**2022 EMPLOYER PARTICIPATION DETAILS**

**EMPLOYER DETAILS: ALL ORGANISATIONS/EMPLOYERS MUST COMPLETE THIS PART OF THE SUBMISSION**

**EMPLOYER DETAILS: PLEASE CHECK THAT YOU HAVE COMPLETED ALL DETAILS WITHIN EACH ROW OF THIS TABLE**

|  |  |  |  |
| --- | --- | --- | --- |
| **EMPLOYER / ORGANISATION DETAILS** | | | |
| **Organisation Name:** | ***Please enter name as you would like it to appear on certificates or any awards if applicable*** | | |
| **Sector:**  *Please delete those not relevant* | * **Public/Government: Federal** * **Public/Government: State** * **Public/Government: Local** * **Higher Education** * **Private** * **NFP/Charity/NGO** | | |
| **Employer Size (within Australia):**  *Please delete those not relevant* | **Number of employees within Australia:**   * <= 500 employees - If *you have 500 or less employees, please ensure you use the SMALL EMPLOYER AWEI* * 501 -1999 employees * 2,000 – 8,000 employees * >= 8,001 | | |
| **Regional Employers** | **Is your head office in Regional Australia?** | * Yes | * No |
| **Global Employers** | **Do you have international offices?**  **Is your head office in Australia?** | * Yes * Yes | * No * No |
| **Contact Person for the Index:**  *Please provide full contact details including postal address and postcode.* ***This is the person we should contact if we have any questions. Email results will also be sent to this person.*** | **Name:**  **Position Title:**  **Postal address (including postcode):**  **Phone number:**  **Email:** | | |

|  |  |
| --- | --- |
| **NTERNATIONAL WORKPLACE INDEX PARTICIPATION** | |
| **Do you participate in any other workplace equality indices globally?**  *Please delete those not relevant* | * Stonewall’s Workplace Equality Index (UK) * HRC’s Corporate Equality Index (US) * Community Business LGBT Workplace Inclusion Index (Hong Kong) * Workplace Pride Index Amsterdam * Other: |

|  |  |  |
| --- | --- | --- |
| **Industry Benchmarks** | | |
| Participating employers will by default be benchmarked according to:   * Sector: Public / Private / NFP / Higher Education * Government: Federal, State, Local * Employer Size * Awarded Tier Recognition * Global Employers   *All benchmarking tables will be provided for comparison, but only those that reflect your dominant industry/business should be selected here.*  *Please remove all that are not applicable or your core industry business.* | In addition to the Sectors listed in the column to the left, select the Industries most relevant to your organisation’s area(s) of focus.  **Please only select those relevant to your organisation.**  **Please select a maximum of 4 industries:**   * Aged Care * All listed ASX Top 50 * Automotive: Wholesale and Retail * Banking & Financial Services * Community Services * Computer Software * Construction * Disability Services * Education (broader than Higher Education) * Energy / Utilities * Engineering * Health & Wellbeing * Hospitality | * Information Services Infrastructure * Insurance * Law Enforcement * Legal * Manufacturing * Media & Entertainment * Mining * Operations Security * Pharmaceuticals * Professional Services & Consulting * Property * Rail & Logistics Transportation * Recruitment * Research & Development * Retail * Technology & Telco * Tourism & Gaming * Transport * Are there any other **industry** benchmarks that you would like to see?: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |

|  |  |
| --- | --- |
| **DISCLOSURE RECOGNITION** | |
| **Please select participation identification level at which we can identify you (Name and Employer Tier only, no scores)**  *Please delete those not relevant* | We list employers annually that reach each of the employer recognition tiers within the AWEI, unless you choose to be anonymous. Some employers choose only to be identified should they reach a certain recognition tier.  **Select the recognition tier at which you would like to be publicly identified:**   * We are happy to be identified regardless of employer tier reached * Only identify us if we reach Bronze Tier or higher * Only identify us if we reach Silver Tier or higher * Only identify us if we reach Gold Tier or higher * *We are participating anonymously and do not want to be identified* |

|  |  |
| --- | --- |
| **ADDITIONAL AWARD SUBMISSIONS** | |
| **Have you considered nominating someone for an LGBTQ Inclusion Award?**  Please list any other LGBTQ Inclusion Awards that you are submitting for this year within the AWEI. This provides us with a cross-check reference to ensure that all expected submissions are received.  • Consider nominating a group or individual for their extensive work in LGBTQ inclusion within your organisation  • More than one nomination in each category may be received  • Individual Nomination submission forms can be found here:  <http://www.pid-awei.com.au/submission-documents/> | **Award Nomination Categories:**   * **CEO of the Year Award:** (insert nominee name/s) * **Executive Leadership Award:** (insert nominee name/s) * **External Media Campaign Award:** (insert nominee name/s) * **OUT Role Model Award:** (insert nominee name/s) * **Network Leader of the Year Award:** (insert nominee name/s) * **Sally Webster Ally Award:** (insert nominee name/s) * **Sapphire Inspire Award for LGBTQ Women:** (insert nominee name/s) |

|  |
| --- |
| **NEGATIVE PRESS / COMPLAINTS DISCLOSURE** |
| * **We have received negative press that has impacted our reputation as an LGBTQ inclusive employer** * **Formal complaints were lodged against us for LGBTQ discrimination, bullying or harassment (Fair Work Ombudsman, Human Rights Commission, Sex Discrimination Act)** * We understand that up to 25 points ***may be*** deducted from our score if we have received a significant amount of negative press regarding an anti-LGBTQ incident where our organisation was responsible and insufficient action was taken to rectify this.   In relation to the above (maintaining required confidentiality), please broadly outline your course of action or response/outcomes of any complaints lodged: |

|  |  |
| --- | --- |
| **ACCURACY STATEMENT** | |
| We confirm that at the time of submission, details provided for all questions identified within the three submission documents are true and accurate. We understand that should any claims be found to be false, points and rankings will be adjusted accordingly. | |
| **Name of person signing off accuracy:** |  |
| **Position within organisation:** |  |
| **Contact Email:** |  |
| **Contact Phone:** |  |

**2022 STANDARD EMPLOYER AWEI**

**Section 1: Standing Submission**

This section pertains to LGBTQ inclusion within organisational policies and practice.

|  |  |
| --- | --- |
| **The Standing Submission includes:** | |
| **HR Policy & Diversity Practice:** | Standard practices within HR Policies and explicit LGBTQ inclusion within them; including third party policies |
| **LGBTQ Bullying / Harassment & Support:** | Tracking and handling of potential incidents and support for LGBTQ employees, should this occur |
| **Trans & Gender Diverse Inclusion:** | Explicit policy inclusion for trans and gender diverse employees; including leave, forms, titles and dress codes |
| **Strategic Focus:** | Accountabilities and role responsibilities for HR and Executive staff; external / customer facing inclusion promotions |

|  |
| --- |
| **IMPORTANT NOTE:**  If you have submitted an AWEI last year, ***you may choose to carry over your point allocations within Section 1: Standing Submission only***.   * **If you wish to carry over your entire Standing Submission scores from last year, please leave Section 1: Standing Submission blank.**   (Recommended if you are satisfied with your previous scores and/or no further work has been done in this section.)   * **If you leave any questions blank within this section, we will not change the score from last year.**   **OR:**   * **If you wish to submit (or re-submit)** for any question/s within Section 1: Standing Submission, please submit evidence for the individual question/s applicable. * **If you submit evidence for any question, the evidence and score will be re-evaluated based only on the evidence supplied within this Submission** (last year’s evidence will not be referenced, so you must re-submit all evidence requested). |

|  |  |
| --- | --- |
| **Please provide the name and contact details of your Senior HR person:** | |
| **Senior HR Person:** | Failure to include details here may impact point allocations. |
| **Contact Details (email / phone):** | Failure to include details here may impact point allocations. |
| **Should we require clarification/verification for any particular question within Section 1: Standing Submission, we will contact this individual. If this contact is not supplied, it may result in a loss of points for questions within this section.** | |

**For further support and clarification: Please download the** [**AWEI Scoring Guidelines**](http://www.pid-awei.com.au/submission-documents/) **or refer to the** [**AWEI Tools and Support**](http://www.pid-awei.com.au/awei-support/) **webpage.**

**STANDING SUBMISSION: HR Policy & Diversity Practice**

|  |  |
| --- | --- |
| **STANDING SUBMISSION: HR POLICY & DIVERSITY PRACTICE**   1. **Removal of the terms: ‘Sexual Preference’ or ‘Lifestyle Choice(s)’** | **FOUNDATION** |
| **Max. 2 points** |
| **We have conducted a review to ensure that any reference to ‘sexual preference’ or ‘lifestyle choice’ within our policy documentation, diversity references, on external facing websites and company intranet pages has been replaced with the words ‘sexual orientation.’**  *Please provide an outline of progress to date.* | |
| *[Insert Evidence Here or Indicate Name of Attached File(s)]* | |

|  |  |
| --- | --- |
| **STANDING SUBMISSION: hr pOLICY & DIVERSITY PRACTICE**   1. **LGBTQ Inclusivity within Policies and Benefits** | **FOUNDATION** |
| **Max. 2 points** |
| **On our policy intranet pages (or upfront within our policy documentation), we have made it *explicitly clear* that all policies are inclusive of LGBTQ employees and their families (where families are included within policies/benefits).**  *Please provide a screenshot or insert attachment of where you state the explicit inclusion of LGBTQ employees (and families where relevant) within policies/benefits (please do NOT attach complete policies).* | |
| *[Insert Evidence Here or Indicate Name of Attached File(s)]* | |

|  |  |
| --- | --- |
| **STANDING SUBMISSION: hr pOLICY & DIVERSITY PRACTICE**   1. **New Parent Leave Inclusive of LGBTQ Families** | **FOUNDATION** |
| **Max. 3 points** |
| **On our policy pages (or upfront within our family policy documentation), *we explicitly communicate* that our New Parent Leave (or equivalent) includes those who have children via surrogacy, adoption and foster arrangements regardless of employee gender.**  *For full points, please identify:*   1. *If leave covers surrogacy and where the availability of this leave is explicitly communicated for LGBTQ families* 2. *If leave covers adoption and where the availability of this leave is explicitly communicated for LGBTQ families* 3. *If leave covers foster arrangement and where the availability of this leave is explicitly communicated for LGBTQ families* | |
| *[Insert Evidence Here or Indicate Name of Attached File(s)]* | |

|  |  |
| --- | --- |
| **STANDING SUBMISSION: hr pOLICY & DIVERSITY PRACTICE**   1. **Travel Advice for Employees** | **ADVANCED** |
| **2 points** |
| **We have travel advice and support available to our LGBTQ employees or employees with LGBTQ dependents should they be required to travel for work (e.g. cultural context, safety, LGBTQ matters in other jurisdictions).**  *Please provide a copy of travel advice available.* | |
| *[Insert Evidence Here or Indicate Name of Attached File(s)]* | |

|  |  |
| --- | --- |
| **STANDING SUBMISSION: hr pOLICY & DIVERSITY PRACTICE**   1. **Third Party Policies** | **ADVANCED** |
| **Max. 2 points** |
| **We have audited third party service providers to ensure they align with our non-discriminatory policies/procedures, inclusive of LGBTQ people and their families.**  **Please select *all* that have been audited, evidence only required for *one*:**  **Superannuation**  **Death & TDP Benefits / Life Insurance**  **Travel Insurance**  **Healthcare (excluding EAP – Employee Assistance Programs – covered elsewhere)**  **Note: This question is about ensuring that the policies/procedures of your third party service providers are inclusive of LGBTQ people who use their services (i.e., your employees). This question is not about determining whether or your third party providers are inclusive of their own employees.**  *Please select all that have been audited from the list above (clicking the check box will mark it as selected). Please also provide evidence for one of the above, showing explicitly where LGBTQ inclusivity is stated.* | |
| *[Insert Evidence Here or Indicate Name of Attached File(s)]* | |

|  |  |
| --- | --- |
| **STANDING SUBMISSION: hr pOLICY & DIVERSITY PRACTICE**   1. **LGBTQ Inclusive Domestic & Family Violence Policy** | **ADVANCED** |
| **Max. 5 points** |
| **We have a Domestic & Family Violence Policy (DFV) that covers the following:**   1. **specific challenges and unique types of violence faced by LGBTQ communities** 2. **stated LGBTQ avenues of support** 3. **a statement that the policy explicitly covers LGBTQ people, partners and their families (immediate and extended)**   *For full points, please provide evidence for all of the above. (Please only provide evidence specific to each of the above points, do not attach your entire policy.)* | |
| *[Insert Evidence Here or Indicate Name of Attached File(s)]* | |

|  |  |
| --- | --- |
| **STANDING SUBMISSION: hr pOLICY & DIVERSITY PRACTICE**   1. **Communications on LGBTQ Inclusive and Offensive Language** | **ADVANCED** |
| **max. 4 points** |
| **We have developed targeted communications or public relations guides that outline how to reference LGBTQ communities in communications, articles, media, and/or advertising that:**   1. **provide examples of both inclusive language AND language that is exclusive/offensive to LGBTQ people** 2. **are available to all employees within the organisation**   *For full points, please attach:*   1. *a copy of your guide that includes examples of both inclusive language AND exclusive/offensive to LGBTQ people* 2. *details of how this guide is made available to employees* | |
| *[Insert Evidence Here or Indicate Name of Attached File(s)]* | |

**STANDING SUBMISSION: LGBTQ Bullying/Harassment & Support**

|  |  |
| --- | --- |
| **STANDING SUBMISSION: LGBTQ bullying/harassment & support**   1. **LGBTQ Training HR / Grievance Officers** | **FOUNDATION**  **Max. 3 points** |
| **We have an internal formal HR/Grievance process whereby LGBTQ people can request or engage with:**   1. **someone specifically trained in LGBTQ Inclusion; OR** 2. **an ally who has a good understanding of LGBTQ sensitivities and potential areas of concern**   *For full points, please confirm:*   1. *that all identified LGBTQ friendly Grievance Officers or first points of contact have either; undertaken LGBTQ awareness training* ***or*** *are experienced allies with a good understanding of sensitivities* 2. *where these LGBTQ aware/friendly grievance contact points can be located or requested for those seeking formal support* | |
| *[Insert Evidence Here or Indicate Name of Attached File(s)]* | |

|  |  |
| --- | --- |
| **STANDING SUBMISSION: LGBTQ bullying/harassment & support**   1. **Behavioural Examples of What Constitutes Bullying / Harassment** | **iNTERMEDIATE**  **Max. 4 points** |
| **Documentation within our bullying and harassment policy/guidelines provide clear behavioural examples of what constitutes bullying/harassment in terms of sexual orientation, gender identity/expression AND examples of behaviour that constitutes bullying/harassment of intersex people.**  *For full points, please provide evidence of behavioural examples given within your documentation in terms of:*   1. *behaviour that constitutes bullying/harassment in regard to one’s sexual orientation* 2. *behaviour that constitutes bullying/harassment of trans or gender diverse employees* 3. *behaviour that constitutes bullying/harassment of intersex people* | |
| *[Insert Evidence Here or Indicate Name of Attached File(s)]* | |

|  |  |
| --- | --- |
| **STANDING SUBMISSION: LGBTQ bullying/harassment & support**   1. **EAP Provider** | **INTERMEDIATE**  **Max. 3 points** |
| **We have either:**   1. **identified individuals within our EAP provider who have received specific training in, or have considerable understanding of the challenges faced by LGBTQ individuals that we can refer our LGBTQ employees** 2. **received documentation that we believe demonstrates both the knowledge and expertise of our EAP provider to support LGBTQ people**   **and we have:**   1. ***clearly communicated* this on our EAP Provider page and/or our LGBTQ intranet page**   *Please provide:*   1. *evidence of (a) or (b) above and* 2. *where this has been communicated on an LGBTQ intranet page* | |
| *[Insert Evidence Here or Indicate Name of Attached File(s)]* | |

|  |  |
| --- | --- |
| **STANDING SUBMISSION: LGBTQ bullying/harassment & support**   1. **Tracking of Incidents** | **ADVANCED**  **Max. 4 points** |
| **We can provide evidence that shows:**   1. **how we extract LGBTQ related instances from collected bullying/harassment data** 2. **the development of a process that is sensitive to LGBTQ disclosure enabling us to mediate and/or action incidents**   *For full points, please screenshot or provide evidence for both a) and b) above.* | |
| *[Insert Evidence Here or Indicate Name of Attached File(s)]* | |

**STANDING SUBMISSION: Inclusion of Trans and gender Diverse People**

|  |  |
| --- | --- |
| **STANDING SUBMISSION: INCLUSION OF TRANS AND GENDER DIVERSE PEOPLE**   1. **Gender Affirmation Policy and Process Documentation** | **INTERMEDIATE**  **Max. 5 points** |
| **We have a documented gender affirmation policy/process and documentation to support both; the employee(s) wishing to affirm their gender in the workplace AND their manager(s), peers and colleagues.**  **Note: ‘Gender affirmation’ (above) is the ideal term for what has commonly been referred to as ‘transitioning.’**  *Please provide:*   1. *a copy of this specific policy/process* 2. *detailed support documentation for employee(s) wishing to affirm their gender in the workplace* 3. *detailed support/educational documentation for managers peers and colleagues* | |
| *[Insert Evidence Here or Indicate Name of Attached File(s)]* | |

|  |  |
| --- | --- |
| **STANDING SUBMISSION: INCLUSION OF TRANS AND GENDER DIVERSE PEOPLE**   1. **Dress Codes and Uniforms** | **ADVANCED**  **Max. 4 points** |
| **We have removed gendered language within organisational wide dress code policies and/or guidelines to empower all employees, including trans, gender diverse and non-binary employees to dress in a manner (or select uniforms) that best reflects who they are.**  **Further contact details and information has also been provided for support, if required.**  *For full points, policies or guidelines must:*   1. *state that all employees are supported to dress in a manner that best reflects their gender identity* 2. *explicitly mentions trans, gender diverse and non-binary employees* 3. *provide a support contact or further information on interpreting these guidelines, if required* | |
| *[Insert Evidence Here or Indicate Name of Attached File(s)]* | |

|  |  |
| --- | --- |
| **STANDING SUBMISSION: INCLUSION OF TRANS AND GENDER DIVERSE PEOPLE**   1. **Gender Affirmation Leave** | **ADVANCED**  **Max. 4 points** |
| **We have an internal policy that ensures *additional* paid leave is available for employees who require time away to undertake or physically manage their gender affirmation.**  **Note: For full points, this leave must be in addition to the need to utilise annual leave, sick or generic personal leave.**  *For full points, please provide:*   1. *evidence of a paid leave entitlement (over and above annual leave, sick or generic personal leave) for individuals currently affirming their gender* 2. *a list of any supporting documentation required from the employee for you to enact this leave* 3. *whether this leave availability is standard HR policy or solely dependent on the discretion of the manager* | |
| *[Insert Evidence Here or Indicate Name of Attached File(s)]* | |

|  |  |
| --- | --- |
| **STANDING SUBMISSION: INCLUSION OF TRANS AND GENDER DIVERSE PEOPLE**   1. **Gender Neutral Bathrooms and Facilities** | **ADVANCED**  **Max. 4 points** |
| **We have (or are working towards) having ‘Gender Neutral’ or ‘All Gender’ bathrooms and/or facilities *with clear and visible signage* available to employees.**  **Note: “Unisex” signage will not be given points for this question. We are seeking more inclusive language for inclusive signage.**  ***If you already have gender neutral or all gender signage, please provide:***   1. *evidence of a communication regarding where ‘Gender Neutral’ or ‘All Gender’ bathroom/facilities can be located* 2. *evidence of clear and visible signage as it appears at your bathroom/facility locations*   ***If you are still making progress towards this****, please:*   1. *outline progress made and when you expect to have signage in place.*   ***If this is not possible for any reason****, please provide:*   1. *evidence of any research or work that you have done in this area* 2. *any means by which you have been able to accommodate trans, gender diverse and non-binary employees*   ***\*Please refer to the Evidence Guidelines regarding changes made to this question.\**** | |
| *[Insert Evidence Here or Indicate Name of Attached File(s)]* | |

|  |  |
| --- | --- |
| **STANDING SUBMISSION: INCLUSION OF TRANS AND GENDER DIVERSE PEOPLE**   1. **(Forms) Non-Binary Gender Options for Employees** | **ADVANCED**  **Max. 2 points** |
| **We have audited and amended (or are in the process of auditing/amending) all internal documents and forms that collect gender information to include non-binary options and options for those who identify as trans or gender diverse (moving away from binary male/female, Mr. Ms., Mrs etc.).**  **Note: Forms do not need to be paper or hard copy, forms may also include electronic or soft copy documents.**  *For full points, please provide:*   1. *a brief outline of progress of work to date* 2. *options provided within changed documents if changes have been made*   *OR (c) evidence that you do not collect or have removed gender options or gendered information on your forms* | |
| *[Insert Evidence Here or Indicate Name of Attached File(s)]* | |

|  |  |
| --- | --- |
| **STANDING SUBMISSION: INCLUSION OF TRANS AND GENDER DIVERSE PEOPLE**   1. **(IT Systems) Non-Binary Gender Options for Employees** | **ADVANCED**  **Max. 2 points** |
| **We have audited and amended (or are in the process of amending) all relevant IT systems that collect gender information to include non-binary options and options for those who identify as trans or gender diverse (moving away from binary male/female, Mr. Ms., Mrs etc.).**  *For full points, please provide:*   1. *a brief outline of progress of work to date* 2. *options provided within systems if changes have been made*   *OR (c) evidence that you do not collect or have removed gender options or gendered information within your systems* | |
| *[Insert Evidence Here or Indicate Name of Attached File(s)]* | |

|  |  |
| --- | --- |
| **STANDING SUBMISSION: INCLUSION OF TRANS AND GENDER DIVERSE PEOPLE**   1. **Trans and Gender Diverse Applicants** | **ADVANCED**  **Max. 6 points** |
| **For trans and gender diverse applicants, we have:**   1. **Implemented processes to help reduce roadblocks/difficulties faced by trans and gender diverse people who are applying for jobs** 2. ***clearly communicated* a point of contact available for trans and gender diverse applicants throughout the recruitment process on relevant web pages or within application documentation** 3. **provided documentation accessible by applicants addressing concerns specific to trans and gender diverse people and make these available throughout the recruitment process**   *For full points, evidence must be provided for all items above. Partial points will be given if all items are not evidenced.* | |
| *[Insert Evidence Here or Indicate Name of Attached File(s)]* | |

**STANDING SUBMISSION: Strategic Focus**

|  |  |
| --- | --- |
| **STANDING SUBMISSION: strategic focus**   1. **External Website LGBTQ Workplace Inclusion Promotion** | **FOUNDATION**  **Max. 2 points** |
| **We have promoted our focus and work on LGBTQ workplace inclusion on our *external* facing webpage (URL).**  *Please provide the URL of an external webpage that specifically promotes your inclusion work. (Points will not be given if we are unable to access this externally.)* | |
| *[Insert Evidence Here or Indicate Name of Attached File(s)]* | |

|  |  |
| --- | --- |
| **STANDING SUBMISSION: strategic focus**   1. **HR / Diversity Professional Accountabilities** | **INTERMEDIATE**  **2 points** |
| **We have at least one Diversity / HR professional whose job description, performance appraisal or work plan includes *specific and detailed* LGBTQ inclusion objectives/targets.**  **Note: This is beyond a general reference to LGBTQ inclusion as an area of diversity.**  *Please provide evidence of such specific targets.* | |
| *[Insert Evidence Here or Indicate Name of Attached File(s)]* | |

|  |  |
| --- | --- |
| **STANDING SUBMISSION: strategic focus**   1. **Executive Sponsor or LGBTQ Champion** | **ADVANCED**  **Max. 4 points** |

|  |
| --- |
| **We have an Executive Sponsor located *within our Australian offices* with documented role expectations/accountabilities related to LGBTQ inclusion work and advocacy within the organisation.**  *For full points, please provide evidence of both:*   1. *the documented role expectation/accountabilities* 2. *the mechanism through which the Executive Sponsor reports or is made accountable for these* |
| *[Insert Evidence Here or Indicate Name of Attached File(s)]* |

|  |  |
| --- | --- |
| **STANDING SUBMISSION: strategic focus**   1. **Senior Management Diversity Accountability** | **ADVANCED**  **Max. 4 points** |
| **We include specific diversity and inclusion accountabilities, job goals or expected outcomes within senior management appraisals beyond generic company values addressing diversity/inclusion (this may or may not include LGBTQ specific accountabilities).**  **Note: This is outside of network leadership and executive sponsor accountabilities - applies to all executive/senior leaders.**  *For full points, please:*   1. *confirm that there are diversity accountabilities (over and above general behavioural values) within senior management appraisals.* 2. *provide evidence (template example acceptable) or if highly confidential, please indicate the name of a senior HR person who can verify this:* | |
| *[Insert Evidence Here or Indicate Name of Attached File(s)]* | |

|  |  |
| --- | --- |
| **STANDING SUBMISSION: STRATEGIC FOCUS**   1. **Customer-facing LGBTQ Inclusion** | **ADVANCED**  **Max. 3 points** |

|  |
| --- |
| **We have evaluated (or are in the process of evaluating) the LGBTQ inclusivity of customer facing / service user processes.**  *For full points, please:*   1. *clearly outline the extent of this work and progress made to date* |
| *[Insert Evidence Here or Indicate Name of Attached File(s)]* |

|  |  |
| --- | --- |
| **STANDING SUBMISSION: STRATEGIC FOCUS**   1. **Customers Information: Changing Gender Markers** | **ADVANCED**  **3 points** |
| **We provide customers / service users with easily accessible information on how they can change their title (Mr, Ms, Mx), name and gender within our systems.**  *For full points, please provide either:*   1. *a copy of the customer/service user documentation that outlines the process for changing gender markers or a screenshot of that information.* 2. *evidence that you do not collect or have removed gender options or gendered information in your systems* | |
| *[Insert Evidence Here or Indicate Name of Attached File(s)]* | |

**\*\* end of Section 1: Standing Submission \*\***

**ANNUAL SUBMISSION**

**This part of the Submission (Sections 2 – 10) is only applicable to work carried out in the 2021 calendar year. Points will not be allocated for work carried out in 2022.**

**All questions within the Annual Submission must be answered in order to obtain point allocation. No points are carried over within these sections.**

**A reminder to read each question carefully and the specific evidence required, respectively.**

* Each question asks for specific LGBTQ-explicit evidence. If inadequate or incomplete evidence is provided for any question, full points may not be obtained.
* If attaching evidence, please indicate the question number / title on the file name.
* Please ensure all evidence included in your submission or attached is legible. Pride in Diversity will not be responsible for documents that we cannot access or cannot read (if they have been copied or shared incorrectly).

**For further support and clarification: Please download the** [**AWEI Scoring Guidelines**](http://www.pid-awei.com.au/submission-documents/) **or refer to the** [**AWEI Tools and Support**](http://www.pid-awei.com.au/awei-support/) **webpage.**

**\*\*Due to the Covid-19 pandemic and national/state-wide restrictions, social distancing and other related factors, we will be accepting any virtual or digital evidence for the questions within the Annual Submission.\*\***

**Section 2: Strategy & Accountability**

|  |  |
| --- | --- |
| **annual submission: sTRATEGY & aCCOUNTABILITY** | **Foundation**  **Max. 2 points** |
| 1. **External LGBTQ Expertise** |
| **We have access to external LGBTQ support/expertise that we have called upon throughout the assessed year (this may include but is not limited to PID).**  *Please provide evidence of one**such engagement throughout the assessed year, identifying who that was with.* | |
| *[Insert Evidence Here or Indicate Name of Attached File(s)]* | |

|  |  |
| --- | --- |
| **annual submission: sTRATEGY & aCCOUNTABILITY** | **Foundation**  **Max. 3 points** |
| 1. **Documented LGBTQ Strategy** |
| **We have a documented LGBTQ component of an organisational diversity/inclusion/people strategy in place for the assessed year that includes *clearly defined* LGBTQ targets and/or action plans.**  **Note: If your strategy contains all of this detailed information, this is sufficient. However, if your strategy is a high-level overarching strategy with little detail of what it is you are trying to achieve, responsibilities and timelines, then you will need to include an additional plan to cover this.**  *Please provide a copy of the LGBTQ**component of your strategy and clearly defined targets. If your strategy does not contain clearly defined LGBTQ targets, please provide any accompanying/supporting action plans that will show specific goals in this area.* | |
| *[Insert Evidence Here or Indicate Name of Attached File(s)]* | |

|  |  |
| --- | --- |
| **annual submission: sTRATEGY & aCCOUNTABILITY** | **INTERMEDIATE**  **Max. 4 points** |
| 1. **LGBTQ Advisory Group** |
| **We have *established and promoted* an internal LGBTQ advisory group available across the organisation. Over the assessed year, please provide evidence where this advisory group has been consulted to either:**   1. **discuss and work on areas identified as requiring change to be more inclusive of LGBTQ people, OR** 2. **provided subject matter expertise on request within the organisation**   **Note: This group may be leadership, your Employee Network, or a group within your organisation (separate to the Network) with distinct expertise in LGBTQ inclusion. The important thing is that this group is promoted across your organisation as having expertise in this space and that they are actively engaged in consulting back to the organisation.**  *For full points, please provide:*   1. *evidence of any meetings or work undertaken by this group throughout the assessed year* 2. *evidence of how this group’s expertise or counsel is promoted across the organisation* | |
| *[Insert Evidence Here or Indicate Name of Attached File(s)]* | |
|  | |
| **annual submission: sTRATEGY & aCCOUNTABILITY** | **INTERMEDIATE**  **2 points** |
| 1. **LGBTQ Inclusion Reporting** |
| **Within the assessed calendar year, we have published an external report on our Australian LGBTQ inclusion work. This may be within annual reports, CSR documentation or equivalent public facing documentation.**  **Note: This report may include work prior to the assessed year, however the report must be published within 2021. This work must be a detailed report, beyond a reference to your LGBTQ inclusion work or existence of your LGTQ Network.**  *Please provide evidence.* | |
| *[Insert Evidence Here or Indicate Name of Attached File(s)]* | |

|  |  |
| --- | --- |
| **annual submission: sTRATEGY & aCCOUNTABILITY** | **INTERMEDIATE**  **2 points** |
| 1. **Media Coverage** |
| **Our work in LGBTQ inclusion has been covered by an independent source (not internally written or published) within the assessed calendar year.**  **Note: This has to cover your LGBTQ inclusion work in detail and cannot be a brief mention of your organisation, recognised employee/individual or an award won.**  *Please provide evidence of how your LGBTQ inclusion work has been recognised by an independent source: screenshot, URL, image or insert attachment.* | |
| *[Insert Evidence Here or Indicate Name of Attached File(s)]* | |

|  |  |
| --- | --- |
| **annual submission: sTRATEGY & aCCOUNTABILITY** | **ADVANCED**  **Max. 3 points** |
| 1. **Strategic Work in Recruitment, Supplier Policy or Service Provision** |
| **We have completed, updated or are making progress towards work within *one* of the following areas over the assessed calendar year:**   * **LGBTQ targeted recruitment (targeting LGBTQ job seekers)** * **LGBTQ supplier policy / promotion / resourcing / procurement policy (either seeking LGBTQ suppliers; or having a policy requiring suppliers to reflect your values around LGBTQ inclusion or attend training)** * **LGBTQ marketing campaigns or service provision brochures/collateral specifically targeting LGBTQ populations or answering questions specific to this population**   *Please provide evidence for work within one of the requested areas within the assessed year.*  *If you have completed work within more than one of the above areas within the assessed year or have already existing (and current work) within areas listed above, please add that to the ADDITIONAL WORK section at the end of this submission.* | |
| *[Insert Evidence Here or Indicate Name of Attached File(s)]* | |
|  | |

|  |  |
| --- | --- |
| **annual submission: sTRATEGY & aCCOUNTABILITY** | **ADVANCED**  **2 points** |
| 1. **Executive Leadership Representation** |
| **We currently have *openly LGBTQ identifying people* within our internal Diversity Council and/or within our Executive Leadership Team.**  *Please provide details of the names and roles of openly LGBTQ identifying people within either your Diversity Council or Executive Team* | |
| *[Insert Evidence Here or Indicate Name of Attached File(s)]* | |

|  |  |
| --- | --- |
| **annual submission: sTRATEGY & aCCOUNTABILITY** | **ADVANCED**  **Max. 4 points** |
| 1. **LGBTQ Inclusion Promotion** |
| **We can show evidence of promoting our commitment to LGBTQ inclusion in *up to two* of the following areas:**   * **pitching for business or contracts** * **engaging with potential clients/customers** * **applying for funding** * **engaging with strategic partners or key external stakeholders**   *Please provide evidence for up to two of the areas covered. Note: Partial points will be given for less than two areas of work evidenced.*  *If you have completed work within more than two of the above areas within the assessed year or have already existing (and current work) within areas listed above, please add that to the ADDITIONAL WORK section at the end of this submission.* | |
| *[Insert Evidence Here or Indicate Name of Attached File(s)]* | |

**Section 3: LGBTQ Employee Networks / Resource Groups**

Please note: Different terms are used for internal networks (including Ally/Champion Networks, Resource Groups, Employee Network Groups, Employee Action Groups, etc.). For the purpose of consistency within this submission, when refering to such networks or equivalent, the terminology used within this section will be *Employee Network***.**

If you have an outstanding Network Leader who has performed above and beyond the expectations of their role and significantly impacted LGBTQ inclusion within your workplace, please consider nominating them for the [**Network Leader of the Year Award**](http://www.pid-awei.com.au/submission-documents/). (This nomination is open to anyone who has a formal role within the employee network leadership group.)

|  |  |
| --- | --- |
| **ANNUAL SUBMISSION: LGBTQ EMPLOYEE NETWORKS / RESOURCE GROUPS** | **Foundation**  **Max. 2 points** |
| 1. **LGBTQ Employee Network** |
| **Within the assessed calendar year, we have *either*:**   1. **made progress towards the launch or establishment of an LGBTQ employee network** 2. **an established LGBTQ employee network with a clearly documented charter/purpose or remit**   *If you are in the process of creating a network, please evidence progress made within the assessed year.*  *If you have an existing network, please provide a copy of the network’s charter/purpose.* | |
| *[Insert Evidence Here or Indicate Name of Attached File(s)]* | |

|  |  |
| --- | --- |
| **ANNUAL SUBMISSION: LGBTQ EMPLOYEE NETWORKS / RESOURCE GROUPS** | **FOUNDATION**  **Max. 3 points** |
| 1. **Network Leadership Structure** |
| **Our employee network has a clearly articulated leadership structure with:**   1. **clear roles and/or responsibilities for those involved** 2. **an HR or Diversity representative as part of the leadership structure**   *For full points, please provide:*   1. *a copy of your network leadership structure clearly articulating role accountabilities* 2. *evidence that you have HR or diversity representation within the leadership* | |
| *[Insert Evidence Here or Indicate Name of Attached File(s)]* | |

|  |  |
| --- | --- |
| **ANNUAL SUBMISSION: LGBTQ EMPLOYEE NETWORKS / RESOURCE GROUPS** | **FOUNDATION**  **Max. 3 points** |
| 1. **Network Strategy / Work Plan** |
| **Please supply your Network strategy OR define the components of your organisation’s LGBTQ inclusion strategy *that your Network is responsible for*, including Network specific actions plans/timelines and progress reports throughout the assessed year.**  *For full points, please provide all of the following:*   1. *any components of the LGBTQ inclusion strategy that your Network is responsible for* 2. *a copy of Network action plans and timelines utilised* 3. *a copy of the latest Network progress report* | |
| *[Insert Evidence Here or Indicate Name of Attached File(s)]* | |

|  |  |
| --- | --- |
| **ANNUAL SUBMISSION: LGBTQ EMPLOYEE NETWORKS / RESOURCE GROUPS** | **INTERMEDIATE**  **Max. 2 points** |
| 1. **Orientation / On-boarding** |
| **Our network is actively involved in orientation, on-boarding or the welcoming of new hires within the organisation. If orientation is strictly online, our network has sought means to introduce new hires to the network and welcome them to the organisation.**  *For full points, please provide:*   1. *evidence of when this last occurred* 2. *the degree of network involvement/participation* | |
| *[Insert Evidence Here or Indicate Name of Attached File(s)]* | |

|  |  |
| --- | --- |
| **ANNUAL SUBMISSION: LGBTQ EMPLOYEE NETWORKS / RESOURCE GROUPS** | **INTERMEDIATE**  **2 points** |
| 1. **Strategy and Goals** |
| **Our network leads have objectives that are assessed annually within performance discussions, relating specifically to performance within that role (as opposed to generic cultural, diversity or value statements).**  *Please provide evidence of specific KPI’s in relation to a network lead role being incorporated within formal performance/assessment discussions.* | |
| *[Insert Evidence Here or Indicate Name of Attached File(s)]* | |

|  |  |
| --- | --- |
| **ANNUAL SUBMISSION: LGBTQ EMPLOYEE NETWORKS / RESOURCE GROUPS** | **INTERMEDIATE**  **Max. 2 points** |
| 1. **Sustainability Plan** |
| **Our network has a documented sustainability plan (over and above a leadership structure and/or a succession plan) that will help ensure the longevity and continuity of the network.**  *Please provide:*   1. *an outline of what considerations were considered in the development of the plan* 2. *a copy of the plan* | |
| *[Insert Evidence Here or Indicate Name of Attached File(s)]* | |

|  |  |
| --- | --- |
| **ANNUAL SUBMISSION: LGBTQ EMPLOYEE NETWORKS / RESOURCE GROUPS** | **ADVANCED**  **Max. 3 points** |
| 1. **Allies of Trans and Gender Diverse People** |
| **The network has undertaken *one* of the following within the assessed year:**   1. **actively distributed, promoted or developed information on how to be an ally to trans and gender diverse employees** 2. **worked with trans and gender diverse employees or community members to develop targeted inclusion initiatives profiling trans and gender diverse speakers or role models**   **Note: This is over and above work on LGBTQ calendar Days of Significance.**  *Points will be given for one of the above.*  *(a) If you have selected (a), please provide a copy of the information provided*  *(b) If you have selected (b), please provide details and evidence of this work*  *If you have undertaken work for both, please include the second piece of work under ADDITIONAL WORK at the end of this submission. Please do not duplicate any evidence already submitted for events around LGBTQ Days of Significance. Points will not be allocated twice for the same event.* | |
| *[Insert Evidence Here or Indicate Name of Attached File(s)]* | |

|  |  |
| --- | --- |
| **ANNUAL SUBMISSION: LGBTQ EMPLOYEE NETWORKS / RESOURCE GROUPS** | **ADVANCED**  **Max. 3 points** |
| 1. **Visibility of LGBTQ Women** |
| **Throughout the assessed year, our network has *either*:**   1. **developed and made progress against an active strategy with targets in place to increase the visibility of LGBTQ women; or** 2. **undertaken and documented activity throughout the year to increase visibility of LGBTQ women and out role models**   *Points will be given for one of the above.*   1. *If you have selected (a), please enclose a copy of any plan developed along with a report of progress made* 2. *If you have selected (b), please provide an outline of all activity taken to specifically increase the visibility and participation of LGBTQ women*   *If you have undertaken work for both, please include the second piece of work under ADDITIONAL WORK at the end of this submission.* | |
| *[Insert Evidence Here or Indicate Name of Attached File(s)]* | |

|  |  |
| --- | --- |
| **ANNUAL SUBMISSION: LGBTQ EMPLOYEE NETWORKS / RESOURCE GROUPS** | **ADVANCED**  **3 points** |
| 1. **LGBTQ Intersectionality** |
| **Throughout the assessed calendar year, the network has provided opportunities for LGBTQ people of diverse groups to raise their visibility and/or to share their stories across the organisation:**  **Please provide evidence for one of the following:**   * **LGBTQ and Aboriginal, Torres Strait Islander or Indigenous** * **LGBTQ and a person of faith** * **LGBTQ and of another diverse group (i.e. CALD, of mature age, living with disability, etc.)**   *Please provide evidence for one of the selected groups above.*  *If you have undertaken above-and-beyond work for more than one of the groups mentioned above, please include evidence of work in the ADDITIONAL WORK section at the end of this submission.* | |
| *[Insert Evidence Here or Indicate Name of Attached File(s)]* | |

|  |  |
| --- | --- |
| **ANNUAL SUBMISSION: LGBTQ EMPLOYEE NETWORKS / RESOURCE GROUPS** | **ADVANCED**  **Max. 4 points** |
| 1. **Intersex Allies** |
| **As Intersex Allies, the network has completed two of the following within the assessed calendar year:**   * **communicated what the organisation has been or is currently doing to be more inclusive of Intersex people while acknowledging that Intersex status is about variations of sex characteristics, not gender identity or sexual orientation** * **held organisation-wide educational events where Intersex people have spoken** * **distributed current and accurate information on Intersex inclusion or awareness raising across the organisation** * **shared articles, books, movies, documentaries, presentations about Intersex from intersex perspectives** * **sought and gained permission from intersex organisations such as IHRA to share relevant content on social media or LGBTQ network / diversity page** * **developed a network initiative or working group with Intersex representation to help determine how the organisation or network can be more inclusive of Intersex people (over and above including Intersex awareness within LGBTQ inclusivity training).** * **signed up to The Darlington Statement**   *Please provide evidence for up to TWO of the selected actions above.*  *Please provide evidence for up to two of the areas covered. Note: Partial points will be given for less than two areas of work evidenced.*  *If you have completed work within more than two of the above areas within the assessed year or have already existing (and current work) within areas listed above, please add that to the ADDITIONAL WORK section at the end of this submission.* | |
| *[Insert Evidence Here or Indicate Name of Attached File(s)]* | |

|  |  |
| --- | --- |
| **ANNUAL SUBMISSION: LGBTQ EMPLOYEE NETWORKS / RESOURCE GROUPS** | **ADVANCED**  **Max. 3 points** |
| 1. **Broader Inclusion** |
| **Within the assessed calendar year, the network has *planned, targeted and tracked both activity and progress* within *one* of the following areas:**   1. **work to extend and increase network engagement and inclusion within regional offices** 2. **increasing LGBTQ presence or leadership within other internal diversity networks or working groups (i.e. women, parents, cross-cultural)**   *Points will be allocated for one of the above. If you have completed work in more than one of the above stated areas, please include evidence of work in the ADDITIONAL WORK section at the end of this submission.*   1. *If you have selected (a), please provide a list of activities/work conducted/completed to increase inclusion within regional offices and progress to date* 2. *If you have selected (b), please provide evidence of activity or LGBTQ representation across other diversity networks* | |
| *[Insert Evidence Here or Indicate Name of Attached File(s)]* | |

|  |  |
| --- | --- |
| **ANNUAL SUBMISSION: LGBTQ EMPLOYEE NETWORKS / RESOURCE GROUPS** | **ADVANCED**  **Max. 4 points** |
| 1. **Network Reporting** |
| **Within the assessed calendar year, we produced:**   1. **a network specific report on progress against network targets, in addition to** 2. **one of the following areas of performance:**  * **additional advice provided to the organisation throughout the year** * **areas of significant contribution** * **areas of future focus** * **annual progress tracking against the AWEI**   **Note: This question is about your network having produced its own report. This question is not regarding general inclusion or a brief mention of your network in organisational reports.**  *Please provide evidence for both (a) and (b). If you have undertaken above-and-beyond work for more than one of the areas mentioned above, please include evidence of work in the ADDITIONAL WORK section at the end of this submission.* | |
| *[Insert Evidence Here or Indicate Name of Attached File(s)]* | |

**Section 4: Visibility of Inclusion**

|  |  |
| --- | --- |
| **ANNUAL SUBMISSION: 2021 VISiBILITY OF INCLUSION** | **FOUNDATION**  **Max. 2 points** |
| 1. **Days of Significance** |
| **Within the assessed calendar year, we have celebrated and promoted LGBTQ Days of Significance across the organisation while *providing and/or educating employees with an understanding of why these dates are important.***  *For full points, please provide:*   1. *a list of LGBTQ Days of Significance celebrated throughout the assessed year* 2. *a brief description of each event, detailing how you promoted an understanding of why the day is significant* | |
| *[Insert Evidence Here or Indicate Name of Attached File(s)]* | |

|  |  |
| --- | --- |
| **ANNUAL SUBMISSION: 2021 VISiBILITY OF INCLUSION** | **FOUNDATION**  **Max. 3 points** |
| 1. **Visibility in the Workplace** |
| **We actively encourage and provide a means by which employees can indicate their commitment to LGBTQ workplace inclusion through the use of: ALLY email signatures, lanyards, personal pronouns, virtual backgrounds, etc.**  *Please provide:*   1. *a list of options available to employees through which they can visually indicate that they are an ally or supporter of LGBTQ inclusion* 2. *a couple of photos showing active support and visibility of these options within/around/throughout the workplace (please limit photos to a couple of photos – not required for each available option)* | |
| *[Insert Evidence Here or Indicate Name of Attached File(s)]* | |

|  |  |
| --- | --- |
| **ANNUAL SUBMISSION: 2021 VISiBILITY OF INCLUSION** | **INTERMEDIATE**  **Max. 3 points** |
| 1. **Ally / Champion Reference Guides** |
| **We provide Ally/LGBTQ Champion Reference Guides or materials on how to be an effective ally and/or an active champion for LGBTQ inclusion within the workplace.**  *Please provide*   1. *copy of this guide or an outline of the content covered within the guide* 2. *information regarding how it is distributed or where this guide can be found* | |
| *[Insert Evidence Here or Indicate Name of Attached File(s)]* | |

|  |  |
| --- | --- |
| **ANNUAL SUBMISSION: 2021 VISiBILITY OF INCLUSION** | **INTERMEDIATE**  **2 points** |
| 1. **Individual LGBTQ Inclusion Work Recognition** |
| **Leadership has formally recognised and communicated across the organisation the work of employee/s, regarding their *internal* contribution in LGBTQ inclusion within the workplace.**  **Note: This excludes PiD communications around AWEI Awards – but can include your leadership’s formal** ***internal* recognition of the contribution made by employees.**  *Please provide evidence of the organisation-wide communication of this recognition.* | |
| *[Insert Evidence Here or Indicate Name of Attached File(s)]* | |

|  |  |
| --- | --- |
| **ANNUAL SUBMISSION: 2021 VISiBILITY OF INCLUSION** | **INTERMEDIATE**  **2 points** |
| 1. **Confidential Contacts** |
| **We have an LGBTQ intranet page that clearly identifies LGBTQ people or allies who can be contacted for a confidential and informal discussion regarding being an LGBTQ employee within the organisation. This is over and above any HR or grievance contacts and confidentiality must be assured.**  *Please provide a screenshot of where this information is provided. If the contact is not clearly communicated as CONFIDENTIAL, full points will not be awarded.* | |
| *[Insert Evidence Here or Indicate Name of Attached File(s)]* | |

|  |  |
| --- | --- |
| **ANNUAL SUBMISSION: 2021 VISiBILITY OF INCLUSION** | **INTERMEDIATE**  **Max. 2 points** |
| 1. **Communication of LGBTQ Support Information** |
| **As the initial source of information for LGBTQ employees, our LGBTQ intranet page *clearly articulates:***   1. **the process for formally reporting workplace LGBTQ bullying/harassment** 2. **available LGBTQ friendly support (should this occur)**   *For full points, please:*   1. *provide a screenshot of where this information is communicated on the network or LGBTQ diversity page.* 2. *clearly show LGBTQ friendly support avenues and where this information* | |
| *[Insert Evidence Here or Indicate Name of Attached File(s)]* | |

|  |  |
| --- | --- |
| **ANNUAL SUBMISSION: 2021 VISiBILITY OF INCLUSION** | **ADVANCED**  **2 points** |
| 1. **LGBTQ Social Media Streams** |
| **We have internal LGBTQ social media streams or any other means by which we can engage staff in conversations and post items of interest in regard to our inclusion work (may include but is not limited to Yammer, Twitter, Facebook, SharePoint).**  *Please provide screenshot evidence of such posts and/or conversations on your social media streams.* | |
| *[Insert Evidence Here or Indicate Name of Attached File(s)]* | |

**Section 5: Training, Awareness & Professional Development**

Please do not include compliance training covering anti-discrimination policies or training within events. Both of these are covered elsewhere.

|  |  |
| --- | --- |
| **ANNUAL SUBMISSION: 2021 training, awareness & professional development** | **FOUNDATION**  **2 points** |
| 1. **Face-to-Face Training** |
| **We have made face-to-face LGBTQ Awareness / Inclusion / Ally Training available to all employees within the assessed calendar year. This would include any interactive training conducted via internet technologies (i.e. WebEx, Zoom, Teams, etc).**   |  |  |  | | --- | --- | --- | | Name of Trainer or Provider: | *[Evidence Here]* | Our trainer is accredited by or from Pride in Diversity | | Length of training: | *[Evidence Here]* | | | Date/s: | *[Evidence Here]* | | | Number of attendees approx that will have gone through this training: | *[Evidence Here]* | | | Evidence of training undertaken (one piece required): | *Screenshot of the invitation sent or where training has been communicated. [Evidence Here]* | | | Copy of presentation or outline of training covered: | *[Evidence Here] (Not required if Pride in Diversity or Pride in Health + Wellbeing delivered)* | | | |

|  |  |
| --- | --- |
| **ANNUAL SUBMISSION: 2021 training, awareness & professional development** | **FOUNDATION**  **2 points** |
| 1. **Online Training** |
| **We have LGBTQ online training modules or pre-recorded content that can be accessed by employees throughout the assessed calendar year.**   |  |  | | --- | --- | | Name of Online Training or Video: | *[Evidence Here]* | | Length of the LGBTQ component within the video/training: | *[Evidence Here]* | | Where employees can access this training : | *Please provide screenshot of where this training is accessed. [Evidence Here]* | | Tracking: | *To provide evidence of training being accessed, please identify:*   1. *how participation numbers are tracked [Evidence Here]* 2. *approximate number of people accessing this training throughout the assessed year [Evidence Here]* | | Copy of the module or a brief outline of it’s LGBTQ content. | *[Evidence Here]* | |  | | | |

|  |  |
| --- | --- |
| **ANNUAL SUBMISSION: 2021 training, awareness & professional development** | **ADVANCED**  **Max. 2 points** |
| 1. **Professional Development for LGBTQ Employees** |
| **Outside of the Pride in Practice Conference within the assessed calendar year, we have *either*:**   1. ***provided LGBTQ employees with LGBTQ specific leadership training*, internally or externally (excludes conferences unless specifically dedicated to LGBTQ leadership development)** 2. **put processes in place to ensure that there is LGBTQ representation within talent development programs.**   *Please provide evidence for the one selected item above.* *If you can provide both,* *please add the second item to the ADDITIONAL WORK section at the end of this submission.* | |
| *[Insert Evidence Here or Indicate Name of Attached File(s)]* | |

|  |  |
| --- | --- |
| **ANNUAL SUBMISSION: 2021 training, awareness & professional development** | **ADVANCED**  **Max. 4 points** |
| 1. **LGBTQ Inclusion Training Plan** |
| **We have a training plan in place to specifically address LGBTQ inclusion and/or awareness training for all employees.**  *Please provide both:*   1. *a copy of the training plan designed to create greater awareness of LGBTQ inclusivity* 2. *outlined progress made against that plan* | |
| *[Insert Evidence Here or Indicate Name of Attached File(s)]* | |

|  |  |
| --- | --- |
| **ANNUAL SUBMISSION: 2021 training, awareness & professional development** | **ADVANCED**  **2 points** |
| 1. **LGBTQ Conferences, Seminars and Events** |
| **Within the assessed calendar year, we have provided opportunities for employees to attended *external* dedicated LGBTQ conferences, seminars or events.**  **Note: This may include but is not limited to the Pride in Practice Conference, Regional Reach or Sapphire Events, or external LGBTQ panel events. This does not include roundtables or social networking events.**  *Please provide evidence.* | |
| *[Insert Evidence Here or Indicate Name of Attached File(s)]* | |

**Section 6: Executive Leadership & Engagement**

**Please note: Different titles are used when referring to the most senior executive.** **For the purpose of consistency within submission, in defining CEO or Equivalent, we are referring to the most senior executive in your organisation within Australia.**

If you have a CEO or equivalent, or Senior Leader/Executive highly active in promoting and supporting LGBTQ inclusion (as an LGBTQ individual or an ally), please consider nominating them for the following Awards (where applicable):

* [**Executive Leadership Award**](http://www.pid-awei.com.au/submission-documents/)
* [**CEO of the Year Award**](http://www.pid-awei.com.au/submission-documents/)

|  |  |
| --- | --- |
| **ANNUAL SUBMISSION: 2021 EXECUTIVE LEADERSHIP & ENGAGEMENT** | **INTERMEDIATE**  **Max. 2 points** |
| 1. **Executive Sponsor or Champion** |
| **We have a visible and active Executive Sponsor or Senior Champion for LGBTQ inclusion who has both:**   1. **contributed to the LGBTQ strategy** 2. **is engaged in tracking performance progress against the strategy throughout the year**   *For full points, please provide evidence for all parts to this question:*   1. *specific contribution to the strategy* 2. *level of engagement, tracking progress against the strategy*   *Note: The simplest way to provide evidence for this question would be for the Executive Sponsor to sign a statement answering both questions.* | |
| *[Insert Evidence Here or Indicate Name of Attached File(s)]* | |

|  |  |
| --- | --- |
| **ANNUAL SUBMISSION: 2021 EXECUTIVE LEADERSHIP & ENGAGEMENT** | **ADVANCED**  **2 points** |
| 1. **Executive Advocacy** |
| **Within the assessed calendar year, Senior Executive(s) within our organisation have:**   1. **advocated for LGBTQ inclusion at an executive level *externally* amongst peers** 2. **advocated for LGBTQ inclusion at an executive level *internally* amongst peers; or** 3. **attended *at least two* of the Pride in Diversity Executive Allies Forums within the assessed year**   *Please provide evidence for one of the above.*  *If you can provide evidence for two or more of the above, please add the additional item/s to the ADDITIONAL WORK section at the end of this submission.* | |
| *[Insert Evidence Here or Indicate Name of Attached File(s)]* | |

|  |  |
| --- | --- |
| **ANNUAL SUBMISSION: 2021 EXECUTIVE LEADERSHIP & ENGAGEMENT** | **ADVANCED**  **2 points** |
| 1. **CEO or Equivalent Communications** |
| **Within the assessed calendar year, our CEO or equivalent has sent formal communications to all employees comprehensively discussing progress made in LGBTQ inclusion work and its importance to the organisation. This may be CEO communications prioritised on intranet pages or within a CEO newsletter (beyond social media, award announcements only).**  *Please provide the most comprehensive communication sent out by your CEO (or equivalent) to all employees in regard to your work in LGBTQ inclusion.* | |
| *[Insert Evidence Here or Indicate Name of Attached File(s)]* | |

|  |  |
| --- | --- |
| **ANNUAL SUBMISSION: 2021 EXECUTIVE LEADERSHIP & ENGAGEMENT** | **ADVANCED**  **2 points** |
| 1. **CEO or Equivalent Speaking at Events** |
| **Our CEO or equivalent has spoken at LGBTQ events held by our organisation, either internally or externally.**  *For full points, all of the following must be provided:*   1. *evidence of the individual speaking at the event and approximate duration of speech* 2. *brief outline of event purpose and typical audience* 3. *approximate attendee numbers* | |
| *[Insert Evidence Here or Indicate Name of Attached File(s)]* | |

**Section 7: Data Collection & Reporting**

|  |  |
| --- | --- |
| **ANNUAL SUBMISSION: 2021 data collection & reporting** | **INTERMEDIATE**  **Max. 3 points** |
| 1. **Employee Data Analysis** |
| **Within our annual engagement, pulse or diversity surveys, either for the assessed calendar year or year prior, we have:**   1. **included questions in regard to one’s sexual orientation, gender identity or whether or not someone is intersex, AND** 2. **analysed and reported on LGBTQ engagement data alongside other diversity demographics or overall population statistics**   *For full points, please provide:*   1. *details of when that data was last collected* 2. *a copy of the questions used to identify LGBTQ population* 3. *an overview of comparative findings or analysis as compared to other internal populations* | |
| *[Insert Evidence Here or Indicate Name of Attached File(s)]* | |

|  |  |
| --- | --- |
| **ANNUAL SUBMISSION: 2021 data collection & reporting** | **ADVANCED**  **3 points** |
| 1. **LGBTQ Analysis** |
| **Within the assessed calendar year (or year prior), we have specifically asked, investigated or assessed *one* of the following:**   * **if LGBTQ employees are directly or indirectly disadvantaged at any stage during the recruitment process** * **if LGBTQ employees are directly or indirectly disadvantaged in talent management processes or career progression** * **if there are discrepancies in attrition rates between LGBTQ and non-LGBTQ employees** * **if within gender aggregated data, we include non-binary employees and if not a proposed plan of action** * **if internal engagement or AWEI Survey data show any “most in need” areas to focus on, resulting in a plan of action**   *Please provide evidence for one of the above, including a plan of action where stipulated. Points will be given for one of the above.*  *If you have done work in more than one of the above areas within the assessed year, or year prior, please add such work to the ADDITIONAL WORK section at the end of this submission.* | |
| *[Insert Evidence Here or Indicate Name of Attached File(s)]* | |

**Section 8: Community Engagement**

**Please note: For this Submission, we will be accepting evidence only regarding one such event/instance for each question within this section, respectively (as opposed to two). If you have more than one example to evidence for the questions within this section, please *please add the additional item/s to the ADDITIONAL WORK section at the end of this submission.***

|  |  |
| --- | --- |
| **ANNUAL SUBMISSION: 2021 COMMUNITY ENGAGEMENT** | **INTERMEDIATE**  **2 points** |
| 1. **Employer Branded Participation at Community Events** |
| **Within the assessed calendar year, we held stalls at LGBTQ community events or participated in pride parades under our employer/company branding. (This may include online community events with *prominent* employer branding.)**  **Note: This must be a targeted branding exercise, over and above employees wearing corporate t-shirts but not contributing formally to the event.**  *Please provide evidence of branding displayed at one such community event, including online community events.* | |
| *[Insert Evidence Here or Indicate Name of Attached File(s)]* | |

|  |  |
| --- | --- |
| **ANNUAL SUBMISSION: 2021 COMMUNITY ENGAGEMENT** | **INTERMEDIATE**  **2 points** |
| 1. **Pro-Bono or Financial Support: LGBTQ Charities/Organisations** |
| **Throughout the assessed calendar year, we have provided pro-bono or financial support to LGBTQ charities/community groups. (This includes sponsorships of events, publications or pro-bono accommodation/venue support. Fundraising is covered in Q41.)**  *Please provide evidence of one such instance.* | |
| *[Insert Evidence Here or Indicate Name of Attached File(s)]* | |

|  |  |
| --- | --- |
| **ANNUAL SUBMISSION: 2021 COMMUNITY ENGAGEMENT** | **INTERMEDIATE**  **2 points** |
| 1. **Fundraising** |
| **Throughout the assessed calendar year, we have engaged in fundraising for LGBTQ charities / communities / groups. (This may include the support of any LGBTQ charity groups within workplace giving programs.)**  *Please provide evidence of one such instance. (This can be a letter of appreciation, certificate, receipts or confirmation of funds raised issued by the charity/group.)* | |
| *[Insert Evidence Here or Indicate Name of Attached File(s)]* | |

**Section 9: Survey**

|  |  |
| --- | --- |
| **ANNUAL SUBMISSION: optional survey participation** | **Optional**  **2 points** |
| 1. **Survey Participation** |
| **We are participating in the 2022 AWEI Survey. *Please note:***   * ***Partial points will not be given. Full points will only be obtained for the following:***   + ***Medium Employers (501 – 2000 employees): if 50 or more survey responses are collected***   + ***Large Employers (2001 – 8000 employees): if 100 or more survey responses are collected***   + ***Significant Employers (8001 or more employees): if 200 or more survey responses are collected***   *Please note: the more respondents you have, the more substantial data you will receive. The purpose of the AWEI Survey is to provide you with significant information on the impact of your inclusion initiatives and allow you to benchmark against the national dataset.* | |

**Section 10: Additional Work**

This section allows you to describe and provide evidence for any additional work completed throughout the assessed calendar year:

1. *that has not already been included within this index submission*
2. *that you believe is significantly over and above what a particular question or index topic is looking for*

* **IMPORTANT: PLEASE COMBINE ALL RELATED INDEX WORK INTO ONE ROW.** For example, if you wish to claim for signficiant training, list all LGBTQ training within one row under the Item Name of “Training.” Only 1 point is available for all work pertaining to a particular topic/area – PLEASE do not split similar areas of index activity over multiple rows.
* Please add additional rows regarding different areas of work, as necessary. ***Note: A maximum of 15 points (15 items) may be obtained in this section. Should you submit more than this, you will still only be eligible for the same Maxmum points.***

|  |  |  |
| --- | --- | --- |
| **ANNUAL SUBMISSION: ADDITIONAL WORK**   1. **ADDITIONAL WORK** | | **ADDITIONAL**  **Max. 15 points** |
| **Item Name:** *[Question No. or Item Name Here]*  ***If referencing significant work over and above in relation to one of the questions or topics within the index, please state question number or index topic here and then provide evidence to the right.***  ***If you have new work, the topic of which is not covered within the index, please add an appropriate heading here and then provide evidence to the right.*** | *[Insert Evidence Here or Indicate Name of Attached File(s)]* | |

**AWEI 2022 SUBMISSION DATES**

**We can accept AWEI submissions between Monday 10th January – 5pm Friday 11th February 2022 (or midnight Saturday 12th February 2022 for large file transfer URL).**

* No later than 5pm, Friday 11th February 2022 for hand-delivered, couriered or mailed submissions (hard copies, USB, etc).
* Deadline for large file transfer program URL (including but not limited to Dropbox, Google Docs, Parcel Post, SharePoint or any other internally approved large file transfer system) midnight Saturday 12th February 2022
* **Important: *File attachments within emails will not be accepted. Pride in Diversity will take no responsibility for attachments sent via email.***
* All file transfers and access to various systems must be sent to [**AWEI@prideindiversity.com.au**](mailto:AWEI@prideindiversity.com.au); with a copy to **dhough@acon.org.au**
* Please ensure all evidence included in your submission or attached is legible. Pride in Diversity will not be responsible for documents that we cannot access or cannot read (if they have been copied or shared incorrectly).

**IMPORTANT INFORMATION FOR SUBMITTERS**

Please ensure that you have signed up to the following newsletter – this will ensure that you receive all relevant information and updates in terms of the up and coming AWEI period.  [Click here](http://eepurl.com/tT7vf) to sign up or go to: [**http://eepurl.com/tT7vf**](http://eepurl.com/tT7vf)

**OPTIONAL AWEI EMPLOYEE SURVEY**

Participating in the optional AWEI Employee Survey? You will be able to [**request your unique survey**](http://www.pid-awei.com.au/submission-documents/) URL as of 1st July 2021. You will receive this link when the survey goes live on Monday 1st November 2021 and will remain open until the close of submissions on Friday 11th February 2022.

Participation in the survey allows you to balance the results of your AWEI with the views and lived experiences of your employees.  While survey data is linked to your organisation enabling us to provide you with a comprehensive high-level analysis of responses, individual respondent data is not collected.

**INDIVIDUAL AWARD NOMINATIONS**

**Please consider nominating your colleagues, networks, etc. for an LGBTQ Inclusion Award. Award categories can be found within the Participation Details of this Submission or on the AWEI website:** [**https://www.pid-awei.com.au/awardnominationforms/**](https://www.pid-awei.com.au/awardnominationforms/)