



PRIDE INCLUSION PROGRAMS

MEDIA RELEASE

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FOR IMMEDIATE RELEASE

TOP AUSTRALIAN ORGANISATIONS FOR LGBTQ INCLUSION IN 2021 ANNOUNCED

The ABC, information technology services and consulting company Capgemini, and community support agency Advance Diversity Services are among this year's top employers and service providers announced at this year's Australian LGBTQ Inclusion Awards held in Sydney.

Capgemini was named 'Employer of the Year' for the first time, while management consulting company Oliver Wyman was announced 'Small Employer of the Year'. Network of Alcohol and other Drugs Agencies (NADA), which is NSW's peak organisation for non-government alcohol and other drugs services, was named 'Service Provider of the Year'.

Other top honours went organisations including Dentons, Deutsche Bank, IBM, Woolworths, Coles, the University of NSW and Deloitte, who all received high tiered ranking for LGBTQ inclusion. The ABC was named 'Most Improved' and also took out the 'External Media Campaign' award. **(NB: Full list of award recipients and finalists included in the next page).**

Held at the Hyatt Regency, the sold-out event is Australia's foremost annual celebration of LGBTQ workplace inclusion. It is hosted by ACON's Pride Inclusion Programs, the national not-for-profit LGBTQ inclusion support program for employers, sporting organisations and service providers.

The awards are based on the results of the Australian Workplace Equality Index (AWEI) – which is now in its eleventh year – and the third Health + Wellbeing Equality Index (HWEI). The AWEI and HWEI are rigorous and evidence-based benchmarking tools that annually assesses workplaces in the progress and impact of LGBTQ inclusion initiatives.

By participating in the AWEI and accompanying employee survey, employers are able to benchmark their practice against other organisations and obtain annual data on the impact initiatives are having on their employees.

Dawn Emsen-Hough, Director of ACON's Pride Inclusion Programs, said she was proud to see the indices continue to achieve record growth and participation following a year that saw a lot of difficulty and uncertainty.

"Over the past year, we have seen incredible advancements in workplace diversity and inclusion despite turmoil we all experienced on a global scale. It's incredibly encouraging to see workplaces in Australia continue to remain dedicated and stride towards greater inclusion of our LGBTQ communities," Emsen-Hough said.

"As we continue to progress, it's vital that efforts are acknowledged and celebrated, and that we continue to maintain and build upon our achievements."

The AWEI saw a record 186 organisations across Australia participate this year, and an employee survey attached to the index received 44,915 responses, the highest it has ever received. In its inaugural survey, the HWEI saw over 700 responses from 24 organisations/service providers.

Emsen-Hough added: "Once again, we have record numbers of employers across all sectors participating in the indices. The employee survey that accompanied the AWEI, and for the first time, the HWEI, provides us with a great insight into workplace attitudes towards diversity and inclusion.

"Congratulations to all the award recipients announced today, including those the receiving Bronze, Silver, Gold and Platinum Employer status, as well as those that received organisational awards. I commend all of them on their significant achievements and for showing great leadership in LGBTQ inclusion."

"These awards truly give us an insight into the amazing breadth of work being done by so many in making organisations across Australia more inclusive of LGBTQ people and communities."

For more information on ACON's Pride Inclusion Programs, go to www.prideinclusionprograms.com.au

ENDS



PRIDE INCLUSION PROGRAMS

2021 AUSTRALIAN LGBTQ INCLUSION AWARDS

AUSTRALIAN WORKPLACE EQUALITY INDEX

Employer of the Year: Capgemini

Most Improved: Australian Broadcasting Corporation (ABC)

Network of the Year (tie): Capgemini and KPMG

Trans & Gender Diverse Inclusion Award: Capgemini

CEO of the Year: Katrina Troughton – IBM

Executive Leadership Award (tie): Guy Brent – Woolworths Group, Christine Corbett – AGL Energy

External Media Campaign Award: ABCQueer – Australian Broadcasting Corporation (ABC)

- Finalists: LGBTQ Resource Stream – Colin Biggers & Paisley Lawyers, Loud & Proud Project podcast – NAB

Network Leader of the Year: Gina Mills – EY

- Finalists: Alan Wong – Boston Consulting Group, Wayne Marshall – Capgemini, Lisa Wade – NAB

OUT Role Model Award: Steph Sands – Capgemini

- Finalists: Clinton Savage – Aussie Broadband, Abigail Clark – IBM, Gordon Williams – MinterEllison, Daniele Gianotti – The University of Sydney

Sally Webster Ally Award: Drew Bradford – NAB

Sapphire Inspire Award: Nic Hennessy, Woolworths Group

Platinum Employers

- Accenture
- EY
- Lendlease
- Macquarie Bank

Platinum Project Acknowledgements:

- Clayton Utz
- PwC
- RMIT University

Platinum Qualifiers for 2021:

- AGL Energy
- Australian Taxation Office
- Woolworths Group

Gold Employers

- Australian Broadcasting Corporation (ABC)
- Australian Taxation Office
- AGL Energy
- Capgemini



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- Coles
- CSIRO
- Deloitte
- IBM
- J.P. Morgan
- KPMG
- MinterEllison
- NAB

- NBN Co.
- QBE Insurance
- (SBS) Special Broadcasting Service
- Scentre Group
- Services Australia
- The University of Sydney
- The University of New South Wales (UNSW)
- Woolworths Group

Silver Employers

- Aurecon
- BHP
- CBRE
- 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

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 Social Services
- Department of Agriculture, Water & the Environment
- Dexus
- 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

Small Employer of the Year

- Oliver Wyman

Achievement Award for Most Improved Small Employer

- Liberty Financial

Gold Small Employers

- Colin Biggers & Paisley Lawyers
- Dentons



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- Deutsche Bank
- McCullough Robertson Lawyers
- Oliver Wyman

Small Silver employers

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

Small Bronze 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

HEALTH + WELLBEING INDEX

Service Provider of the Year

- Network of Alcohol and other Drugs Agencies (NADA)

Most Improved of the Year

- NurseWatch

Gold employers

- Advance Diversity Services
- Network of Alcohol and other Drugs Agencies (NADA)

Silver employers

- Medibank
- Uniting Vic.Tas

Bronze employer

- Flourish Australia
- NurseWatch
- Relationships Australia