

AUSTRALIAN LGBTI INCLUSION AWARDS



2019 Platinum Sponsor

ACKNOWLEDGEMENT OF COUNTRY

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

We acknowledge the Traditional Custodians of the land on which we meet, the Gadigal people of the Eora Nation.

We pay respect to Elders past, present and emerging, and extend our respect to all Aboriginal and Torres Strait Islander people attending our celebrations today.







DAWN HOUGH DIRECTOR ACON'S PRIDE INCLUSION PROGRAMS

On behalf of ACON and the Pride in Diversity + Pride in Health + Wellbeing team, I would like to welcome you to this, our 9th Awards luncheon.

Once again this year, we have exceeded all prior participation records. AWEI participation rose by 14.7% breaking all records for the 8th consecutive year. 156 employers overall participated with a 15.7% increase in Medium+ employer participation, 27.3% increase in small employer participation and 31.4% in individual award nominations – the standout being the Sapphire Inspire Award – nominations up by 250%. A new record was also set with 27 of the current ASX Top 50 organisations participating.

Participation in the optional employee survey has also grown. This year we saw an increase of 18% bringing survey participation from 23,120 last year to 27, 349 this year.

This year we also celebrate the results of the inaugural Pride in Health + Wellbeing index. For health and wellbeing service providers both small and large, this index focusing on LGBTI inclusive service provision can be







PRIDE INCLUSION PROGRAMS

coupled with the AWEI focusing on workplace inclusion to provide a holistic approach to LGBTI inclusion overall. For the first time this year, we will be recognising an LGBTI Inclusive Service Provider of the Year.

The benchmark for LGBTI inclusion within Australia has once again shifted - significantly. Entry into Bronze Tier has moved from a score of 80 to 98 (22.5% increase). Silver Tier from 117 to 133 (13.7% increase) and Gold from 139 to a staggering 167 (20.1% increase). This is an absolute testament to the hard work and efforts of Australian employers. We should all be very proud.

Next year we move to the 4th interaction of the AWEI, benchmarked against our international partner indicies. We are nearing finalisation of the new index and hope to have this online within the next six weeks.

Congratulations once again on the amazing work that you are doing. We are proud to be celebrating these results with you and working alongside you to truly make a difference to LGBTI inclusion in the workplace, in sport and in inclusive service provision.



CIP PRIDE THE AUSTRALIAN LGBTI INCLUSION CONFERENCE

25–27 NOV 2019 • SYDNEY, NSW





ALAN JOYCE AC 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 for marriage equality in Australia, Alan 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.

WARDS 2019 CELEBRATING



JENNIFER WESTACOTT AO

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

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



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 Employer status recognises organisations sitting within the top 10% of scores obtained. Gold recognition is an outstanding achievement and organisations that obtain this recognition should be applauded for their level of activity over the given year.

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 guite 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.

Typically, Silver recognition is limited to organisations that have obtained a score range between the top 10–20% of employers although this may vary slightly year on year depending on score variations annually.



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. Bronze Employers typically sit between the top 20–50% of scores obtained.

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

WARDS 2019

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.

OUR SUCCESS IS BASED ON PARTNERSHIPS



WITH THANKS TO OUR SPONSORS





CONGRATULATIONS TO UWA ON A SUCCESSFUL PLATINUM PARTNER PROJECT FOR 2019.

PROJECT PEACOCK

Background

The experience of Lesbian, Gay, Bisexual, and Trans Students at The University of Western Australia: Research Report 2016 (Attachment A) identified that;

- 53.7% of participants reported not disclosing their sexual orientation, gender history/expression or history of transition at UWA in the preceding 12 months in order to avoid harassment or discrimination
- 30.8% of students said their sexual orientation and/or gender identity/expression had affected their ability to socialise at UWA
- 1 in 5 students participants said their sexual orientation and/or gender identity or expression had disrupted their academic progress

In addition, the Telethon Kids Institute Trans Pathways study (Attachment B) found that;

- 68.9% of Trans youth have experienced discrimination
- 89% had experienced peer rejection and 74% had
 experienced bullying

WARDS 2019



THE UNIVERSITY OF WESTERN AUSTRALIA

Project intentions

In response to the above research done, the Deputy Vice Chancellor Education sponsored the collaborative work of the Strategy, Planning and Performance department, the LGBTIQA+ Working Group and the Education Enhancement Unit to develop and promote a blended learning resource kit called Project Peacock for academic and professional staff that would:

- Improve the student experience by facilitating a safer learning and teaching environment for LGBTIQA+ students
- Increase access to development opportunities by providing training resources to students and staff in remote locations using existing technology
- Support and extend our existing offering of Ally training to remote staff and students and those off campus.







What is Project Peacock?

Project Peacock is a suite of three self-paced fully online modules for academic staff to equip themselves with tips and techniques to improve the student experience across resources, digital spaces, and physical classrooms.

Although the University offers Ally Training, Project Peacock is not focused on just the "classroom" experience. It builds on UWA's focus on improving student experience and providing access and resources to our regional and remote staff and students from Albany, Geraldton and those not physically located at our Perth campus.



Professional staff make up 67% of our fulltime positions and often have access to more professional development opportunities than Academics. We noticed that there is often an over representation of professional staff at Ally training with relatively few academics attending face to face training.

Project Peacock is both scalable & efficient as we are limited in the amount of face2face training we can deliver each year.

The modules are self-paced and self-assessed, taking participants between 1–3 hours to complete. They provide video content covering the acronym and the diverse lived experiences and intersectionality represented by the staff, students, alumni and the LBGTIQA+ and broader UWA community who are featured.



Project outcomes

- Increased engagement with UWA communities of practise such as the LGBTIQA+ working group, Pride and Diversity, Blackstone Society and the Inclusion and Diversity Committee who have all partnered together to develop this resource kit.
- UWA now has a weekly Ally Network newsletter to raise awareness of any issues and keep staff and students informed.
- A range of departments across the University are now collaborating and partnering together to focus on the student experience.
- The project has provided a resource that will be made available to the WA community and the wider Pride and Diversity network.
- A pilot feedback session was run at the Pride in Practice Conference and findings are included.
- External Community Engagement eight UWA alumni and community members (who are from AWEI participating organisations) agreed to participate and share their experiences on video.





"

I don't think they understand, that sense of pride and that sense of belonging and support is important for staff members, but it's incredibly important to students, because students discover who they are when they come to campus.

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FIONA, UWA STUDENT

CELEBRATING LGBTI INCLUSION IN AUSTRALIA

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



2019 RESULTS



AUSTRALIAN WORKPLACE EQUALITY INDEX





2019 EMPLOYER OF THE YEAR

RMIT UNIVERSITY



2019 PLATINUM EMPLOYERS

- UNIVERSITY OF WESTERN AUSTRALIA (via Platinum Partner Project)
- ACCENTURE (via AWEI Submission)
- ANZ
 (via AWEI Submission)
- LENDLEASE
 (via AWEI Submission)
- WESTPAC (Break)



2019 SMALL EMPLOYER OF THE YEAR AWARD

• INITIATIVE MEDIA



2018 PLATINUM QUALIFIERS CURRENTLY WORKING ON PROJECTS

COMMONWEALH BANK OF AUSTRALIA

2019 PLATINUM QUALIFIERS

PENDING RECOGNITION 2020

- EY
- MACQUARIE GROUP

2019 AWEI EMPLOYER RANKINGS



2019 GOLD EMPLOYERS (ALPHABETICAL ORDER)

- Australian Taxation Office
 Dept of Prime Minister
- Brisbane City Council
- Clayton Utz
- Deakin University
- EYMacquarie Group
- MinterEllison

& Cabinet



2019 SILVER EMPLOYERS (ALPHABETICAL ORDER)

- AGL Energy
- Alcoa of Australia
- Australian Security
 Intelligence Organisation
- Baker McKenzie Australia

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- BankWest
- Corrs Chambers
 Westgarth

- Curtin University
- Deloitte Australia
- Dentons Australia
- EnergyAustralia
 Services Pty Ltd
- Macquarie University
- Monash University
- NBN Co

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

SMALL EMPLOYER INDEX

- BlackRock Investment Management Australia
- Oliver Wyman

- Norton Rose Fulbright
- NSW Police Force
- SBS
- Suncorp
- Telstra
- The Star Entertainment Group
- University of Queensland

- University of Sydney
- Woodside Energy Ltd

SMALL EMPLOYER INDEX

- Clifford Chance
- Key Assets, The Children's Services Provider





2019 BRONZE EMPLOYERS (ALPHABETICAL ORDER)

- Allens
- Aurecon
- Australian Federal Police
- Australian Red Cross Blood Service
- Avanade Australia
- CBRF

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- Coles
- Dell EMC Australia •
- Dentsu Aegis Network (Australia) •
- Department of Agriculture & • Water Resources
- Department of Education Oueensland
- Department of Education & Training
- Department of Foreign Affairs • & Trade
- Department of Health •
- Department of Human Services

- Department of Social Services
 - Deutsche Bank
 - DLA Piper
 - Grant Thornton Australia Limited
 - Hollard
 - HSBC Australia
 - IAG
 - J.P. Morgan
 - KPMG Australia
 - Mercer
 - Qantas Airways
 - Royal Bank of Canada
 - Scentre Group
 - State Street Australia Limited

 - University of Wollongong

- Vanguard Investments
- Victoria Police

Plus 3 not-for-publication submission

SMALL EMPLOYER INDEX

- Adssi HomeLiving Australia
- Gilead Sciences

Plus 1 not-for-publication submission

2019 AWEI EMPLOYER RANKINGS



2019 PARTICIPATING EMPLOYERS (ALPHABETICAL ORDER)

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

- Envato
- Essential Energy
- Flourish Australia
- GPT Group
- Home Affairs & the Australian Border Force
- icare NSW
- ICC Sydney
- Jacobs Australia
- John Holland
- Link Group
- Mackay Regional Council
- McCullough Robertson Lawyers
- Nando's Australia
- Newmont Australia
 - PageGroup
 - Salesforce
 - SAP

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- University of NSW
- TAL
- Thomson Reuters

- Stockland
- The Johnson & Johnson Family of Companies in Australia
- Vic Roads
- Victoria University

Plus 27 not-for-publication submissions

SMALL EMPLOYER INDEX

- Aussie Broadband
- Infosys Management Consulting
- NurseWatch

Plus 3 not-for-publication submissions





EXTERNAL MEDIA CAMPAIGN AWARD

'THE ROAD TO BROKEN HILL' AAMI – SUNCORP



LGBTI EMPLOYEE NETWORK OF THE YEAR

LENDLEASE LGBTI ERG LENDLEASE



ACHIEVEMENT AWARD FOR MOST IMPROVED

DEPT OF PRIME MINISTER & CABINET



TRANS & GENDER DIVERSE INCLUSION AWARD

RMIT UNIVERSITY

2019 AWEI INDIVIDUAL RECOGNITION





EXECUTIVE LEADERSHIP

NETWORK LEADER OF THE YEAR AWARD

CAMERON TIRENDI BHP

AWARD ANDREA KENAFAKE





THE SALLY WEBSTER ALLY AWARD (EQUAL PLACING) IAN BENNETT, PWC & SUPT RICHARD ROBERTS. AUSTRALIAN FEDERAL POLICE

AWARD CAITLIN MONNERY-KORVING

ANZ

CELEBRATING LGBTI INCLUSION IN AUSTRALIA WARDS 2019 16

WARDS 2019



OUT ROLE MODEL AWARD

BRISBANE CITY COUNCIL

NICHOLAS STEEPE CHARLES STURT UNIVERSITY

SAPPHIRE INSPIRE





2019 SERVICE PROVIDER OF THE YEAR

• UNITING

Inclusion equals better outcomes for everyone

When you provide services that are LGBTI inclusive everybody benefits.

It's not hard to understand how providing services that are LGBTI inclusive can benefit LGBTI clients and service users.

When you listen to and learn from a community, when you address their unique health disparities – the health outcomes of that community change for the better.

But the benefits of inclusive service provision extend further and are greater than that.

LGBTI families, including children, parents and siblings who are supported and cared for by LGBTI people, are able to reach out to service providers secure in the knowledge the entire family is safe and welcome. LGBTI staff employed in an inclusive service know they can bring their whole selves to work which leads to greater job satisfaction and achievement.

And for organisations committed to inclusive service provision, happier staff and clientele translates to better productivity and healthier financial outcomes.

For more information about how your organisation can provide better LGBTI inclusive services contact Pride in Health + Wellbeing on **02 9206 2139** or visit **prideinclusionprograms.com.au**





2019 SILVER EMPLOYERS (ALPHABETICAL ORDER)

Network of Alcohol and other Drugs Agencies

Plus 1 not-for-publication submission

WARDS 2019



2019 GOLD EMPLOYERS

(ALPHABETICAL ORDER)

- Flourish Australia
- Reliant Healthcare



2019 PARTICIPATING EMPLOYERS

(ALPHABETICAL ORDER)

- ADSSI Limited
- NurseWatch
- The Sydney Children's Hospitals Network
- Western Region Alcohol & Drug Centre



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. 2020 will see the 4th iteration of the AWEI, a review of current practice and benchmarks against international best practice. The new index will be available online by the end of June 2019.

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 the following results electronically:

- 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.
- Copies of the benchmarking and survey publications.
- 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

CFI FBRATING LGBTI INCLUSION IN AUSTRALIA 20 WARDS 2019

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.

>www.acon.org.au





We're here to help make the places where our community members live, work and play more inclusive of LGBTI people. We do this by working with a range of organisations to help ensure that LGBTI people feel included and supported. For more information about our programs please visit our website: **www.prideinclusionprograms.com.au**



