ACCOUNTABILITY

2.1

LGBTI STRATEGY

This section investigates the existence of a clearly defined LGBTI inclusion strategy and in terms of best practice, clearly documented action plans, targets and accountabilities to further work on LGBTI inclusion.

Lowest Score	Average	Median	Highest	Best Practice*
0	1.5	1	3	(4) 0

^{*} Number in brackets = total points available, number following = number of employers achieving full points

2.2

ADDITIONAL WORK

This section allows employers to enter any additional work related to LGBTI strategy not covered thus far.

Lowest Score	Average	Median	Highest	Best Practice*
0	0	0	0	(4) 0

^{*} Number in brackets = total points available, number following = number of employers achieving full points

SECTION 3: LGBTI TRAINING

3.1

OPEN INVITATION LGBTI INCLUSION TRAINING

These questions look at the existence of any face-to-face LGBTI inclusion and/or awareness training conducted over the last 18 months or any LGBTI awareness modules/ training incorporated within other programs and/or events.

Lowest Score	Average	Median	Highest	Best Practice*
0	3.2	2	9	(12) 0

^{*} Number in brackets = total points available, number following = number of employers achieving full points

3.2

ADDITIONAL WORK

This section allows employers to enter any additional work related to LGBTI training or awareness building not covered thus far.

Lowest Score	Average	Median	Highest	Best Practice*
0	0.2	0	1	(4) 0

^{*} Number in brackets = total points available, number following = number of employers achieving full points

SECTION 4: LGBTI EMPLOYEE NETWORKS & ALLIES

4.1

NETWORK / SOCIAL GROUP / CHAMPION INITIATIVES

This section looks at the existence of an LGBTI employee network, senior executive champions, work pertaining to LGBTI allies or a network specific work plan to promote LGBTI inclusion in the workplace.

Lowest Score	Average	Median	Highest	Best Practice*
0	5.2	6	10	(10) 1

^{*} Number in brackets = total points available, number following = number of employers achieving full points

4.2

ADDITIONAL WORK

This section allows employers to enter any additional work related to LGBTI networks and/or allies not covered thus far.

Lowest Score	Average	Median	Highest	Best Practice*
0	0.4	0	2	(4) 2

^{*} Number in brackets = total points available, number following = number of employers achieving full points

SECTION 5: VISIBILITY & INCLUSION

5.1

VISIBILITY OF INCLUSION

This set of questions looks at the celebration of LGBTI dates of significance, visible signs of LGBTI inclusion in the workplace, and allies and managers that are openly supportive of LGBTI inclusion initiatives.

Lowest Score
0

Average	
3.8	

Median 4

Highest 8 Best Practice*

* Number in brackets = total points available, number following = number of employers achieving full points

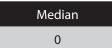
5.2

ADDITIONAL WORK

This section allows employers to enter any additional work related to visibility and inclusion not covered thus far.

Lowest Score	
0	

Average
0.5



Highest

Best Practice*
(4) 0

SECTION 6: COMMUNITY ENGAGEMENT

6.1

COMMUNITY ENGAGEMENT & EXTERNAL ADVOCACY

This section asks about any LGBTI charities or community groups that have been supported or employer branded participation in any LGBTI community events.

Lowest Score
0

Average	
0.4	

Median 0 Highest 2 Best Practice*
(2) 1

6.2

ADDITIONAL WORK

This section allows employers to enter any additional work related to community engagement not covered thus far.

Lowest Score
0

Average	
0.3	

Median	
0	

Highest	
2	

Best Practice*
(2) 1

^{*} Number in brackets = total points available, number following = number of employers achieving full points

^{*} Number in brackets = total points available, number following = number of employers achieving full points

^{*} Number in brackets = total points available, number following = number of employers achieving full points

SECTION 7: SURVEY & ADDITIONAL WORK

7.1

OPTIONAL EMPLOYEE SURVEY

This section provides points for those participating in the optional employee survey with full points being given to an all staff invitation to participate with good number of employee responses given the size of the organisation.

Lowest Score
0

Average	
0.8	

Median

Highest 2 Best Practice*

7.2

ADDITIONAL WORK

This section allows employers to enter any additional work related any aspect of LGBTI inclusion not mentioned thus far.

Lowest Score	
0	

A	verage	
	0.4	

Median	
0	



Best Practice*
(4) 1

^{*} Number in brackets = total points available, number following = number of employers achieving full points

^{*} Number in brackets = total points available, number following = number of employers achieving full points

Participate in the 2019 AWEI Employee Survey



Participating in the AWEI is critical for benchmarking, assessment against current best practice, and guiding strategy work in LGBTI 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 LGBTI 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 LGBTI inclusion.

Unique URL's will be available to all participating employees in January 2019.

For more information, please go to:

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

AUSTRALIAN WORKPLACE EQUALITY INDEX 2018 SMALL EMPLOYER SURVEY

2018 SMALL EMPLOYER SURVEY RESULTS

2018 SMALL EMPLOYER RESPONDENTS

In 2018 Small Employer respondents to the AWEI 2018 survey rose from 69 (2017) to 212.

All AWEI participants, regardless of employer size will receive a separate publication providing an executive summary of key findings within the full survey (23,120 respondents) along with some academic analysis. The following data has been provided to small employers only to enable a comparison against similar sized employers. However, we still recommend reviewing the full 2018 AWEI Survey results publication for a more thorough analysis of overall findings.

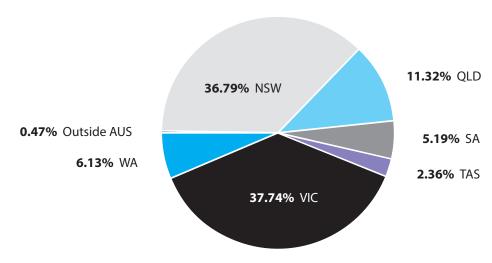
Please note: not all survey questions have been included within this summary. Only those questions with a strong sway towards the negative or positive have been included.

For those who participated within the survey, you will be able to compare your results to the responses across the following pages. As there were only 2 trans/gender diverse respondents and nobody with an intersex status, data for these two groups have been excluded.

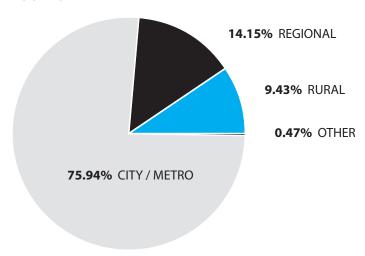


SMALL EMPLOYER SURVEY PARTICIPATION DEMOGRAPHICS

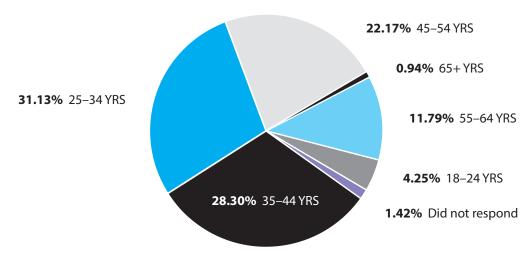
PARTICIPATION DEMOGRAPHICS BY STATE



PARTICIPATION DEMOGRAPHICS BY LOCATION

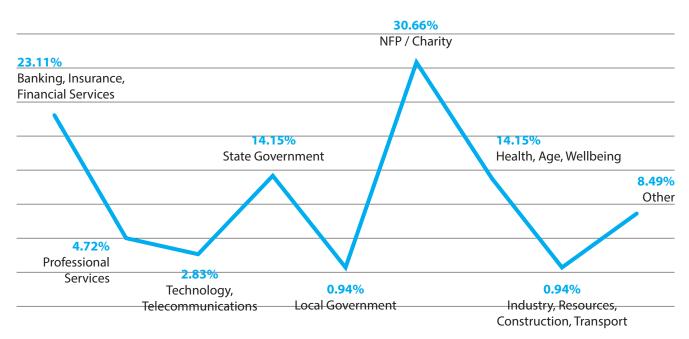


PARTICIPATION DEMOGRAPHICS BY AGE

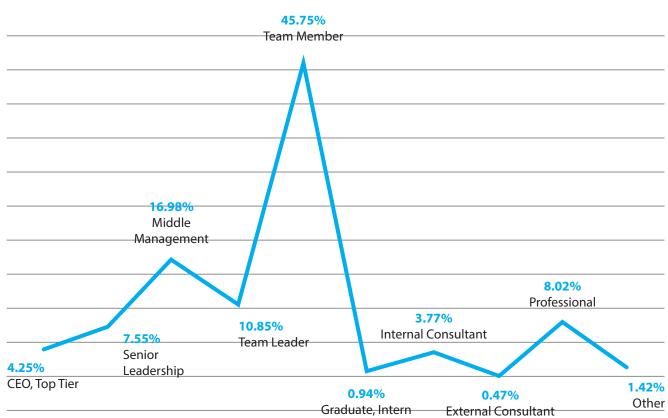


SMALL EMPLOYER SURVEY PARTICIPATION DEMOGRAPHICS

PARTICIPATION DEMOGRAPHICS BY INDUSTRY / SECTOR

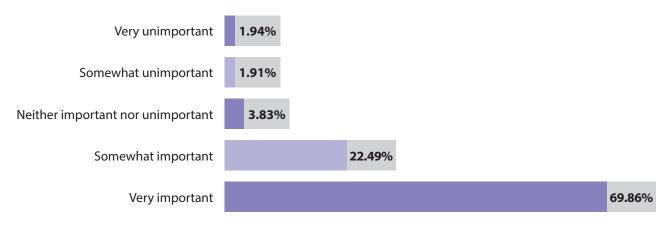


PARTICIPATION DEMOGRAPHICS BY ROLE

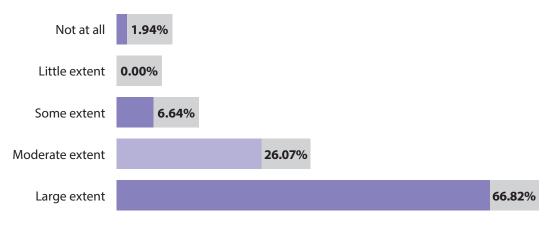


Please note: All questions were optional. Not all participants answered all questions.

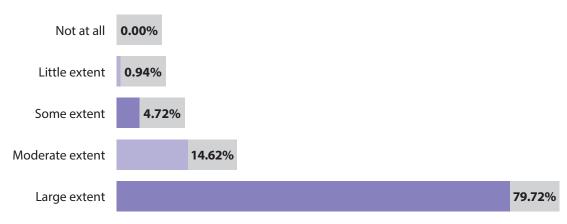
How important do you personally believe LGBTI inclusion initiatives are to an organisation? (n=209)



To what extent do you understand WHY LGBTI inclusion is important to an organisation? (n=211)



To what extent do you believe your oganisation genuinely supports LGBTI inclusion? (n=212)

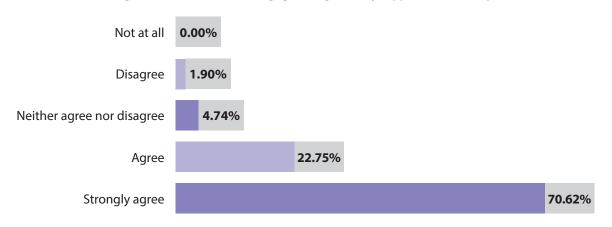


Please note: All questions were optional. Not all participants answered all questions.

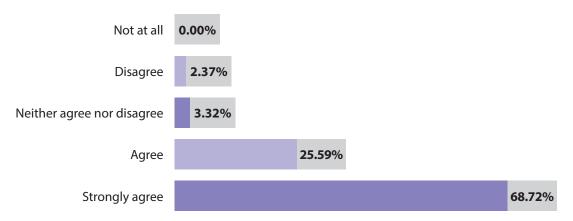
I've heard negative commentary from our leaders in regard to LGBTI people or our LGBTI inclusion initiatives (n=208)



I feel confident that the managers/team leaders that I engage with genuinely support LGBTI workplace inclusion (n=211)

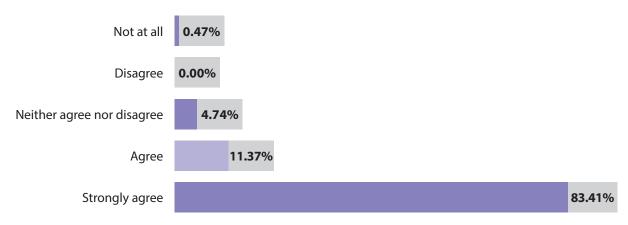


I believe that LGBTI employees within my immediate work area could comfortably be themselves at work without fear of constant innuendo, jokes or negative commentary (n=211)

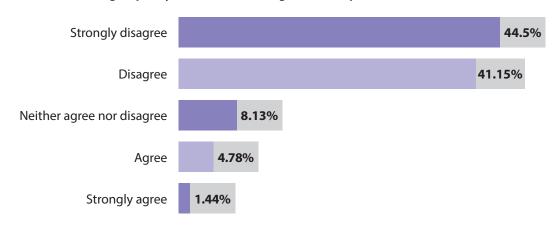


Please note: All questions were optional. Not all participants answered all questions.

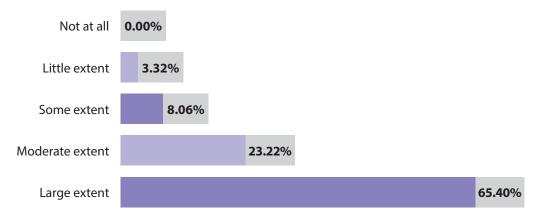
I think we should absolutely support LGBTI colleagues to talk about their life, have photos on their desk and bring family members to work events (n=211)



Now that we have marriage equality, I believe we no longer need to spend time on LGBTI inclusion at work (n=209)

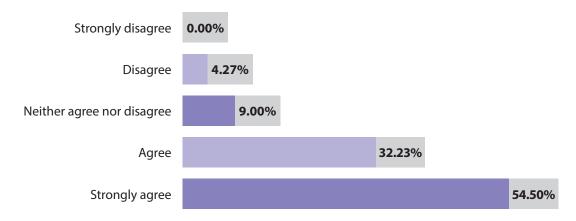


To what extent do you believe your organisation communicates LGBTI inclusion internally? (n=211)

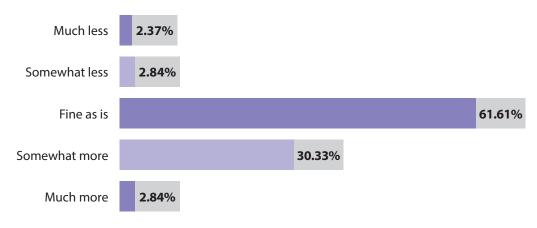


Please note: All questions were optional. Not all participants answered all questions.

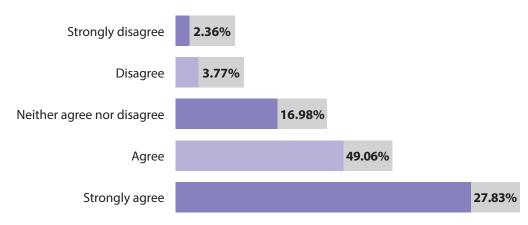
I know where to go for more information on LGBTI inclusion within this organisation (n=211)



Do you believe your organisation should do more or less in the area of LGBTI workplace inclusion? (n=211)

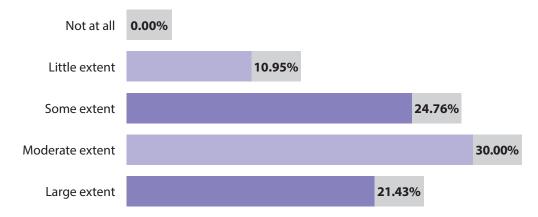


Do you believe that people managers in your organisation should be trained in LGBTI inclusion? (n=212)



Please note: All questions were optional. Not all participants answered all questions.

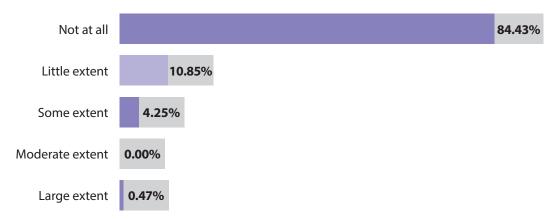
To what extent would an organisation's track record in LGBTI inclusion influence your decision to join an organisation? (n=210)



SMALL EMPLOYER SURVEY PARTICIPATION – BULLYING / HARASSMENT

Please note: All questions were optional. Not all participants answered all questions.

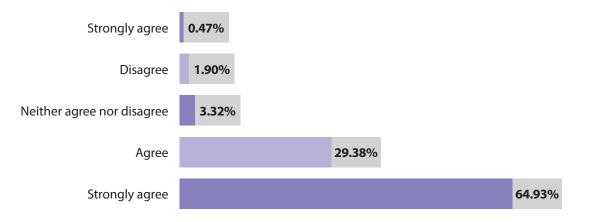
To what extent within the last 12 months (current employer only) have you witnessed (or been made aware of) negative commentary or jokes targeting LGBTI people at work? (n=212)



To what extent within the last 12 months (current employer only) have you witnessed (or been made aware of) more serious LGBTI related bullying/harassment at work? (n=212)



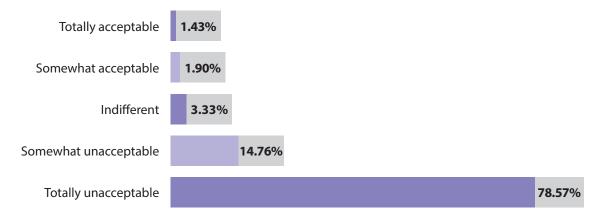
To what extent do you feel confident that the Managers/Team Leaders that you engage with would address bullying/harassment of LGBTI employees? (n=211)



SMALL EMPLOYER SURVEY PARTICIPATION – BULLYING / HARASSMENT

Please note: All questions were optional. Not all participants answered all questions.

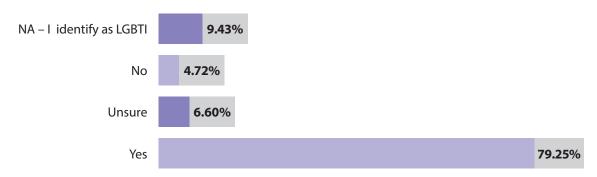
In relation to LGBTI related jokes and innuendo in the workplace, please select the statement that most closely represents your view (n=210)



SMALL EMPLOYER SURVEY PARTICIPATION – LGBTI ALLIES / CHAMPIONS

Please note: All questions were optional. Not all participants answered all questions.

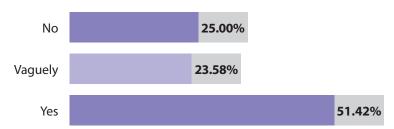
Would you consider yourself an ally / champion of LGBTI people within your workplace? (n=212)



Are you aware of visible, active LGBTI allies/champions within your organisation? (n=211)

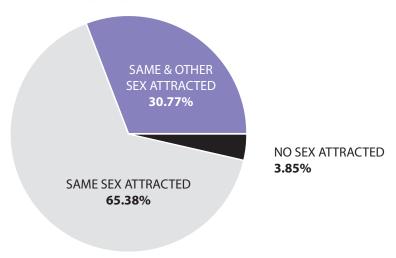


Are you aware of any formal structure, training or support mechanisms for LGBTI allies/champions within your organisation? (n=212)

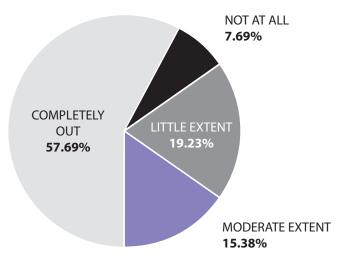


SMALL EMPLOYER SURVEY PARTICIPATION – LGBTI EMPLOYEES: SEXUAL ORIENTATION

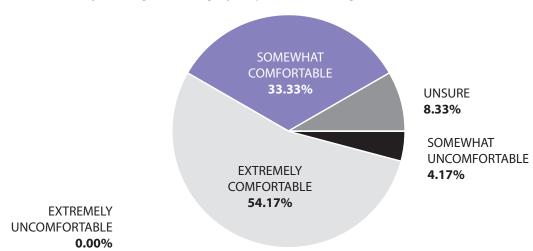
Participation demographics by sexual attraction (n=26)



To what extent are you out about your sexual orientation at work? (n=26)

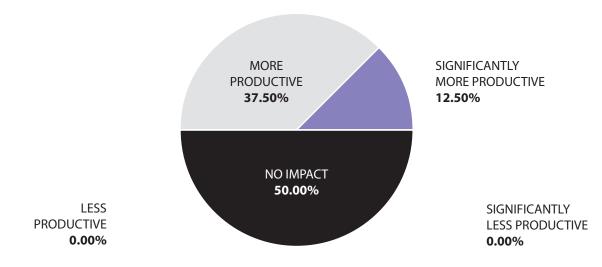


How comfortable are you being out amongst your peers and colleagues? (n=24)

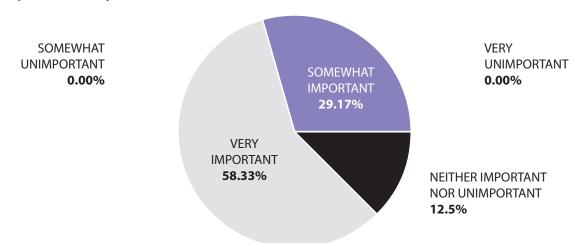


SMALL EMPLOYER SURVEY PARTICIPATION – LGBTI EMPLOYEES: SEXUAL ORIENTATION

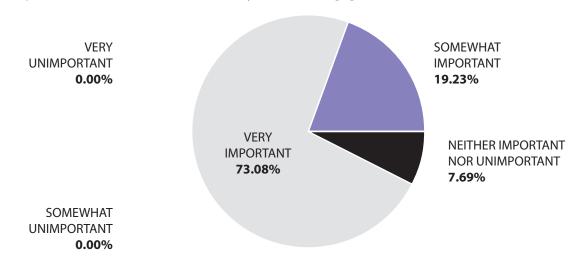
What impact has being out had on your productivity? (n=24)



How important is it for you to be out at work? (n=24)

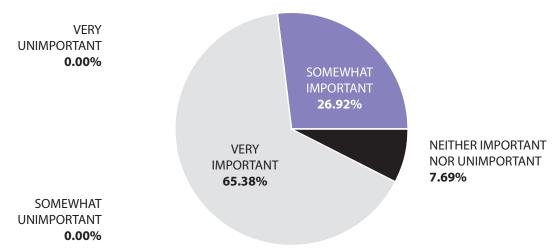


How important is an LGBTI inclusive culture to your level of engagement? (n=26)

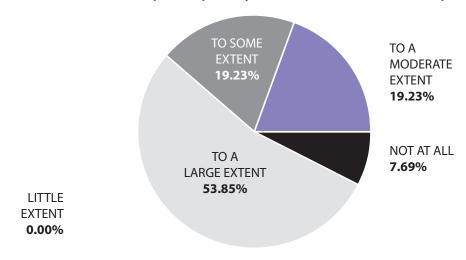


SMALL EMPLOYER SURVEY PARTICIPATION – LGBTI EMPLOYEES: SEXUAL ORIENTATION

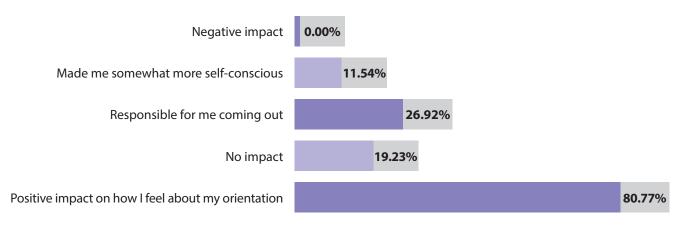
How important do you believe openly OUT role models are to your sense of inclusion?? (n=26)



To what extent have LGBTI allies/champions improved your sense of inclusion in the workplace? (n=26)



What impact have LGBTI inclusion initiatives had on you personally? (n=26)



SMALL EMPLOYER SURVEY PARTICIPATION – LGBTI EMPLOYEES: GENDER IDENTITY & INTERSEX STATUS

With only 2 trans/gender diverse respondents and no people with an intersex status, we could not provide a breakdown of survey results for this group.



A WORKPLACE FOR EVERYONE

How LGBTI 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 LGBTI 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 LGBTI 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 LGBTI 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:

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PRIDE INCLUSION PROGRAMS

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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

