

21



# AUSTRALIAN LGBTQ INCLUSION AWARDS



2021 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 Owners 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.





# WELCOME FROM ACON'S PRIDE INCLUSION PROGRAMS



**DAWN EMSEN-HOUGH**  
DIRECTOR  
ACON'S PRIDE  
INCLUSION PROGRAMS



## PRIDE INCLUSION PROGRAMS

On behalf of ACON, our Patrons and the Pride Inclusion Programs team, I would like to extend a very warm welcome to this year's annual Awards Luncheon.

We are here today to once again celebrate the outstanding achievements of Australian employers who have submitted to either the Australian Workplace Equality Index or the Health + Wellbeing Equality Index. Despite the ongoing challenges of COVID, work in this important area of diversity and inclusion continues to play a key role in people policies, engagement, retention and recruitment activity. As a testament to the importance of this work, we this year identified heightened levels of activity in some of the more advanced areas of the index and a greater number of organisations participating. As a result, we will today acknowledge a record number of Gold Tier recipients.

But it's not all about the awards. There are organisations here today just starting out in this area, others that are already making a critical difference to their employees. We acknowledge the tremendous effort of all, including

the passionate individuals who have worked so hard and contributed so much throughout the year to a more inclusive workplace.

While acknowledging the hard work, dedication and passion of individuals, it would be remiss of me not to thank my team. Through their outstanding work and commitment, we have, over a collective period of 7–8 weeks, marked over 200 submissions across all three programs – twice! In addition, we have team members who have worked tirelessly on the design, branding and execution of this event today. So to Adrian, Andrew, Alyce, Beau, Brett, Chris, Claire, Elaine, Ellie, Fin, Jess, Luca, Mark, Michelle, Nicki, Tam and Will – thank you!

Thank you also to our sponsors: Capgemini, Salesforce, SBS, Australian Taxation Office, KPMG, Baker McKenzie, Deutsche Bank, IBM, Amazon Web Services, Out Leadership, BHP, Hunter Primary Care, and the Consulate General of Ireland. It goes without saying that we could not put this event on without you.



Capgemini 



I  My  
**Authentic Self**

Be part of a global team that works with a diverse range of clients and values every opinion and every contribution. At Capgemini, Diversity adds value. Diversity is the ace in our pack.

**Get The Future You Want**

[capgemini.com.au/careers](https://capgemini.com.au/careers)





## WELCOME FROM OUR 2021 PLATINUM SPONSOR – CAPGEMINI



**KAYLENE O'BRIEN**  
MANAGING DIRECTOR  
CAPGEMINI AUSTRALIA  
AND NEW ZEALAND



Capgemini is honoured to be the Platinum Sponsor of the Australian LGBTQ Inclusion Awards.

For over a decade, Pride in Diversity has helped elevate the LGBTQ voices of employees and set the inclusion benchmark for companies through the Australian Workplace Equality Index for their diversity and inclusion commitments. We are proud to play a small part in a more progressive and inclusive society and recognition of individual change-makers and role models.

With innovation at the forefront of global recovery, the importance of diverse voices remains essential in making positive and lasting change.

At Capgemini, we believe that people perform better when they are empowered to be their authentic self at work and feel included and welcomed. It is our experience that when a diverse team with individual differences come together, greater creativity, innovation and inspiration follow.

Capgemini's purpose is:

**“Unleashing human energy through technology for an inclusive and sustainable future.”**

Seeing our employees be authentic is an essential part of our ambition. We greatly appreciate the role our LGBTQ employees and allies have played in leading Capgemini to our historic GOLD AWEI status in 2020 on our first submission. This is a testament to our commitment and passion in enabling our people to bring their true and full selves to work. I am excited to have joined a company that values all inclusion so highly and stands strong in its ambition with firm action to achieve it.

We understand the importance of being visible and vocal in our commitment to positive change. That's why we are proud to support ACON and PRIDE IN DIVERSITY in celebrating LGBTQ inclusion in Australia, and I congratulate the individuals and organisations being recognised today for your outstanding achievements in creating safer and more inclusive work environments.



# We take pride in our community.

Salesforce stands with the LGBTIQ+ community,  
and we are committed to fostering workplaces where  
everyone feels empowered to be who they are.

[salesforce.com/au/company/equality](https://salesforce.com/au/company/equality)





## WELCOME FROM THE PRIDE IN DIVERSITY PATRONS



**ALAN JOYCE AC**  
CEO, QANTAS  
CO PATRON, PRIDE IN  
DIVERSITY

Over the past year we've experienced extraordinary, unexpected challenges brought on by the pandemic. It challenged our businesses. It challenged our physical and mental health. And it changed the way we interacted with everyone. Handshakes and hugs were out, social distancing was in. With so much change and organisations under pressure, it might have been expected that workplace inclusion was put on the backburner.

But that was not the case. With so many teams unable to physically get together over the past year, making sure our people stayed connected, motivated and included has never been more important. This is reflected in the growth in submissions to this year's AWEL and the increased participation in our annual engagement survey.

Thanks to your drive, we continued to create workplaces that are more tolerant, accepting and inclusive for LGBTQ people even during the biggest year of disruption in our lifetimes. As Co Patron of Pride in Diversity, I'm proud to be associated with this work, and look forward to continuing this progress as normality fully returns to our workplaces.



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

2020 will be remembered as a year never to be forgotten. The pandemic had consequences none of us would have predicted and it particularly changed how we worked. Whether we were dealing with colleagues, customers and other community members, our overriding determination was to keep people safe and we adjusted how we worked together for everyone's wellbeing.

As a nation, we weathered the health crisis and the economic challenges better than many others. What was particularly heart-warming was to see organisations focus on their teams. This was a year where the physical and mental health of employees was front of mind, translating into further progress on workplace inclusion, including the LGBTQ community. The value to organisations of inclusion work is now rarely debated. The impact on innovation, productivity and teamwork is unambiguous.

I am proud to be Co Patron of Pride in Diversity and to assist in any way with their work to take this conversation to new workplaces. The fact that today at this Awards luncheon, we can showcase real progress and innovative new approaches to inclusion speaks volumes.





# Passionate focus on all people

KPMG Australia is proud to be a founding member of Pride in Diversity and to support its efforts in creating workplaces that are inclusive for everyone. We welcome the opportunity to be a sponsor at the *Australian Workplace Equality Awards*.

The diverse and unique perspectives that our people bring to KPMG are our biggest strength. We believe our success lies in creating a culture where everyone feels safe and supported to bring their whole self to work including our employees within the LGBTQ+ community. Our inclusion and diversity strategy continues to inspire confidence and empower change by contributing to positive social change in our culture and the ever evolving world.

**We are proud of all of our people.**

[KPMG.com.au](https://www.kpmg.com.au)



## WELCOME FROM THE PRIDE IN HEALTH + WELLBEING PATRONS



### **PROF. KERRY N PHELPS AM**

GP & SYDNEY CITY  
COUNCILLOR  
CO PATRON, PRIDE IN  
HEALTH + WELLBEING

I am once again so excited to be Co Patron of Pride in Health + Wellbeing. This program is crucial in supporting organisations to become more LGBTQ-inclusive. This is especially important in the health, wellbeing and human services sectors where we know that sexuality and gender diverse people may avoid health care due to fear of discrimination, phobia, lack of education or understanding within services.

Pride in Health + Wellbeing works with organisations across Australia to remove barriers to care, and to better understand the health disparities faced by the LGBTQ communities. Through a mix of mentoring, training, process redesign and best practice, evidence-based solutions Pride in Health + Wellbeing tailors inclusion to every member organisation.

Through the leadership of Pride in Health + Wellbeing, organisations will move to a human-rights, trauma informed approach to care, ending systematic barrier including invisibility, heteronormativity, cis-normativity and poor data collection.



### **MICHAEL EBEID AM**

CO PATRON, PRIDE IN  
HEALTH + WELLBEING

Once again Pride in Health + Wellbeing is advocating for LGBTQ inclusion in the health, human services and wellbeing sectors. This year the introduction of two FREE surveys for organisations to participate in has opened up quantifiable research to all organisations throughout Australia.

As a member of the LGBTQ community and a business leader, I am encouraged by the growth of the HWEI index. The Pride in Health + Wellbeing program goes beyond state borders, and local geography to provide a national Community of Practice for members to learn from one another, undertake advocacy initiatives and contribute to innovative exemplars of LGBTQ-inclusion.

The information that will become available through the HWEI index and surveys will be invaluable not only in improving services for individual organisations but for identifying trends, gaps and needs across the whole of the health, human services, and wellbeing sectors.

Capgemini 



# **I Trans Women in Tech**

We have an exciting new program in the works for women who want to upskill in tech and are looking to get back into the workforce. To celebrate, we are holding several spots for trans women and woman over 50.

**Love your career. Ace your career.**

Register your interest or share this link:  
[capgemini.com.au/womenintech](https://capgemini.com.au/womenintech)





## AWARDS 2021 PLATINUM SPONSOR

### CAPGEMINI



A global leader in partnering with companies to transform and manage their business by harnessing the power of technology. The Group is guided by its purpose of unleashing human energy through technology for an inclusive and sustainable future. It is a responsible and diverse

organisation of 270,000 team members in nearly 50 countries. With its strong 50-year heritage and deep industry expertise, Capgemini is trusted by its clients to address the entire breadth of their business needs.

Capgemini is also a responsible company working to ensure that technology and innovation drive sustainable and social development. Named one of the 2021 World's Most Ethical Companies® by the Ethisphere® Institute for the 9th consecutive year, our ambition is to be recognised as "Architects of Positive Futures" across diversity, digital inclusion, and sustainability.

Within our LGBTQ+ community, especially our ERG OUTfront, we aim to breakdown bias to ensure our employees can experience an environment where everyone can be their authentic selves.



a world of difference



## AWARDS 2021 GOLD SPONSOR

### SALESFORCE



Equality is a core value at Salesforce and we believe because businesses can be powerful platforms for change it is our responsibility to further equality for all. More than ever before, creating a culture of equality isn't just the right thing to do. It is our collective imperative — empowering us to innovate, build deeper connections with our customers, partners, communities, and ultimately to become a better company always guided by our core values.

We are motivated to support the communities we serve where everyone feels empowered to bring their full, authentic selves to work and be successful from anywhere. In the last year, Salesforce Australia employees have volunteered 780 hours to causes which advance equality for the LGBTQI+ community.

There is always more work to be done, but together we can build the path to Equality for All.



## AWARDS 2021 MEDIA PARTNER

### SBS



SBS exists to promote the understanding and acceptance of cultural diversity in Australia and explores issues and stories from the LGBTQI+ community across TV, radio and online, as a part of our commitment to promote a more cohesive and inclusive Australian society.

SBS is incredibly proud to be the ACON Media Partner for the Australian LGBTQ Inclusion Awards, celebrating and awarding Australia's top organisations for LGBTQI+ Inclusion.

LGBTQI+ award events are so important to recognise and reward the individuals and networks that have made a significant impact within their workplaces.





Australian Government  
Australian Taxation Office

# At the ATO Inclusion is for everyone

We want all our people to be the best they can, and to love where they work. That's why at the ATO we support and celebrate staff of all abilities, genders, orientations, ethnicities and background.

We are proud to support the AWEI Awards and everyone who's involved. Whether you're a contender for an award today (good luck) or you're just here to cheer on this year's champions of diversity.



## Passionate focus on all people

KPMG Australia is proud to be a founding member of Pride in Diversity and to support its efforts in creating workplaces that are inclusive for everyone.

We welcome the opportunity to be a sponsor at the *Australian Workplace Equality Awards*.

**KPMG.com.au**



## AWARDS 2021 SILVER SPONSOR

### AUSTRALIAN TAXATION OFFICE



When your organisation is twenty thousand-strong like ours, a diverse workforce is a given. And we wouldn't have it any other way.

Our people are the reason the ATO is one of the world's leading tax and superannuation administrations. Their expertise and integrity lead us forward every single day.

So we celebrate them all, regardless of their orientation, age, gender, abilities, ethnicity or background. We celebrate them for who they are and for the great things we know they will achieve.

We're immensely proud of our ongoing sponsorship of the Australian LGBTQ Inclusion Awards. Congratulations to everyone involved from every one of us at the Australian Taxation Office.



## AWARDS 2021 SILVER SPONSOR

### KPMG AUSTRALIA



'We are proud to once again be a sponsor of the Australian LGBTQ Inclusion Awards as it's only when the diversity and uniqueness of our workforce is not just accepted but celebrated that we can all do our best work.'

At KPMG Australia we aim to create a sense of community and belonging through our networks such as Pride@KPMG – our network for LGBTQ+ partners, employees and allies. Pride@KPMG aims to provide an inclusive space for all our extraordinary people to bring their authentic selves to work, and to be advocates for positive change within the workplace and broader community for all LGBTQ+ people.'



## AWARDS 2021 BRONZE SPONSOR

### BAKER MCKENZIE



Baker McKenzie believes in creating a firm with individuals from a variety of countries and cultures. This is the only way for Baker McKenzie to remain a strong and truly global law firm.

We are proud to have created a global inclusive culture whereby all individuals, regardless of background, sexual orientation or gender identity and expression, are safe to be themselves at work. This inclusive culture is strongly supported by programs, training, networks, transparent policies and processes, and development opportunities implemented by the firm.

Regardless of what jurisdiction an LGBTQ employee of the firm is located in, Baker McKenzie will always strive to create a safe and inclusive working environment.



## AWARDS 2021 BRONZE SPONSOR

### DEUTSCHE BANK



**Deutsche Bank**

We are delighted to once again sponsor the Australian LGBTQ Inclusion Awards. We work with sophisticated clients, who expect our teams to reflect their own. We are proud of our respectful and inclusive environment which helps people thrive, and were honoured to be named a 'Gold Small Employer' in 2020.

Every year the bar continues to be raised as organisations like ours seek to do more. This event, which recognises those who aspire to bring inclusion and equality into the workplace, is crucial. We would like to congratulate everyone involved in today's event for the role you play in making Australia's workplaces safer and more inclusive.





## AWARDS 2021 BRONZE SPONSOR

### IBM



For more than 110 years, IBM has helped change the way the world works through technology, and a belief that innovation comes from seeking out and inspiring collaboration.

Even though IBM has a rich heritage in diversity and inclusion, we too are still learning and growing. Our progress requires improvement for where we want to be, as we aim to be the gold standard in good tech, leading positive change in the world.

IBM is proud to be a Foundation Member and Principal Partner of Pride in Diversity and sponsor of the 2021 LGBTQ Inclusion Awards.



## AWARDS 2021 DIGITAL SPONSOR

### AMAZON WEB SERVICES



Amazon Web Services are a company of builders who bring varying backgrounds, ideas and points of view to inventing on behalf of our customers. We believe that building a culture that is welcoming and inclusive for all, regardless of your gender, race, age, national origin, sexual orientation, culture and education, is integral to people doing their best work and is essential to what we can achieve as a company.

We are very proud to be here today as the Digital Sponsor of the 2021 Australian LGBTQ Inclusion Awards!



Australian Government  
Australian Taxation Office

# At the ATO **Inclusion** is for everyone

We want all our people to be the best they can, and to love where they work. That's why at the ATO we support and celebrate staff of all abilities, genders, orientations, ethnicities and background.

We are proud to support the AWEI Awards and everyone who's involved. Whether you're a contender for an award today (good luck) or you're just here to cheer on this year's champions of diversity.

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# Our Commitment

Through a range of inclusion initiatives, we work tirelessly to improve Hunter Primary Care as an inclusive and culturally-safe organisation – both for staff and for the community.

Aligning with our mission of good health and well-being for all, our objective is to provide high quality health care services where all people are treated equally and with respect. We are committed to ensuring that our organisation is welcoming and accepting of all the community, every time they visit one of our locations or interact with us in any way.

[hunterprimarycare.com.au](http://hunterprimarycare.com.au)

Hunter  
**PRIMARYCARE**

*We listen. Care. Connect.*



AWARDS 2021  
INTL PARTNER

## OUT LEADERSHIP



Out Leadership is the global LGBT+ business network CEOs and multinational companies trust to generate Return on Equality®.

We create global executive events and insights that help leaders realize the economic growth and talent dividend derived from inclusive business, and convene groundbreaking talent accelerators: OutWOMEN, which convenes and celebrates LGBT+ women in business; OutNEXT, the first global leadership development program for the next generation of LGBT+ talent; OL-iQ, the first global LGBT+ inclusion diagnostic tool; and Quorum, which seeks to advance LGBT+ diversity in corporate governance.

Out Leadership is a certified B Corp. For more information, please visit [www.outleadership.com](http://www.outleadership.com)



# Creating safe spaces for our LGBTI colleagues worldwide

Baker McKenzie defined the global law firm. Our community comprises over 13,000 people – each bringing diverse perspectives and talents. As a firm, we are committed to providing an inclusive environment, where our people feel able to be themselves.

We are proud to take a strong stance on LGBTI equality and inclusion. Our global LGBTI policy aims to ensure that any Baker McKenzie office, regardless of jurisdiction, provides a safe space for LGBTI colleagues.

**#NotNeutral**





# ABOUT THE AUSTRALIAN WORKPLACE EQUALITY INDEX (AWEI)

## THE AWEI

The AWEI is the country's national benchmarking instrument for LGBTQ 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 LGBTQ 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 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 LGBTQ 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.



# Diversity drives Deutsche

## #PositiveImpact

Deutsche Bank was delighted to be named an Australian Workplace Equality Index Gold Small Employer in 2020.

We are extremely proud of the impactful work our dbPride committee continues to execute and remain committed to strengthening our inclusive culture in support of the LGBT+ community.

Discover why diversity is a valuable resource at Deutsche Bank. Go to [db.com/diversity](https://db.com/diversity)

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# ABOUT THE AUSTRALIAN WORKPLACE EQUALITY INDEX (AWEI)

## **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 LGBTQ inclusion activity over the assessed year. Employers that receive this recognition are considered active in LGBTQ 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 LGBTQ Inclusive Employers website regardless of whether or not they are members. To access, please visit: [www.inclusiveemployers.com.au](http://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 LGBTQ inclusion, while some may be just starting work in this area. Many have strategies in place and are engaged in LGBTQ initiatives and policy review. Participating in the AWEI demonstrates a commitment to LGBTQ 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.



# ABOUT THE HEALTH + WELLBEING EQUALITY INDEX (HWEI)

## THE HWEI

The Pride in Health + Wellbeing program is a national membership program that provides year-round support in the provision of LGBTQ inclusive services for those within the health, human services and wellbeing sector.

The HWEI initially drew from the expertise and success of the Australia Workplace Equality Index (AWEI). It was developed out of the need for LGBTQ inclusive person-centred service provision to be implemented nationally. The research shows that gaps still exist in the health and wellbeing space and LGBTQ people continue to be reluctant to access services out of fear of, and actual, discrimination experienced. LGBTQ people, despite having clear health disparities, still display care avoidance behaviours and significantly higher acuity when they do attend services.

The HWEI provides a platform for organisations to be measured on their level of inclusivity when delivering services to LGBTQ people, demonstrating competency and best practice as well as benchmarking against the rest of their sector.

The Pride in Health + Wellbeing Program works alongside Rainbow Health Victoria's Rainbow Tick accreditation process; and can provide mentoring and support for those not yet ready for the final accreditation audit step. The Index enables organisations to benchmark themselves against a set of eight principles which have been

mapped against several sector quality standards as well as the Rainbow Tick standards.

## The Benchmarking Index

The benchmarking part of the Index works as a gap analysis for organisations to identify areas where a greater focus on LGBTQ inclusion is needed.

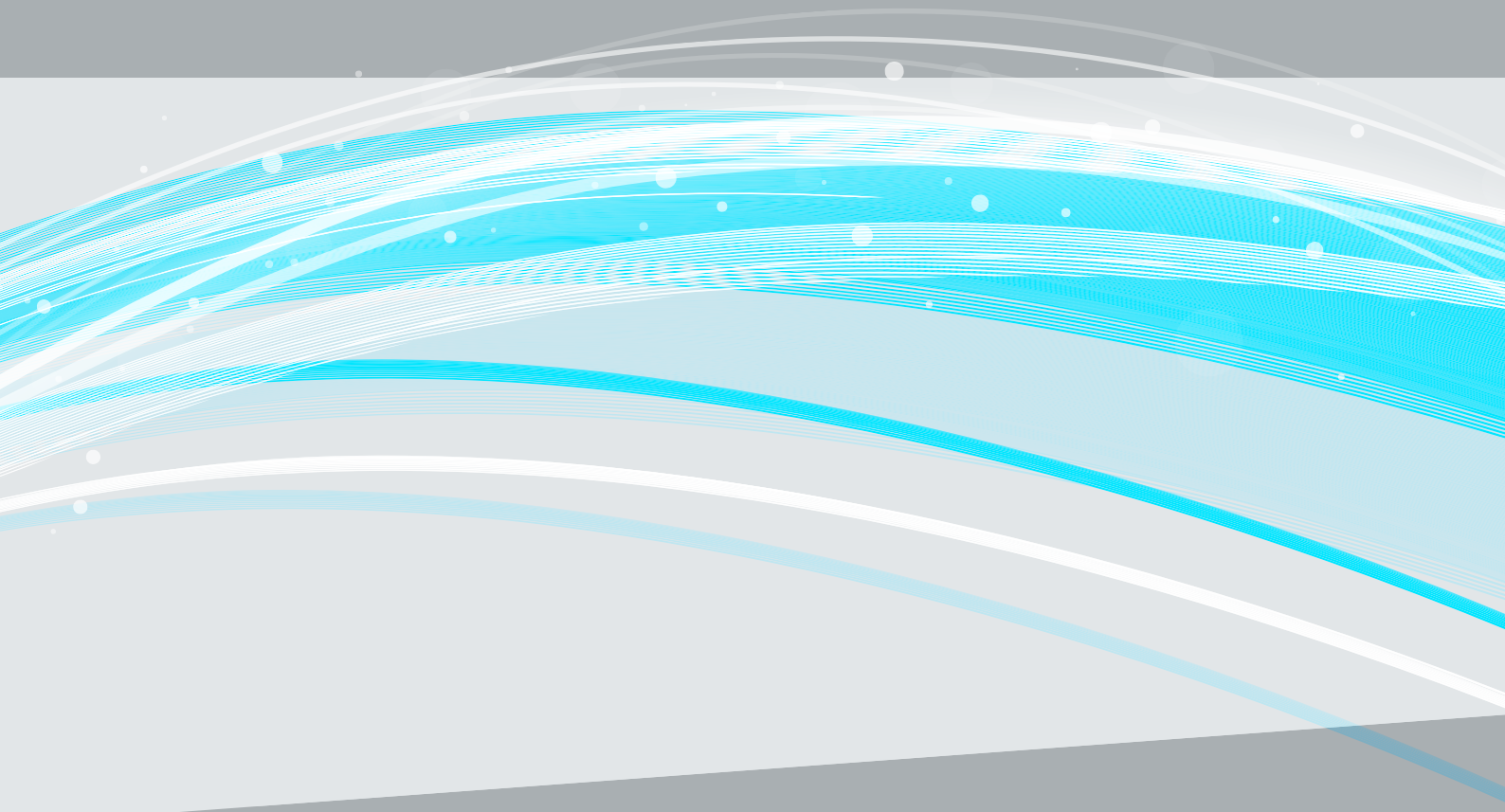
Based on the evidence submitted of work completed in the previous calendar year, organisations demonstrate real, practical ways they are LGBTQ inclusive. This avoids tokenism and ensures that work is being done regularly and across the business in all aspects of service delivery.

Like the AWEI, participating organisations are ranked based on their scores into Gold, Silver, Bronze and Participating Service Provider tiers. Each of these levels show a genuine commitment to improve LGBTQ focused service delivery with differing levels of maturity as demonstrated by their annual scores.

The current HWEI index measures practice in terms of:

- Strategy Development, Service Planning & Provision (18pts)
- LGBTQ Cultural Safety (10pts)
- Visibility of LGBTQ Inclusion (10pts)
- Initial Engagement & Assessment (12pts)
- LGBTQ Inclusivity & Disclosure Training/Resources (22pts)
- Referrals & Stakeholder Engagement (8pts)
- LGBTQ Community Engagement (12pts)
- Additional Work (8pts)

# 2021 RESULTS





# 2021 AWEI EMPLOYER RANKINGS



## 2021 EMPLOYER OF THE YEAR

- CAPGEMINI



## 2021 SMALL EMPLOYER OF THE YEAR AWARD

- OLIVER WYMAN



## 2021 PLATINUM EMPLOYERS

- ACCENTURE
- EY
- LENDLEASE
- MACQUARIE BANK



## 2021 PLATINUM QUALIFIERS

- AGL ENERGY
- AUSTRALIAN TAXATION OFFICE
- WOOLWORTHS GROUP

## PLATINUM PROJECT ACKNOWLEDGEMENTS

- CLAYTON UTZ
- PWC
- RMIT UNIVERSITY





# 2021 AWEI EMPLOYER RANKINGS



AUSTRALIAN  
LGBTQ INCLUSION  
AWARDS 2021

**AWEI**  
GOLD  
EMPLOYER

## 2021 GOLD EMPLOYERS

- ABC
- AGL Energy
- Australian Taxation Office
- Capgemini
- Coles
- CSIRO
- Deloitte
- IBM
- J.P. Morgan
- KPMG
- MinterEllison
- NAB
- NBN Co.
- QBE Insurance
- Queensland Department of Education
- SBS
- Scentre Group
- Services Australia
- The University of Sydney
- The University of New South Wales (UNSW)
- Woolworths Group



AUSTRALIAN  
LGBTQ INCLUSION  
AWARDS 2021

**AWEI**  
GOLD SMALL  
EMPLOYER

## 2021 GOLD SMALL EMPLOYERS

- Clifford Chance
- Colin Biggers & Paisley Lawyers
- Dentons
- Deutsche Bank
- McCullough Robertson Lawyers
- Oliver Wyman



AUSTRALIAN  
LGBTQ INCLUSION  
AWARDS 2021

**AWEI**  
SILVER  
EMPLOYER

## 2021 SILVER EMPLOYERS

- Aurecon
- BHP
- CBRE
- Department of Defence
- Department of Education & Training Victoria
- DLA Piper
- EnergyAustralia
- Hollard Insurance
- Macquarie University
- Mercer
- Norton Rose Fulbright
- Origin Energy
- Queensland Department of Education
- Salesforce
- The Star Entertainment Group
- The University of Queensland
- Victoria Police
- Westpac



AUSTRALIAN  
LGBTQ INCLUSION  
AWARDS 2021

**AWEI**  
SILVER SMALL  
EMPLOYER

## 2021 SILVER SMALL EMPLOYERS

- ADSSI
- Boston Consulting Group
- Gilead Sciences
- Initiative Media
- PageGroup
- Roche



# 2021 AWEI EMPLOYER RANKINGS



AUSTRALIAN  
LGBTQ INCLUSION  
AWARDS 2021

**AWEI**  
BRONZE  
EMPLOYER

## 2021 BRONZE EMPLOYERS

- Alcoa
  - Allianz
  - Arup
  - Ashurst
  - ASIC
  - Baker McKenzie
  - Charles Sturt University
  - CoHealth
  - Department of Health
  - Department of Home Affairs
  - Department of Industry, Innovation & Science
  - Department of Agriculture, Water & the Environment
  - Department of Social Services
  - Dexu
  - Edith Cowan University
  - Energy Queensland
  - Fujitsu Australia
  - Grant Thornton
  - Griffith University
  - IAG
  - ING
  - Jacobs
  - John Holland
  - Life Without Barriers
  - Maddocks
  - Queensland Health
  - SAP Australia
  - Settlement Services International
  - Stockland
  - Telstra
  - The University of Melbourne
  - The University of Western Australia
  - The University of Wollongong
  - Victoria University
  - Victorian Department of Environment, Land, Water and Planning
- +2 not for publication



AUSTRALIAN  
LGBTQ INCLUSION  
AWARDS 2021

**AWEI**  
BRONZE SMALL  
EMPLOYER

## 2021 BRONZE SMALL EMPLOYERS

- Allen & Overy
- Aussie Broadband
- Key Assets – The Children's Service Provider
- Keypath Education
- Liberty Financial
- Northern Trust
- Pinsent Masons
- Russell Kennedy Lawyers
- The GPT Group



# 2021 AWEI EMPLOYER RANKINGS



AUSTRALIAN  
LGBTQ INCLUSION  
AWARDS 2021

AWEI  
PARTICIPATING  
EMPLOYER

## 2021 PARTICIPATING EMPLOYERS

- Amazon
  - Ampol
  - Attorney Generals Department
  - Australia Post
  - Australian Prudential Regulation Authority
  - Australian Signals Directorate
  - Australian Super
  - BP Australia
  - Cardno
  - Challenger
  - Charter Hall
  - Chevron
  - Datacom
  - Domain
  - Essential Energy
  - ExxonMobil
  - Hatch
  - IP Australia
  - Nando's Australia
  - Novartis Pharmaceuticals Australia
  - Publicis Group
  - QIC Limited
  - Virtus Health
  - Zurich Financial Services
- +25 not for publication



AUSTRALIAN  
LGBTQ INCLUSION  
AWARDS 2021

AWEI  
PARTICIPATING  
SMALL EMPLOYER

## 2021 PARTICIPATING SMALL EMPLOYERS

- BNP Paribas
  - Confluence Water
  - Delivering4Customers
  - eBay Australia & New Zealand
  - Envato
  - HP Australia
  - Investa
  - NSW Agency for Clinical Innovation
  - Telecommunications Industry Ombudsman (TIO)
  - Thoughtworks Australia
- +7 not for publication

# Be Proud Be Equal

IBM is committed to providing a safe and welcoming environment to Lesbian, Gay, Bisexual, Transgender and non-binary individuals. Our success in creating an open and welcoming environment—regardless of sexual orientation, gender identity or gender expression—is helping us become the gold standard in good tech and lead positive change in the world.

IBM is proud to be a Foundation Member and Principal Partner of Pride in Diversity and sponsor of the 2021 LGBTQ Inclusion Awards.

[beequal.com](https://beequal.com)





## 2021 AWEI INDIVIDUAL RECOGNITION



### 2021 CEO OF THE YEAR

- KATRINA TROUGHTON, IBM



### 2021 OUT ROLE MODEL AWARD

- STEPH SANDS, CAPGEMINI



### 2021 EXECUTIVE LEADERSHIP AWARD

- CHRISTINE CORBETT, AGL ENERGY
- GUY BRENT, WOOLWORTHS GROUP



### 2021 SALLY WEBSTER ALLY AWARD

- DREW BRADFORD, NAB



### 2021 NETWORK LEADER OF THE YEAR

- GINA MILLS, EY



### 2021 SAPPHIRE INSPIRE AWARD

- NIC HENNESSY, WOOLWORTHS GROUP



# [OUT] LEADERSHIP

is proud to sponsor  
the 2021 Australian  
LGBTQ Inclusion Awards

Learn more about our work driving equality  
through the power of business, globally:

[www.outleadership.com](http://www.outleadership.com)

[OUT] WOMEN [OUT] NEXT

[OL-iQ]

by Out Leadership

QUORUM



## 2021 AWEI EMPLOYER RECOGNITION



AUSTRALIAN  
LGBTQ INCLUSION  
AWARDS 2021

**AWEI**  
MOST IMPROVED  
EMPLOYER

### 2021 ACHIEVEMENT AWARD FOR MOST IMPROVED EMPLOYER

- ABC (AUSTRALIAN BROADCASTING CORPORATION)



AUSTRALIAN  
LGBTQ INCLUSION  
AWARDS 2021

**AWEI**  
MOST IMPROVED  
EMPLOYER

### 2021 ACHIEVEMENT AWARD FOR MOST IMPROVED SMALL EMPLOYER

- LIBERTY FINANCIAL



AUSTRALIAN  
LGBTQ INCLUSION  
AWARDS 2021

**AWEI** AWARD FOR THE  
INCLUSION OF TRANS &  
GENDER DIVERSE EMPLOYEES

### 2021 AWARD FOR THE INCLUSION OF TRANS & GENDER DIVERSE EMPLOYEES

- CAPGEMINI



AUSTRALIAN  
LGBTQ INCLUSION  
AWARDS 2021

**AWEI**  
EMPLOYEE NETWORK  
OF THE YEAR

### 2021 EMPLOYEE NETWORK OF THE YEAR

- CAPGEMINI
- KPMG



AUSTRALIAN  
LGBTQ INCLUSION  
AWARDS 2021

**AWEI**  
EXTERNAL MEDIA  
CAMPAIGN AWARD

### 2021 EXTERNAL MEDIA CAMPAIGN AWARD

- ABCQUEER, ABC (AUSTRALIAN BROADCASTING CORPORATION)



**prideinhealth**  
**+wellbeing**

How well would you rate your  
LGBTQ inclusive service provision?





# 2021 HWEI SERVICE PROVIDER RANKINGS



AUSTRALIAN  
LGBTQ INCLUSION  
AWARDS 2021

**HWEI**  
SERVICE PROVIDER  
OF THE YEAR

## 2021 SERVICE PROVIDER OF THE YEAR

- NADA: NETWORK OF ALCOHOL & OTHER DRUGS AGENCIES



AUSTRALIAN  
LGBTQ INCLUSION  
AWARDS 2021

**HWEI**  
MOST IMPROVED  
SERVICE PROVIDER

## 2021 ACHIEVEMENT AWARD FOR MOST IMPROVED SERVICE PROVIDER

- NURSEWATCH



AUSTRALIAN  
LGBTQ INCLUSION  
AWARDS 2021

**HWEI**  
GOLD SERVICE  
PROVIDER

## 2021 GOLD SERVICE PROVIDERS

- ADVANCE DIVERSITY SERVICES
- NADA: NETWORK OF ALCOHOL & OTHER DRUGS AGENCIES



AUSTRALIAN  
LGBTQ INCLUSION  
AWARDS 2021

**HWEI**  
SILVER SERVICE  
PROVIDER

## 2021 SILVER SERVICE PROVIDERS

- MEDIBANK
- UNITING VIC.TAS



AUSTRALIAN  
LGBTQ INCLUSION  
AWARDS 2021

**HWEI**  
BRONZE SERVICE  
PROVIDER

## 2021 BRONZE SERVICE PROVIDERS

- FLOURISH AUSTRALIA
  - NURSEWATCH
  - RELATIONSHIPS AUSTRALIA
- + 2 not for publication



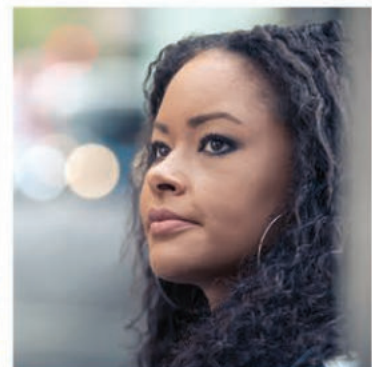
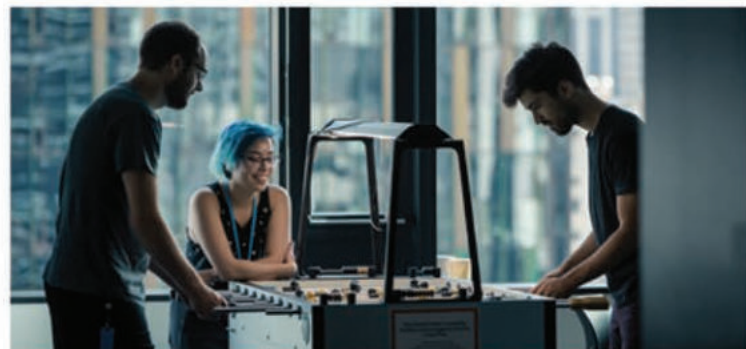
AUSTRALIAN  
LGBTQ INCLUSION  
AWARDS 2021

**HWEI**  
PARTICIPATING  
SERVICE PROVIDER

## 2021 PARTICIPATING SERVICE PROVIDERS

- ADSSI
  - HUNTER PRIMARY CARE
  - NORTHSIDE CLINIC
  - VIRTUS HEALTH
- + 1 not for publication





## All builders welcome.

At Amazon Web Services, we believe that technology should be built in a way that's inclusive, accessible and equitable. We have a responsibility to make that happen, because it's only when barriers are broken, and doors are opened, that we can truly build for everyone.

AWS is delighted to be the Digital Sponsor of the 2021 Australian LGBTQ Inclusion Awards. Come build the future with us.

<https://aws.amazon.com/diversity-inclusion/>





# BHP

Inclusion and diversity are two of our most important resources for the future

## Ireland is famous for its welcome

Whether you're coming to Ireland to study, invest, travel or just enjoy the renowned 'craic', we look forward to sharing that famous welcome when the time is right. We're proud that Ireland is leading the way on LGBTQ rights, at home and globally.

See how Ireland could be good for your business in Europe.

[IDAireland.com](https://IDAireland.com)



Ireland



### **Our purpose is to bring people and resources together to build a better world.**

Jasper is BHP's employee inclusion group for our lesbian, gay, bisexual, transgender and others (LGBT+) community and its allies. Inspired by the mineral rock jasper, known for its unique multi-coloured patterns, Jasper has grown to over 1,500 members since its formation in 2017.

We're once again proud to support the AWEI awards and everyone involved.

Discover why inclusion and diversity are valuable resources at BHP.

[bhp.com/lgbt](https://bhp.com/lgbt)

**Jasper**  
Our LGBT+ ally network



# LOVE UNITES US

At Salesforce, we are proud to celebrate and honour the LGBTIQ+ community. To learn more about careers at Salesforce, please visit [salesforce.com/au/careers](https://salesforce.com/au/careers). **#EqualityForAll**



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Capgemini 



I   
my career

At Capgemini, we work with the world's leading brands to enhance and transform the way they do business.

We do this with passion. And we do this by applying the human touch to business and technology. Passionate people are Capgemini's Ace of Spades.

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Register your interest or share this link:  
[capgemini.com.au/careers](https://capgemini.com.au/careers)

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



PRIDE  
INCLUSION  
PROGRAMS