

**2022 awei: Evidence and SCORING GUIDELINE**

A NOTE FOR GLOBAL EMPLOYERS

It is important to realise that the Australian Workplace Equality Index (AWEI) measures policy and practice *here within Australia*. Globally, policies, law and even language can be different. International activity will not have the same impact on inclusion locally that local activity will have. It is therefore important to understand the following:

**International Policies – need to have relevance within Australia**

Where international policies are given as evidence for the Australian Index; it is important to note that laws, terminology (different terms have different meanings), protected attributes under discrimination acts and entitlements dependent on these differences can differ and impact an employee’s perception of what may or may not be applicable locally – as such, no points will be given for simply referencing an international policy (unless written here in Australia in which case you would need to clearly state this). Typical areas impacted would be family leave benefits, staff entitlements, discrimination/EEO statements. Health benefits may form part of a package for US firms, but not here. Intersex is less spoken of internationally, than here. Australia has different laws and discrimination clauses. People affirming their gender may be given different entitlements between countries.

To ensure that you obtain full points for any policies written internationally, there will need to be consideration of local differences and a communication on policy pages or a local intranet page in terms of local applicability alongside any reference to law/language differences. This will attract points.

**Work completed internationally – but not here**

You will not be able to gain points for any work completed in international offices **UNLESS** your local team here has been instrumental in the development of that work. You can gain points in the additional work section of the index for any work that you have contributed to, in regard to your international LGBTI inclusion efforts. Exceptions will be made for any work completed overseas that you have actively shown, utilised, promoted internally here as a means of recognition your employer’s global inclusion activity PROVIDING that this has been built into an event, a learning activity, a discussion point within a training etc. Simply referencing overseas work without any localisation or active activity around that work here in Australia will not attract points.

**2022 STANDARD EMPLOYER AWEI SCORING GUIDELINE**

This document is to be used in conjunction with the AWEI submission document, designed to provide guidance in the gathering of evidence to obtain maximum points.

**Employer Participation Details**

**All participating employers must complete the Employer Participation Details within the Submission Document.**

**These details include:**

* **data used for AWEI benchmarking across industries, regions and sectors**
* **confirmation regarding your recognition of participation**
* **additional Individual Award Nomination information**
* **Accuracy Statements and Disclosures**
* **contact details of the person handling your Submission.**

**Section 1: Standing Submission**

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

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| **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).
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| **Please provide the name and contact details of your Senior HR person within your Index:** |
| **Should we require clarification/verification for any particular question within Section 1: Standing Submission, we will contact this individual.** **As noted within the Submission, if this contact is not supplied, it may result in a loss of points for questions within this section.** |

**Section 1: Standing Submission: HR Policy & Diversity Practice**

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| **STANDING SUBMISSION:** **HR POLICY & DIVERSITY PRACTICE**1. **Removal of the terms: ‘Sexual Preference’ or ‘Lifestyle Choice(s)’**
 | **FOUNDATION****Max. 2 points** |
| **Submission Question** | **Why This Question?** | **Providing Evidence** | **Point Allocations** |
| **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:* | While much work has been done on the inclusion of LGBTQ individuals and families within policies, there is still a significant legacy of websites, intranet pages and diversity references that use what can be considered offensive language. Not only does it send a message that the organisation is not up to speed with correct terminology but can also generate negative reactions within the very demographic we are seeking to be inclusive of. | * Clearly outline any progress that you have made to date regarding this review/audit. Rather than stating “completed” or “just started”, outline the sites/diversity references that have been checked along with any changes made. Estimate how far along you are in this work (completed, 25% etc).
* For full points you will need to supply the name of someone in authority (Senior HR or Diversity Mgr.) who we can contact to verify this, who can confirm details or answer any questions that we may have. Random calls will be made.
 | Full or partial points will be determined via:* The provision of all requested evidence/information
* The degree to which this work has progressed.
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| **STANDING SUBMISSION: HR POLICY & DIVERSITY PRACTICE**1. **LGBTQ Inclusivity within Policies and Benefits**
 | **FOUNDATION****Max. 2 points** |
| **Submission Question** | **Why This Question?** | **Providing Evidence** | **Point Allocations** |
| **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).* | We know that people can read themselves out of policies.  While in previous indices we asked you to show us inclusivity statements within each and every policy, we have since had law changes that makes it illegal to discriminate so now we are simply asking you to place a statement of your inclusivity on the intranet page that houses your HR policies, family leave entitlements and benefits.The need to clearly articulate the LGBTI inclusivity of your policies here in Australis is still necessary for the following reasons:* Some employees may not be sure of how religious freedoms interact with discrimination law in some workplace settings
* Not all employees will be up to speed with discrimination law when it comes to family benefits and workplace policies and therefore may not know if all policies apply
* Some policies are written internationally and implemented globally where laws are different so a localisation of benefits or clarification of these may be necessary.
 | * Please provide a screenshot of where policy information is located on your intranet along with a very clear, explicit statement that all policies are fully inclusive of LGBTQ people and their families.
 | The more explicit and obvious your communication is regarding the inclusivity of your policies, the more points you will be given for this question.If your statements are generic, ambiguous or hidden within reams of information (i.e. not easily identifiable), you may not obtain full points. |
| **STANDING SUBMISSION: HR POLICY & DIVERSITY PRACTICE**1. **New Parent Leave Inclusive of LGBTQ Families**
 | **FOUNDATION****Max. 3 points** |
| **Submission Question** | **Why This Question?** | **Providing Evidence** | **Point Allocations** |
| **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*
 | There are many ways that children come into LGBTQ families; for some this is limited to surrogacy, adoption or foster arrangements. In each of these instances, there will be leave required during the initial stages of caring for a new member of the family. Some leave policies still only of “birth mothers” which is an outdated terminology when referring to any parental leave entitlements. Such terms exclude those who become parents by means other than “traditional” parenting or adoption. This question helps to build awareness of different family dynamics and seeks to proactively include LGBTQ families and some of the less traditional ways in which their children may be brought into the family unit. This is an advanced question because it covers avenues that many LGBTQ families depend upon, including some of the less traditional means of bringing children into a family. Your policies should be explicitly inclusive of your LGBTQ employees becoming parents. | Please provide clear and unambiguous evidence for any of the family leave options you have in addition to where this has been communicated:* Surrogacy leave available and details clearly communicated for LGBTQ families
* Adoption leave available and details clearly communicated for LGBTQ families
* Foster leave available and details clearly communicated for LGBTQ families

*Please ensure your evidence shows where the LGBTQ inclusivity of family leave benefits are communicated.***Note re: evolution of language:**Stating that your policies are inclusive of same-sex families can appear to be limiting your inclusivity to sexual orientation and does not overtly cover all groups within LGBTQ communities (ie. trans and gender diverse people). Stating that your family leave policies are inclusive of all, including LGBTQ family units, would remove any ambiguity. | Points will not be allocated for any leave type if it is ambiguous or “assumed” as opposed to clearly articulated. |
| **STANDING SUBMISSION: HR POLICY & DIVERSITY PRACTICE**1. **Travel Advice for Employees**
 | **ADVANCED****2 points** |
| **Submission Question** | **Why This Question?** | **Providing Evidence** | **Point Allocations** |
| **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.* | This question has been added to put us on par with international indices that require travel advice be provided to LGBTQ employees when travelling overseas; particularly within the Asia Pacific Region or to countries where laws are hostile towards those of diverse sexualities and/or genders. LGBTQ employees can put themselves at risk if being requested to attend conferences, visit, or work in certain countries. Particularly within this region, it is considered leading practice for HR or relocation teams to have this information on hand and available to all employees. | To gain points for this question, you will need to provide a copy of any travel advice relevant to LGBTQ employees that you currently have.Travel advice may be generic to all employees with an LGBTQ component or very specific to LGBTQ employees and their families. | Points will not be allocated for a brief mention of LGBTQ inclusivity without any meaningful information that would inform an employee as to their safety or acceptance within a given location.We expect information to vary amongst employers. This information may be delivered internally or externally referenced but must be available to all employees. |
| **STANDING SUBMISSION: HR POLICY & DIVERSITY PRACTICE**1. **Third Party Policies**
 | **ADVANCED****Max. 2 points** |
| **Submission Question** | **Why This Question?** | **Providing Evidence** | **Point Allocations** |
| **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 services 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.* | While we can control what we put in our own policies, the overt inclusivity of LGBTQ people within third party policies is not always evident and we have found some cases where there are notable unwarranted exclusions.Here we are looking to see that you are still active in assessing policies for their inclusivity and can provide evidence of the explicit inclusion of LGBTQ people, within one of those assessed.  | For this question, please ensure that you have ticked all items that you have audited.You only need to provide a copy of the wording within one of the selected policies that clearly articulates the inclusivity of LGBTQ people (wording/acronym does not need to match). Please do not include the whole policy, just a copy of the words that shows its inclusivity. Choose the policy that most explicitly states inclusion.This question is about ensuring that the policies/procedures of your third party services 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.You will also need to provide the details of a senior representative that can be contacted, if required, to verify that you have audited, or do regularly audit third party policies to ensure that they are not discriminatory and inclusive of LGBTQ people. | Points will not be allocated if you have not nominated a person to verify the audits or if wording is ambiguous. Please note: If wording is ambiguous but you have a separate statement from the third-party stating inclusivity and that is clearly communicated on the policy pages; that will suffice.Points will NOT be allocated if you have not provided the contact details of the person requested to validate this. |
| **STANDING SUBMISSION: HR POLICY & DIVERSITY PRACTICE**1. **LGBTQ Inclusive Domestic & Family Violence Policy**
 | **ADVANCED****Max. 5 points** |
| **Submission Question** | **Why This Question?** | **Providing Evidence** | **Point Allocations** |
| **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.)* | Domestic and Family Violence (DFV) is a significant problem within Australia and it is now becoming common practice for DFV to be addressed within workplace policy and practice.A significant number of DFV policies make a passing reference to the inclusion of LGBTQ people but do not mention the unique challenges faced by LGBTQ people who are impacted by DFV. The fact that support avenues for LGBTQ are incredibly limited is also significant. This part of the index seeks to close that gap.It is also important for policies to indicate whether they cover the family members of employees impacted by DFV. | You will need to provide evidence of your policy covering all three areas of evidence required for this question to obtain full points. This information can either be referenced FULLY within your policy or it can be externally referenced **if the external reference is pointed to within the policy itself**. For example, if you have the Pride in Diversity LGBTQ Domestic & Family Violence publication on your intranet, your policy may state that you *recognise some of the unique challenges faced by LGBTQ people in DFV situations and the limitation of support avenues available. This policy is inclusive of LGBTQ people and their families. For a comprehensive coverage of these challenges and avenues for support, please click here* (providing a link to the PID publication or alternative LGBTQ DFV publication). The PID publication does not cover (c) – in terms of evidence required, so if you were to use this option, you would additionally need to show where this is clearly stated within your policy. | To obtain full points for this question: (a), (b) and (c) must be comprehensively covered within your evidence. |
| **STANDING SUBMISSION: HR POLICY & DIVERSITY PRACTICE**1. **Communications on LGBTQ Inclusive and Offensive Language**
 | **ADVANCED****Max. 4 points** |
| **Submission Question** | **Why This Question?** | **Providing Evidence** | **Point Allocations** |
| **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*
 | This is a new question once again to bring us up to speed with leading international practice. Language is this area can be quite complex and public commentary, articles, ads, brochures, blogs etc can inadvertently be offensive to some. A targeted communications or public relations guide is designed to assist anyone within your organisation who might be writing in this area or referencing diverse populations to understand the nuances and to equip them with words that may be deemed offensive and those that can be used as an alternative. This can be a general resource guide available to all staff. | For this question, you will not only need to:* provide a copy of the guide
* show that the guide has either been distributed to all staff or is promoted in a place of easy access. For example? How will people find out that this guide exists over and above stumbling across it on an intranet page?
 | To obtain full points for this question, you will need to provide evidence regarding both inclusive AND exclusive language (a) and how they are available to all employees b). |

**Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support**

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| **STANDING SUBMISSION:** **LGBTQ BULLYING / HARASSMENT & SUPPORT**1. **LGBTQ Training HR / Grievance Officers**
 | **FOUNDATION****Max. 3 points** |
| **Submission Question** | **Why This Question?** | **Providing Evidence** | **Point Allocations** |
| **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*
 | This question does NOT refer to LGBTQ Network leads (unless they are also HR people with grievance process responsibilities). This question refers to the people or person that **formal bullying/harassment complaints** are referred to. In previous training of organisational grievance officers (or whatever their title may be), we have come across people who have requested to withdraw from LGBTQ awareness as it conflicts with their personal values or beliefs. Too many LGBTQ people have experienced a lack of understanding of the challenges faced, either the deliberate or unconscious dismissing of LGBTQ related harassment (“just having a bit of fun”, “just don’t’ be out at work”, “don’t talk about your personal life at work”). By having someone that is clearly designated as an LGBTQ ally, or someone fully trained in LGBTQ inclusion as one of those reporting lines may be the difference between someone reporting harmful behaviour or not.Broad sweeping statements of “all of our counsellors or HR people are inclusive” does not portray the same level of confidence. | There are two parts to this question.The first is a statement from you stating that any grievance/HR officers that you have stated are LGBTQ friendly have been trained in LGBTQ inclusion or are experienced allies with a good understanding of challenges that LGBTI people face. Broad statements that all grievance officers are inclusive will not suffice here. If not all are trained or experienced allies, then realistically, they should not be identified as LGBTQ friendly (yet). * To get full points for this question, you do need to clearly articulate with the **grievance or reporting of bullying/harassment documentation** that you do have people that have been specifically trained in LGBTQ inclusion / understand the challenges or are knowledgeable LGBTQ allies. We need to see that this is clearly articulated alongside their contact details on the page or within the document that grievance procedures are communicated.
 | Points will NOT be allocated for generic statements regarding all people being trained / inclusive; orPoints will NOT be allocated if the clear articulation of LGBTQ trained or experienced LGBTQ allies is not given within the contact details of grievance documentation. |
| **STANDING SUBMISSION: LGBTQ Bullying / Harassment & Support**1. **Behavioural Examples of What Constitutes Bullying / Harassment**
 | **INTERMEDIATE****Max. 4 points** |
| **Submission Question** | **Why This Question?** | **Providing Evidence** | **Point Allocations** |
| **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*
 | * Having very specific behavioural examples of what constitutes bullying/harassment of LGBTQ people not only allows employees to point to this to show how the behaviour contravenes your code of conduct, but also allows managers to point to the behaviour when counter claims such as “it was only meant as a joke” or “that was just a bit of fun” come up. This is particularly relevant regarding the constant innuendo, jokes, unwelcome commentary that LGBTQ people face far too frequently as a direct result of being intersex, their sexual orientation or gender diversity.
 | Within your bullying/harassment policy or supporting guidelines / documentation you need to provide at least one example of what bullying/harassment looks like for intersex people, those of diverse sexuality and for trans and gender diverse people. This must be within the documentation that details bullying/harassment and/or reporting processes (not as part of annual online bullying/code of conduct training). If your ability to detail examples for multiple diverse demographics is limited, consider using a consolidation statements such as “ongoing jokes, innuendo or commentary in regard to being intersex, or in regard to one’s sexual orientation or gender identity”.* We do need to see intersex, sexual orientation and gender identity for this question addressed for this question, not just one of those demographics. An additional point will be available for more comprehensive examples over and above one diversity dimension being covered or one consolidation statement.
 | Specific examples might include, but are not limited to:* Constant innuendo or suggestive language pertaining to orientation, gender identity, or intersex status
* Unwarranted personal questions in regard to personal life, orientation, or gender identity which are meant to ridicule or intimidate
* Sexual innuendo, specifically targeting orientation or gender identity
* Targeted stereotyping
* Unwelcome assumptions or commentary on one’s percieved orientation or gender identity
* Displaying inappropriate materials designed to intimidate colleagues
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| **STANDING SUBMISSION: LGBTQ Bullying / Harassment & Support**1. **EAP Provider**
 | **INTERMEDIATE****Max. 3 points** |
| **Submission Question** | **Why This Question?** | **Providing Evidence** | **Point Allocations** |
| **We have either:**1. **identified individuals within our EAP provider who have received specific training in, or have a considerable understanding of the challenges faced by LGBTQ individuals that we can refer our LGBTQ employees to**
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 where this has been communicated on an LGBTQ intranet page*
 | We are aware of too many instances where people have attended EAP (Employee Assistance Programs) re being LGBTQ at work only to be told that their problems would be resolved if they didn’t talk about their family, or they weren’t out at work. We have also heard stories of transphobic commentary being made by counsellors.This question looks at ensuring those responsible for engaging with counselling services that the organisation uses has asked questions in regard to either dedicated people that LGBTQ people can go to (assured of their understanding of challenges faced and impact) or have received, to the employer’s satisfaction documentation that demonstrates both knowledge and expertise of the counselling team to support LGBTQ employees. | You will need to respond to (a) or (b) by providing evidence of either having identified dedicated LGBTQ friendly counsellors within your EAP provider or having received documentation from the EAP provider that you believe sufficiently demonstrates their knowledge/expertise in this area.IN ADDITION, you will need to show where this is communicated to your employees either on the EAP information page or on the LGBTQintranet page. This is what gives your LGBTQ employees the confidence to engage with the provider.  | You will need to provide (a) or (b) to obtain points, AND provide (c) in addition to either, in order to obtain full points. |
| **STANDING SUBMISSION: LGBTQ Bullying / Harassment & Support**1. **Tracking of Incidents**
 | **ADVANCED****Max. 4 points** |
| **Submission Question** | **Why This Question?** | **Providing Evidence** | **Point Allocations** |
| **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.* | This advanced question looks at the ability of an organisation to extract complaints or reports of LGBTQ related bullying/harassment from reporting data. As identify disclosure is a significant stressor for many LGBTQ people and often a cited reason for NOT reporting bullying/harassment; there also needs to be a process or support guidelines around sensitively managing disclosure in any mediation or actioning of the complaint. | Evidence for (a) may be a process map or an outline of how that data is extracted – if you are supplying visual evidence or screen captures, by all means, block out sensitive information.The evidence for (b) needs to show that there is an understanding of sensitivities and privacy in regard to identity and that you have either provided support documentation or put in place a process that will ensure anybody actioning the complaint will be well informed and competent to address the situation sensitively. | You will need to provide evidence of both (a) and (b) to obtain full points for this. |

**Section 1: Standing Submission: Trans and gender Diverse Inclusion**

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| **STANDING SUBMISSION: TRANS AND GENDER DIVERSE INCLUSION**1. **Gender Affirmation Policy and Process Documentation**
 | **INTERMEDIATE****Max. 5 points** |
| **Submission Question** | **Why This Question?** | **Providing Evidence** | **Point Allocations** |
| **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*
 | We are currently seeing an unprecedented number of people affirm their gender in the workplace. Having a clearly articulated policy and process to support the employee during this time is critical and success factors require that not only is the employee supported, but also the manager and immediate team/colleagues. | To gain full points for this question, you will need to provide evidence of a policy, process or documentation that clearly outlines process and support for:the employee affirming their gender**PLUS**their manager**PLUS** immediate peers/colleagues | Note: You will not lose points for referring to a ‘Transitioning Policy,’ however we do encourage the change to use ‘Gender Affirmation Policy’ to reflect the ideal use in terminology.Points will be based on:1. the specific policy/process provided

**PLUS** 1. the support documentations for employee(s) wishing to affirm their gender in the workplace

**PLUS** 1. detailed support documentation for managers, peers and colleagues
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| **STANDING SUBMISSION: TRANS AND GENDER DIVERSE INCLUSION**1. **Dress Codes and Uniforms**
 | **ADVANCED****Max. 4 points** |
| **Submission Question** | **Why This Question?** | **Providing Evidence** | **Point Allocations** |
| **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*
 | Gendered uniforms or gendered language within dress code documentation or “dress for the day” style communications can be fraught with problems for those affirming their gender, those who are gender diverse and those who do not identify at all on the binary.The 2021 AWEI Employee Survey showed that 44% of all trans and gender diverse employees found dress codes to be one of the top 3 barriers in employment.* As an advanced area of inclusion, it is important that there be overt support for trans and gender diverse employees in the determination of either uniform selection or general clothing worn at work.
 | This is an important area to address even if you do not have formal dress codes or uniforms.*If you do have uniforms*, and these are supplied by an external supplier; a short paragraph on the intranet page where the uniform link is embedded can outline your support for trans and gender diverse employees including those who do not identify on the binary (non-binary); along with contact details of someone they can call should they have any questions. As this is the page where uniforms are ordered, it is important for this information to be here (in addition if necessary to the Affirming Gender policy documentation).***If you do not have formal dress codes or uniforms – it is still important within any Dress for the Day Guidelines that the above details regarding gender diverse employees are mentioned.***Alternatively, if suitable dress codes are not addressed anywhere within your organisation, this information should be made available in the most logical place – usually an LGBTQ intranet page etc. * Please note that gender diverse and non-binary people who are NOT affirming their gender won’t be referencing any gender affirmation documentation for this information, so where would they logically look and who can they call if they have questions?
 | As noted in the “Providing Evidence” column, even if you do not have a formal dress code or uniforms, it is important to provide evidence that employees are still supported to dress in a manner that best reflects their gender identity.  |
| **STANDING SUBMISSION: TRANS AND GENDER DIVERSE INCLUSION**1. **Gender Affirmation Leave**
 | **ADVANCED****Max. 4 points** |
| **Submission Question** | **Why This Question?** | **Providing Evidence** | **Point Allocations** |
| **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*
 | Of course, employees can use sick leave to assist with that which requires medical consultation / attention / advice. And most common post sick leave usage is the utilisation of annual leave when it comes to offering employees leave to assist through their gender affirmation.For this advanced area of the index, we are looking for employers to recognise that people affirming their gender may still get sick (nothing to do with their gender affirmation) and require sick leave as much as every other employee and annual leave is designed for people to take time out of work and refresh – necessary for ongoing mental health and work life balance.Here we are allocating advanced points for employers who can accommodate paid leave options for people affirming their gender during this period without people utilising all their sick or holiday leave.We are also looking to employers to be aware that there are still many people in our world who overtly or covertly do not agree with gender affirmation and that leaving this leave at the sole discretion of a manager without any alternative pathway by which this leave may be requested could be problematic for some employees.  | The points allocated for this question will focus on the paid leave provisions available over and above the use of sick leave/special leave/annual leave, please ensure that you clearly outline these.Different organisations have different paid leave terminology and considerations. If you believe your paid leave is enough for someone affirming their gender, please make your case for this. * In the case of extensive accumulation of sick leave, please advise what would happen if enough leave had not yet been accumulated.

You will also need to respond to evidence requirements (b) and (c) for full point allocation.Regarding (c), you will need to identify the dependence of this leave availability. Ideally, it would be standard HR policy, as manager discretion could be problematic.  | Points will be allocated based on (a), (b), and (c). All areas must be evidenced in order to obtain full points for this question. |
| **STANDING SUBMISSION: TRANS AND GENDER DIVERSE INCLUSION**1. **Gender Neutral Bathrooms and Facilities**
 | **ADVANCED****Max. 4 points** |
| **Submission Question** | **Why This Question?** | **Providing Evidence** | **Point Allocations** |
| **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 the bathroom/facility location*

***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*
 | This is an advanced question as this is an emerging area for organisations at the top end of LGBTQ inclusion here in Australia.We recognise that in some cases, dedicated gender neutral or all gender bathrooms may not be possible, and the point structure has accommodated for that is as an employer, you have investigated this and can report on your findings and reasoning.The word unisex is discouraged and will not be awarded points, from a language perspective the term does reinforce a binary that excludes by inference the people we are seeking to support.If you have any questions surrounding this, please contact Pride in Diversity or your Relationship Manager.  | Please read the evidence requirement carefully for this question. To gain points, your organisation will need to fall within one of the three areas stipulated:Either:* Already having gender neutral or all gender signage; in which case you will only need to provide evidence for (a) and (b); or
* Still making progressing towards this; in which case you will only need to provide the evidence stipulated in (c); or
* You have investigated this, and it is not possible; in which can you will need to provide evidence for (d) and (e).

Please note: Concerns have been raised regarding the joint usage of accesible/ambulent facilities being utlised as all gender. Concerns have all been raised regarding iconogaphy on signage (i.e. the image of half binary man / half binary woman to indicate an all gender facility). Such factors will be taken into consideration during the marking process.  | To obtain full points, signage must be clear and visible regarding locations, and the signage at the facility location must be clear and visible. Partial points may be obtained for:* (c) any outlined progress made for signage
* (d) evidence of research done in this area
* (e) alternative means to accommodate employees who require Gender Neutral bathrooms and facilities
 |
| **STANDING SUBMISSION: TRANS AND GENDER DIVERSE INCLUSION**1. **(Forms) Non-Binary Gender Options for Employees**
 | **ADVANCED****Max. 2 points** |
| **Submission Question** | **Why This Question?** | **Providing Evidence** | **Point Allocations** |
| **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 and 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* | This advanced question is required to bring us on par with international practice; an area that we fall short of in terms of index assessment.This question refers to how we collect information about the sex or gender of our employees on any of our internal forms / documentation.The purpose of this question is to facilitate an audit of where we ask gendered information with a view of changing the wording to be more inclusive of intersex, trans and gender diverse employees.Typical forms to audit would be include but are not means limited to those associated with employment applications, HR processes, policy forms, travel applications etc.Forms may include electronic forms that are not dependent on IT systems. | The key here is the audit itself and any changes made as a result. Point allocation takes into consideration that for some employers, this may be a considerable amount of work – documented progress towards this will receive some points. The audit may or may not find that changes need to be made.Please note, that while evidence only requires an outline of progress to date and any changes that were made, points may not be allocated if you have not provided the name and contact details of a senior person (at the beginning of Section 1) who can validate that this audit has taken place and answer any questions in relation to this, should they be required. | If you do not collect or have removed gender options or gendered information on your forms, please support this with detailed evidence in order to obtain full points. Forms are not restricted to hard copy. |
| **STANDING SUBMISSION: TRANS AND GENDER DIVERSE INCLUSION**1. **(IT Systems) Non-Binary Gender Options for Employees**
 | **ADVANCED****Max. 2 points** |
| **Submission Question** | **Why This Question?** | **Providing Evidence** | **Point Allocations** |
| **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 and 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* | This advanced question is required to bring us on par with international practice; an area that we fall short of in terms of index assessment.This question refers to how we collect information about the sex or gender of our employees within IT systems.The purpose of this question is to facilitate an audit of where we ask gendered information with a view to determine how the wording can be made more inclusive of intersex, trans and gender diverse employees.Typical areas of focus would be, but is not limited to, HR and Payroll systems. | The key here is the audit itself. Point allocation takes into consideration the difficulty that employers will have in having IT systems changed. Being aware of what should and can or cannot be changed is critical for point allocation. Any workarounds are highly valued.The audit may or may not find that changes need to be made.Please note, that while evidence only requires an outline of progress to date and any changes that were made, points may not be allocated if you have not provided the name and contact details of a senior person (at the beginning of Section 1) who can validate that this audit has taken place and answer any questions in relation to this, should they be required. | If you do not collect or have removed gender options or gendered information in your systems, please support this with detailed evidence in order to obtain full points. |
| **STANDING SUBMISSION: TRANS AND GENDER DIVERSE INCLUSION**1. **Trans and Gender Diverse Applicants**
 | **ADVANCED****Max. 6 points** |
| **Submission Question** | **Why This Question?** | **Providing Evidence** | **Point Allocations** |
| **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.* | Meaningful recruitment is a significant challenge for many trans and gender diverse employees, particularly those who leave employment, affirm their gender, then seek new employment. There are numerous roadblocks, hurdles and challenges to navigate.For those organisations that wish to be leaders in LGBTQ inclusion, removing some of the barriers for trans and gender diverse people from the recruitment process is critical.How you do this will depend on your individual recruitment practices and ability to influence external recruiters. Identifying the barriers is important; working to reduce and potentially eliminate these barriers – critical. | Please read the “Evidence Required” section for this question carefully. We will need evidence for (a), (b) and (c) to allocate points for each of these areas.We will need to see what processes you have implemented to date to remove some of the roadblocks/difficulties faced by trans and gender diverse employees in terms of applying for roles within your organisation. Best practice would also have a point of contact for all trans and gender diverse employees should they seek assistance with some of the challenges faced, such as documentation requirements. These should be clearly communicated within all application documentation.Further points will be given if support documentation addressing specific concerns of trans and gender diverse applicants is clearly made available throughout the application/recruitment process. | Each of the three areas will be allocated a maximum of 2 points, contributing to a full 6 point value for this question. |

**Section 1: Standing Submission: Strategic Focus**

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| **STANDING SUBMISSION: Strategic Focus**1. **External Website LGBTQ Workplace Inclusion Promotion**
 | **INTERMEDIATE****Max. 2 points** |
| **Submission Question** | **Why This Question?** | **Providing Evidence** | **Point Allocations** |
| **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.)* | When considering a role within an organisation, potential employees will often browse the employer’s website. For LGBTQ people there will often be a specific interest in your work on diversity and, what you do within the LGBTQ inclusion space. This will often be a consideration for them, and any information contained on your website may inform their decision in determining whether they wish to proceed with the application; or at the very least, what they can expect in terms of cultural inclusivity. | You will need to provide the URL that takes us directly to the page that promotes any diversity and inclusion work, particularly in reference to LGBTI inclusion.Points will not be allocated if we are unable to access the information from the direct URL provided. | Points will be based on LGBTQ explicit promotions, not general diversity and inclusion promotions. |
| **STANDING SUBMISSION: Strategic Focus**1. **HR / Diversity Professional Accountabilities**
 | **INTERMEDIATE****2 points** |
| **Submission Question** | **Why This Question?** | **Providing Evidence** | **Point Allocations** |
| **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.* | There are many instances when a focus on LGBTQ inclusion shifts with a change of staff. Formally building specific KPI’s in terms of LGBTQ inclusion, over and above a passing reference to the areas of diversity covered, ensures that the role, regardless of incumbent will include a responsibility for meeting some of these targets.Whether those key objectives appear within a job description, or a formalised work plan within the HR or Diversity team does not matter; as long as they are there. | References to living the organisation’s values around diversity or the promotion of diversity via inclusive behaviours will not suffice for this question.The objectives must be specific to someone within HR or with a strategic diversity role, not LGBTQ network leadership which is covered elsewhere.KPIs for the governance of; or participation within the LGBTQ network leadership as an HR/Diversity professional would be the exception, and acceptable. | Points will be based on LGBTQ explicit inclusion objectives/targets, not a general reference to LGBTQ inclusion as an area of diversity. |
| **STANDING SUBMISSION: Strategic Focus**1. **Executive Sponsor or LGBTQ Champion**
 | **ADVANCED****Max. 4 points** |
| **Submission Question** | **Why This Question?** | **Providing Evidence** | **Point Allocations** |
| **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*
 | Another question that will bring us up to speed within international indices – clear articulation / accountabilities related to the role of Executive Sponsor.The role of Executive Sponsor has become critical for top down leadership and support for LGBTQ inclusion. Clearly articulated accountabilities or expectations (set out within a formal document for this role) not only assists Executive Sponsors in determining what is expected of them but also helps to ensure that the role is accountable and active as opposed to ”in title” only. | While the accountabilities / expectations of an executive sponsor do not need to be formally written in contracts or form part of the Executive’s official performance contract, it is important that there is a document that clearly articulates what the expectations are alongside any accountabilities or KPI’s that may be related. For this question, please provide a copy of this document.The second part of this question related to who / how the Executive Sponsor is made accountable in this role. It may be that the Executive Sponsor reports progress in the role, if so – who to? Or it may be a formal report that outlines activity throughout the year – if so, where does that report go? This is about ensuring that the role is an accountable one. For the second part of this question, you need to explain how this role is accountable for the actions/expectations articulated within the document. If you are unable to provide evidence for this second part, a signed statement by the executive sponsor regarding accountability or the name of Executive or designate that we can call to confirm accountability will suffice. | Points will not be given for an Executive Sponsor located outside of Australia. This individual must be within Australian based offices.  |
| **STANDING SUBMISSION: Strategic Focus**1. **Senior Management Diversity Accountability**
 | **ADVANCED****Max. 4 points** |
| **Submission Question** | **Why This Question?** | **Providing Evidence** | **Point Allocations** |
| **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 and 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:*
 | Another question to bring us up to speed with international practice. This question addresses whether Senior Leaders across the organisation (not just the Executive Sponsors – but across a senior band of leadership) are accountable for diversity and inclusion in any way, shape or form.While some of international indices are asking for LGBTQ specific accountabilities across leadership, we feel that we have a little way to go here in Australia. For this iteration of the index, we are asking about general diversity accountabilities only.This helps to provide a strategic focus to diversity initiatives as opposed to one that lives solely with HR and or Diversity teams. Accountability for diversity in whatever form that takes needs to align with your organisational messaging and as many organisations are discovering, messaging can be overlooked – or at worst dismissed – without some form of aligned accountability.  | For this advanced question, we are looking for any accountabilities that all members within a senior management/leadership structure hold in regard diversity and inclusion (beyond the role of Executive Sponsor or “living diversity/cultural values”).We do not define senior management as this may be different across organisations, but this should be those within a position of influence within the senior levels of your organisation.These accountabilities may be LGBTQ specific or regarding diversity and inclusion overall. For full point allocation, they do need to be more than an expected behavioural adherence to diversity and inclusion values that the organisation may hold.For full point allocation, you will need to articulate the D&I accountability for senior leaders and provide one piece of evidence to validate this. The evidence supplied may be in the form of performance documentation showing an example of KPI’s / performance outcomes removing all other identifying or sensitive data or it may be the name of a senior HR person who can verify the above. |  |
| **STANDING SUBMISSION: Strategic Focus**1. **Customer-facing LGBTQ Inclusion**
 | **ADVANCED****Max. 3 points** |
| **Submission Question** | **Why This Question?** | **Providing Evidence** | **Point Allocations** |
| **We have evaluated (or are in the process of evaluating) the LGBTQ inclusivity of customer facing / service user processes.** *For full points, please clearly outline the extent of this work and progress made to date* | Another question to bring us up to speed with international indices.The word ‘customer’ here refers to customers, clients, service users or the general public depending on whether you are a government agency, corporate organisation or not-for-profit community or health organisation. Those for whom you provide the product or service offering.This question looks to whether you have considered LGBTQ inclusivity outside of your employee base – extending it beyond those you employ.For example, if you are a bank, it may be your customers. If you are professional services, it may be your clients; a government department it may be other agencies or the public. Who are the people you engage with outside of your employees and are there any interactions, brochures, documents, processes that your clients/service users or public use to engage with you that can be made more inclusive? | This is an advanced question and at this stage only looks for evidence of non-employee levels of engagement (clients, customers, service users, other agencies, public) being evaluated for LGBTQ inclusivity.Regardless of the outcome of the evaluation, or whether it is complete, the important thing here is that there is a process in underway with a clear articulation of what you are evaluating, and the progress made to date.Points will NOT be allocated if you are unable to provide at least one contact who can verify that work is being done in this area.  |  |
| **STANDING SUBMISSION: Strategic Focus**1. **Customers Information: Changing Gender Markers**
 | **ADVANCED****3 points** |
| **Submission Question** | **Why This Question?** | **Providing Evidence** | **Point Allocations** |
| **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*
 | Another question to bring us up to speed within international indices.The question above asks specifically about a process being underway to review the LGBTQ inclusivity of interactions with non-employees.This question looks at the provision of information that will allow customers or service users to change their gender markers within your systems – an example would be a bank that provides a fact sheet on how trans and gender diverse people can change their gender markers (i.e. Mr/Mrs/Ms) or gender identification on their accounts/product statements etc.For universities, it may be providing students with a guide on changing their gender markers or gender on their university records; airlines, it may be passengers and their frequent flyer records or booking forms.For some organisations it may be service user forms, applications, etc. | Please read the column to your left for this question carefully.Evidence for this question requires either the documentation that you provide showing non-employees (see examples to the left) HOW to effect this change within your systems (not simply stating that it can be done) or a screen capture of where you point to assistance with this that those non-employees engaging with you would see.For those employers who engage with non-employees but do not collect any such data in their service offering, please make a case for this by outlining the type of work you do and the lack of need to collect this sort of information *anywhere* outside of your employee base.In this instance, you may consider and identify (if possible) any alternative action that may be taken i.e. encouraging third party providers or organisations that you deal with to consider the same. | If you do not collect or have removed gender options or gendered information in your systems, please support this with detailed evidence in order to obtain points. |

**\*\* END OF SECTION 1: TANDING SUBMISSION \*\***

# **Sections 2 – 10: Annual Submission**

The Annual Submission starts at Section 2. Section 1 pertains to the Standing 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

**For further support and clarification: Please 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 this Annual Submission.\*\***

**Section 2: Strategy & Accountability**

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| **ANNUAL SUBMISSION: STRATEGY & ACCOUNTABILITY**1. **External LGBTQ Expertise**
 | **FOUNDATION****Max. 2 points** |
| **Submission Question** | **Why This Question?** | **Providing Evidence** |
| **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.* | While internal resources and subject matter expertise groups are valuable; they are sometimes limited by the scope and extent of work within the current organisation or previous roles.  This question looks at the utilisation of LGBTQ expertise/support across the year outside of your employee base. | If you were a Pride in Diversity member within the assessed year, please just state that here. No further evidence required.For non-members, please provide evidence of one instance of utilising external LGBTQ Support/Expertise for LGBTQ workplace inclusion throughout the assessed year. |
| **ANNUAL SUBMISSION: STRATEGY & ACCOUNTABILITY**1. **Documented LGBTQ Strategy**
 | **FOUNDATION****Max. 3 points** |
| **Submission Question** | **Why This Question?** | **Providing Evidence** |
| **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.* | There are different ways in which organisations tackle D+I, some take a “pillared” approach by focusing on specific elements of D&I (i.e. LGBTQ, Women etc) others take an overarching approach focusing on the output of D&I i.e. inclusive culture, business readiness etc melting all the streams into achieving the overarching results. Regardless of the approach, it is important that we don’t lose focus of LGBTQ inclusion and that there be some clearly defined outcomes in order to maintain momentum and where desired, leadership in this space. We are not looking for a dedicated pillar here (that’s fine if you have one), but rather a strategic document that shows clearly defined LGBTQ objectives/outcomes along with clearly defined actions plans or targets for the assessed year. | For this question, please provide a copy of the LGBTQ component of your D&I strategy or the LGBTQ workplan that you have.Points will be given for a strategy or workplan with clearly defined outcomes or targets. Additional points will be given if you can show an accompanying project or action plan that enables you to clearly identify timelines, deliverables, responsibilities in order track and report against progress (tracking/reporting information not required here) |
| **ANNUAL SUBMISSION: STRATEGY & ACCOUNTABILITY**1. **LGBTQ Advisory Group**
 | **INTERMEDIATE****Max. 4 points** |
| **Submission Question** | **Why This Question?** | **Providing Evidence** |
| **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*
 | Some employers have LGBTQ Networks, others do not. Regardless of whether you have a network, identifying a group of individuals internally who have subject matter expertise in this area that can be used as an internal advisory is ideal.Whether this internal advisory be your network leadership, separate to your network leadership or individuals with distinct areas of expertise, the important thing here is that this expertise is harnessed and made available to those with the organisation that would like support or assistance in aspects of LGBTQ inclusion. | Please read the column to the left re: network leadership vs LGBTQ advisory group.This internal advisory group may be on call to assist within the organisation or may be actively engaged in looking for elements of work that they can complete on behalf of the organisation to assist with inclusion initiatives.For full points here, we need to see that you have:* Identified who is within the group and considered the areas of expertise they have that can be offered across the organisations

Please then provide evidence of the group’s value being promoted across the organisation and any work that they have undertaken within the assessed year. |
| **ANNUAL SUBMISSION: STRATEGY & ACCOUNTABILITY**1. **LGBTQ Inclusion Reporting**
 | **INTERMEDIATE****2 points** |
| **Submission Question** | **Why This Question?** | **Providing Evidence** |
| **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.* | Many employers report progress within annual reports, Corporate Social Responsibility (CSR) reports or equivalent public facing documents. The inclusion of LGBTQ inclusion activity within these reporting documents shows the value that you place on the work you have undertaken and helps to inform shareholders and key stakeholders of the growing value of D&I work more generally. | Simply provide a copy of the page/s of the 2021 report on your LGBTQ inclusion work.  |
| **ANNUAL SUBMISSION: STRATEGY & ACCOUNTABILITY**1. **Media Coverage**
 | **INTERMEDIATE****2 points** |
| **Submission Question** | **Why This Question?** | **Providing Evidence** |
| **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.* | Media coverage on your LGBTQ inclusive work not only builds your external reputation in this space but also sets a leading example for other organisations that may not yet be active.It also aids in promoting the extent of work in this area by Australian employers. | By independent source, we mean one that is not published by your organisation or the parent or subsidiary of your organisation. Articles and/or features that you have contributed to or written that have been accepted and published by in independent source are acceptable.*Brief mentions or acknowledgements of awards received for this work are not acceptable unless accompanied by a comprehensive amount of commentary or information regarding on the work accomplished to achieve this* (i.e. minimum of a very detailed paragraph).  |
| **ANNUAL SUBMISSION: STRATEGY & ACCOUNTABILITY**1. **Strategic Work in Recruitment, Supplier Policy or Service Provision**
 | **ADVANCED****Max. 3 points** |
| **Submission Question** | **Why This Question?** | **Providing Evidence** |
| **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.* | These are three advanced areas that we know contribute value to LGBTQ inclusion. However, to include all three would limit some employers who face restrictions in some of these areas; so the options are provided as a selection from which to choose from.  | There are three options here to select from. You only need to identify and provide evidence for **one of these three** areas of work. Evidence entered here for more than one area will not pick up additional points. However, you are welcome to add work in any of the remaining two areas to the ADDITIONAL WORK section at the end of the index.Please ensure you provide evidence for the option selected. |
| **ANNUAL SUBMISSION: STRATEGY & ACCOUNTABILITY**1. **Executive Leadership Representation**
 | **ADVANCED****2 points** |
| **Submission Question** | **Why This Question?** | **Providing Evidence** |
| **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.* | This advanced question brings us on par with international indices.This question seeks representation of LGBTQ people within your internal Diversity Council or Executive Leadership Team.Note: When we refer to Executive, we do not necessarily mean someone who has this word in their title – but their role would essentially be equivalent to what a 'Senior Executives - think the top three-ish tiers of 'Executive Leadership' within an organisation. We understand that titles with equivalent roles/responsibilities will vary greatly across industries and organisations.  | The only evidence required here are details the names and roles of any ***openly LGBTQ identifying people*** within either your Diversity Council or Executive Leadership team.***Points will not be allocated if the individuals do not openly identify as this would restrict their contribution as an identifying LGBTQ people to discussions*.** |
| **ANNUAL SUBMISSION: STRATEGY & ACCOUNTABILITY**1. **LGBTQ Inclusion Promotion**
 | **ADVANCED****Max. 4 points** |
| **Submission Question** | **Why This Question?** | **Providing Evidence** |
| **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.* | This advanced question brings us on par with international indices.This question looks at the promotion of your LGBTQ inclusion work in client/customer/stakeholder related activity which we know is on the rise here in Australia. At least one international index requests activity in three or more of these areas. | As many submitting employers are currently engaged in at least one of these activities, this leading practice question requires activity in **UP TO TWO** of the identified areas for full point allocation (any more than two will not be given additional points here, but the additional areas may be included within the ADDITIONAL WORK section at the end of this index).Please ensure that you provide evidence for the activities claimed. This must have taken place within the assessed year. If you can only address one of these, please include your evidence for partial point allocation. |

**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.)

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| **ANNUAL SUBMISSION:** **LGBTQ Employee Networks / Resource Groups**1. **LGBTQ Employee Network**
 | **FOUNDATION****Max. 2 points** |
| **Submission Question** | **Why This Question?** | **Providing Evidence** |
| **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.* | Not all employers have established LGBTQ Employee Networks or Resource Groups (names will vary) so much of the work that once resided in this section has been scattered throughout the index). However, there is still value in the establishment of these groups providing that they1. offer a safe space, allowing LGBTQ people and allies to connect; and
2. contribute to the work of the organisation in driving LGBTQ inclusion.

Networks that contribute to the business not only gain credibility within the business but can also accomplish a significant amount of work over and above often limited Diversity resources. | If you have a network, please provide a copy of the networks articulated charter/purpose.If you are in the process of establishing a network, you will need to provide evidence of having made progress towards this within the assessed year. |
| **ANNUAL SUBMISSION: LGBTQ Employee Networks / Resource Groups**1. **Network Leadership Structure**
 | **FOUNDATION****Max. 3 points** |
| **Submission Question** | **Why This Question?** | **Providing Evidence** |
| **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*
 | For a network to effectively contribute to the organisation, we would want to see a clearly defined leadership structure with role or activity accountabilities. Alignment with HR or Diversity is also critical to ensure that any activity or planning is clearly visible to and aligned with strategic priorities. | A copy of your network leadership structure and role accountability will be required, along with the identification of anybody within the leadership team that is there to represent HR or Diversity functions. |
| **ANNUAL SUBMISSION: LGBTQ Employee Networks / Resource Groups**1. **Network Strategy / Work Plan**
 | **FOUNDATION****Max. 3 points** |
| **Submission Question** | **Why This Question?** | **Providing Evidence** |
| **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*
 | The network being responsible for delivery of outcomes that will support the organisations inclusion initiatives is critical to a successful employee network.The network may have its own standalone strategy, it may take ownership of the LGBTQ component of the organisations diversity strategy or it may be responsible for a subset of that strategy.Here we are looking to identify the work that the network is held responsible for. | **Full responsibility for strategy in question 2 of this Submission?**If the network is completely responsible for the entire LGBTQ strategy and action plans identified in Question 2 this Submission, simply state that within your evidence.However, for full point allocation, you will need to include the most recent copy of a progress report.**Partial responsibility for the strategy in question 2 of this Submission or an independent network strategy?**If your strategy is only a component of that identified in Question 2 of this Submission, please identify the section for which the network is responsible, along with any action plans and timelines you have built to monitor progress. A copy of the latest progress report will also be required for full point allocation. This will equally apply if you have a strategy independent of that mentioned in Question 2 of this submission. |
| **ANNUAL SUBMISSION: LGBTQ Employee Networks / Resource Groups**1. **Orientation / On-boarding**
 | **INTERMEDIATE****Max. 2 points** |
| **Submission Question** | **Why This Question?** | **Providing Evidence** |
| **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 the degree of network Involvement/participation*
 | When a new employee first joins the organisation, they are engaged and looking for what the organisation has to offer. This is a critical time in which you can introduce your new employees to the culture and any employee groups that may be available.Involvement of the network in the onboarding process whether it be by means of distributing welcome/network cards, speaking at orientation on the network or establishing a welcome event periodically for interested new parties allows people to opportunity to (a) find out about the network; and (b) experience a sense of inclusion from the start.Keeping in mind, this will equally be of interest to allies, families, friends and colleagues of LGBTQ people. | Not all organisations have face-to-face orientation sessions and even if they do, there’s not always a chance for every network to speak. If there is that opportunity, simply identify when the network last presented in this forum and the degree to which it participated (i.e. 15 min presentation or Q&A session or welcome card created by the network including in packs etc).If there is not this opportunity, consider other means by which the network can welcome new employees and invite them to join in the network or ask questions.Your network must be actively involved in this, beyond a mention or reference. |
| **ANNUAL SUBMISSION: LGBTQ Employee Networks / Resource Groups**1. **Strategy and Goals**
 | **INTERMEDIATE****2 points** |
| **Submission Question** | **Why This Question?** | **Providing Evidence** |
| **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.* | This question specifically speaks to the leader or leadership of your LGBTQ employee network having their work and contribution in this area recognised within their overall performance assessment or review discussions.This not only ensures that the person working in this capacity is acknowledged for this work but also recognises the importance of these roles to the organisation via the incorporation of this work within performance agreements/discussions/reviews. | To gain points for this question, the leadership of the network and/or a related performance goal must be documented within the performance documentation. This must be above a behavioural expectation of adherence to the overall diversity and inclusion values of the organisation.Please include a screen capture of the wording within the document (removing any sensitive or non-relevant information including *final* evaluation). |
| **ANNUAL SUBMISSION: LGBTQ Employee Networks / Resource Groups**1. **Sustainability Plan**
 | **INTERMEDIATE****Max. 2 points** |
| **Submission Question** | **Why This Question?** | **Providing Evidence** |
| **Our network has a documented sustainability plan (over and above a leadership structure and succession plan) that will help ensure the longevity and continuity of the network.***Please provide:*1. *an outline of what considerations where considered in the development of the plan*
2. *a copy of the plan*
 | A network sustainability plan is one that looks to ensuring the ongoing sustainability of the network and its contribution to the organisation.Sustainability plans need to take into consideration the current network, it’s limitations and strengths and risks to its ongoing effectiveness and/or resourcing. Areas that you may include within the plan include (but are not limited to) succession planning and preparedness, areas such as “step-in” roles, executive engagement and resource allocation. | Evidence requirements (a) and (b) will both need to be covered for full point allocation. |
| **ANNUAL SUBMISSION: LGBTQ Employee Networks / Resource Groups**1. **Allies of Trans and gender Diverse People**
 | **ADVANCED****Max. 3 points** |
| **Submission Question** | **Why This Question?** | **Providing Evidence** |
| **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.*1. *If you have selected (a), please provide a copy of the information provided*
2. *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.*  | The inclusion of trans and gender diverse people is a growing area of focus for many employers seeking to lead the way in LGBTQ inclusion.There are two high value initiatives that will support that inclusion work; educating people on what it means to be an active/engaged ally for trans and gender diverse people and working with trans and gender diverse employees or community members to develop or improved targeted inclusion initiatives profiling and hearing the voice of those who are willing to share their stories, be role models or speak on the impact of inclusion. | You are only required to select one of these initiatives for full point allocation. However, if you have used trans and gender diverse employees or community members to speak at LGBTQ dates of significance, you cannot double-dip by using the same evidence here; you would need to provide a piece of evidence outside of what you have already utilised.Please ensure you provide all evidence requested for whichever option you choose. |
| **ANNUAL SUBMISSION: LGBTQ Employee Networks / Resource Groups**1. **Visibility of LGBTQ Women**
 | **ADVANCED****Max. 3 points** |
| **Submission Question** | **Why This Question?** | **Providing Evidence** |
| **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.* | We know that there is an acute lack of role models for LGBTQ women. Increasingly the visibility of LGBTQ women is not only on the mind of Australian employers leading in this space, but this work focus is also replicated internationally. This question is designed to accommodate work in this area either in the development of a strategy that focuses on this or on individual activity and initiatives undertaken. | If it is a strategy that you have created, please enclose a copy of the strategy and identify any progress made to date.Alternatively, if you have undertaken a series of events or activities, please outline all activity taken place.You only need to address one of these criteria, not both. |
| **ANNUAL SUBMISSION: LGBTQ Employee Networks / Resource Groups**1. **LGBTQ Intersectionality**
 | **ADVANCED****3 points** |
| **Submission Question** | **Why This Question?** | **Providing Evidence** |
| **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.* | Multiple layers of diversity can provide added complexity for LGBTQ people when it comes to being out at work, participating in inclusion activities, supporting inclusion activities and/or becoming comfortable around inclusion activity at work. There are also less visible role models and/or stories heard when we start adding additional layers of diversity of background, culture, faith, heritage, ability etc. LGBTQ people can feel isolated due to the lack of diverse representation and as a result there are fewer role models that people can turn to.This question helps to address this problem. | Evidence for only one of the areas is required for full point allocation. Once you have chosen the area of intersectionality to report on, please provide evidence of instances where diverse LGBTQ people have been able to share their story or raise visibility of challenges faced / impact of inclusion etc.  |
| **ANNUAL SUBMISSION: LGBTQ Employee Networks / Resource Groups**1. **Intersex Allies**
 | **ADVANCED****Max. 4 points** |
| **Submission Question** | **Why This Question?** | **Providing Evidence** |
| **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.* | As part of our work in LGBTQ inclusion, it is important that we communicate our role as Allies for Intersex people.To help raise awareness, encourage allies and support intersex people within the workplace, we have listed several activities as recommended by Intersex groups. We have also included your organisation’s support of The Darlington Statement as part of this question. | Provide evidence for **up to two** of the selected activities requested. Including additional work in this area will not generate more points for this question, you can however include additional work over and above the two areas selected in the ADDITIONAL WORK section at the end of the index.Note: Partial points will be given for less than two areas of work evidenced. |
| **ANNUAL SUBMISSION: LGBTQ Employee Networks / Resource Groups**1. **Broader Inclusion**
 | **ADVANCED****Max. 3 points** |
| **Submission Question** | **Why This Question?** | **Providing Evidence** |
| **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*
 | There are two options to choose from for this advanced question when it comes to broader inclusion* Regional LGBTQ inclusion
* LGBTQ representation within the leadership of other diversity networks and/or working groups

**Regional Reach**For many large employers, the challenge can often be to take initiatives such as LGBTQ inclusion into the regions. The AWEI has consistently shown that there is less visibility of LGBTQ inclusion within the regions and that regional staff not only feel that the initiatives are too-city centric but do not have exposure to as many allies, can experience higher levels of harassment and feel less positive about the organisation being inclusive.**LGBTQ Representation in diversity networks**There are of course employers that do not have regional staff or may not choose the above for broader inclusion. This second option allows for the contribution of LGBTQ voices within other diversity networks or working groups. This accommodates not only the intersectionality of diversity but provides for diverse participation and support of other diversity initiatives.  | You only needed to provide the requested evidence for one of these areas. Do not include both as additional points will not be allocated for that here.If you have completed work in both areas, add the second area that you have selected to the ADDITIONAL WORK section at the end of this index. |
| **ANNUAL SUBMISSION: LGBTQ Employee Networks / Resource Groups**1. **Network Reporting**
 | **ADVANCED****Max. 4 points** |
| **Submission Question** | **Why This Question?** | **Providing Evidence** |
| **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.* | Reporting on network strategies, plans or objectives adds a layer of accountability and it also enables the network to be acknowledged for the breadth and depth of its contribution.While networks will often have progress meetings to update and track progress against a strategy, few provide a formal report outlining the contribution made to the organisation throughout the year. | For this advanced question, we ask you to include a copy of your internal report on network activity/targets AND one of the areas of performance suggested. 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. |
| **Section 4: Visibility of Inclusion**  |
| **ANNUAL SUBMISSION: 2021 VISIBILITY OF INCLUSION**1. **Days of Significance**
 | **FOUNDATION****Max. 2 points** |
| **Submission Question** | **Why This Question?** | **Providing Evidence** |
| **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*
 | Celebrating LGBTQ days of significance not only provides visibility of inclusion throughout the year, but also provides an opportunity for employers to communicate and educate people on why these dates are so significant for some people.It is also an opportunity to bring people together, network, share information and promote LGBTQ inclusion more generally. | The only evidence required for this question is a list of the LGBTQ dates that you celebrated this year along with a brief description of what you did for each event.Note: For full points, more than ONE Day of Significance must be celebrated/participated (for example, *both* Wear it Purple and IDAHOBIT). If you provide multiple events or examples from only one Day of Significance, partial points will be given. |
| **ANNUAL SUBMISSION: 2021 VISIBILITY OF INCLUSION**1. **Visibility in the Workplace**
 | **FOUNDATION****Max. 3 points** |
| **Submission Question** | **Why This Question?** | **Providing Evidence** |
| **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)*
 | Visibility of LGBTQ allies within the workplace contributes to the sense of inclusion for many LGBTQ people, regardless of whether they are out at work.Just as you may not be able to identify every LGBTQ person by just looking at them, they will not be able to identify whether you have an issue with their sexuality or gender diversity by looking at you. By providing employees with a way to visually identify themselves as an ally you are not only creating a sense of inclusion for those within the these communities, identifying those allies the LGBTQ people can have safe conversations with, but you are also providing great conversation starters with those within the organisation who may not identify as LGBTQ or understand fully why it is important to visually identify as an Ally. | For this question, please supply a full list of the different ways in which employees may identify themselves as an ally.Please supply a couple of photos only, of these being used. Additional points will not be given for additional photos.**The photos used to evidence this question should illustrate how and where commitment to LGBTQ inclusion is visible throughout your office.** |
| **ANNUAL SUBMISSION: 2021 VISIBILITY OF INCLUSION**1. **Ally / Champion Reference Guides**
 | **FOUNDATION****Max. 3 points** |
| **Submission Question** | **Why This Question?** | **Providing Evidence** |
| **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. *a 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*
 | In the AWEI employee survey undertaken within the early months of 2020, 19% of the 21,181 non-LGBTQ respondents did not consider themselves to be an ally, 22% said they were unsure.When asked WHY they did not consider themselves to be any ally:* 34.05% said it was because they didn’t know enough about why they should be an ally (up from 27.72% the year prior); and
* 19.20% said it was because they wouldn’t know how to get started (up from 18.14% the year prior)

  | Please refer evidence requirement (a) and (b) for this question.The guide can be an online resource or a hard copy distribution. Regardless of the type of guide, please ensure that you provide an outline of the content covered and how it is distributed or in the case of an online resource, how people find out that it exists and where it can be located. |
| **ANNUAL SUBMISSION: 2021 VISIBILITY OF INCLUSION**1. **Individual LGBTQ Inclusion Work Recognition**
 | **INTERMEDIATE****2 points** |
| **Submission Question** | **Why This Question?** | **Providing Evidence** |
| **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.* | This is another question that appeared within international indices that we believe adds value to the Australian Index.There are numerous individuals within organisations that commit a significant amount of time to furthering LGBTQ inclusion within their organisation, and more often than not, this over and above their day jobs.This is about providing recognition for the outstanding work that individuals do, whether formally (internal awards) or informally (org wide communications), allowing both leadership and colleagues the opportunity to understand the value and extent of the work that they do. | Not everybody can win an AWEI or AHRI or industry award for what they contribute and for this reason external award nominations or awards given can not be used as evidence for this question.The only exception to this would be if someone won an award and there was a significant communication or celebration for that person within the organisation outlining the details of their work internally and what they achieved. The award without this follow-up would not qualify as it is about colleagues and leadership understanding the immense value of the individual’s achievement.This recognition is not a personal acknowledgement or thanks, but one that has been publicly recognised across the organisation.  |
| **ANNUAL SUBMISSION: 2021 VISIBILITY OF INCLUSION**1. **Confidential Contacts**
 | **INTERMEDIATE****2 points** |
| **Submission Question** | **Why This Question?** | **Providing Evidence** |
| **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.* | Contacts in HR or within grievance reporting lists that are trained in LGBTQ inclusion or experienced allies, and identified as such, are covered in Question 8 of the Standing Submission. This is not what we are talking about here.There are times when a person may want to have a confidential conversation with an LGBTQ person or experienced ally about the possibility of coming out within their team, or to ask a question regarding the network. They may want to discuss something about their work experience or suggest something confidentially. The ability to call someone confidentially outside of HR allows those conversations to take place. As this is not about formal reporting, the designated contact points here do need to understand where the boundaries are. | Please provide the evidence requested.For full points, the word CONFIDENTIAL must appear and there needs to be contact details available other than a generic mailbox or phone line.If you are unable to use the term CONFIDENTIAL for non-official contacts, you will need to ensure that the language you do use communicates that the conversation would be private, safe, supportive.Please provide a screenshot of where this information is made available. ***If the contact is not clearly communicated as CONFIDENTIAL, points will not be awarded.*** |
| **ANNUAL SUBMISSION: 2021 VISIBILITY OF INCLUSION**1. **Communication of LGBTQ Support Information**
 | **INTERMEDIATE****Max. 2 points** |
| **Submission Question** | **Why This Question?** | **Providing Evidence** |
| **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*
 | While bullying/harassment documentation provides reporting processes and/or contacts for the reporting of bullying and/or harassment within the workplace, we do know that many LGBTQ people are reluctant to report this (often for fear of this not being taken seriously, making things worse within the team or being ‘outed’) and therefore would be far less likely to visit bullying/harassment policy pages.The AWEI survey undertaken in the early months of 2019 shows that 31% of LGB people stated that they would consider leaving as a direct result of being sexually harassed due to their orientation, 55% of Trans and Gender Diverse people and all Intersex people reported the same. In terms of those who had been on the receiving end of more serious bullying, 68% of LGB people considered leaving, as did 76% of trans and gender diverse people and all intersex people as a direct result. As an LGBTQ intranet page (i.e. network page or LGBTQ section within a diversity page) is often the first place LGBTQ people will go for information, we believe that outlining the process of reporting LGBTQ bullying/harassment is critical here as well.This is also a great place to promote LGBTQ trained or experienced allies that are formal grievance officers and expand on the confidentiality of reports or to promote the LGBTQ inclusivity of your Employee Assistance Programs.While this information should also be referenced within grievance policy documentation (covered in Question 8 of the standing submission), having this information here as a quick reference on an LGBTQ specific page is enormously beneficial even if it only be in the form of an introductory paragraph with links to where the information is usually stored. | Please read the evidence required carefully for this question.You will need to clearly show where all the information requested is shown on the LGBTQ intranet page.For part b): available support is not regarding your EAP, but your internal grievance officers.  |
| **ANNUAL SUBMISSION: 2021 VISIBILITY OF INCLUSION**1. **LGBTQ Social Media Streams**
 | **FOUNDATION****Max. 2 points** |
| **Submission Question** | **Why This Question?** | **Providing Evidence** |
| **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.* | Internal LGBTQ social media streams provide a valuable forum for the sharing of best practice, photos, ideas, information about dates of significance, Q&A, participating in discussions and promoting events throughout the organisations with significant potential employee reach. | Please provide evidence of any internal social media streams you may have. Microsoft Teams, Zoom and other chat functions will not suffice for this question. This must be a dedicated stream/page. |

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

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| **ANNUAL SUBMISSION: 2021 TRAINING, AWARENESS & PROFESSIONAL DEVELOPMENT**1. **Face-to-Face Training**
 | **FOUNDATION****2 points** |
| **Submission Question** | **Why This Question?** | **Providing Evidence** |
| **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).** | Face to face training (whether this be conducted by video conferencing, interactive technologies or in person) has the added advantage of being able to ask questions and address areas of concern very specific to the audience participating. | **This would include any interactive training conducted via internet technologies (i.e. WebEx, Zoom, Teams, etc).**Please ensure that you supply all the pieces of evidence requested within the submission form.This training must be dedicated to LGBTQ Inclusion / Awareness or Ally Training to be given points. |
| **ANNUAL SUBMISSION: 2021 TRAINING, AWARENESS & PROFESSIONAL DEVELOPMENT**1. **Online Training**
 | **FOUNDATION****2 points** |
| **Submission Question** | **Why This Question?** | **Providing Evidence** |
| **We have LGBTQ online training modules or pre-recorded content that can be accessed by employees throughout the assessed calendar year.**  | Online training or training videos, or eLearning, have the advantage of being available throughout the year with participation being at a time that suits the learner. It also allows employers to extend reach and availability of training across different states, territories and regions and can be undertaken by a significant number of employees. | This may include professionally developed online training, training videos, eLearning or internal videos of training that has previously been presented.Please ensure that you supply all the pieces of evidence requested within the submission form.This training must be dedicated to LGBTQ Inclusion / Awareness or Ally Training to be given points.Points will not be given if you are unable to track participation as you would not be able to confirm that the training had been undertaken. |
| **ANNUAL SUBMISSION: 2021 Training, Awareness & Professional Development**1. **Professional Development for LGBTQ Employees**
 | **ADVANCED****Max. 2 points** |
| **Submission Question** | **Why This Question?** | **Providing Evidence** |
| **Outside of the Pride in Practice Conference within the assessed calendar year, we have *either*:**1. **provided LGBTQ people 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.* | For this advanced question we are looking at two equally important aspects of professional development for LGBTQ employees.One has to do with the opportunity to attend leadership programs (internally or externally) that are specific to LGBTQ people. There is a reason why being specific to LGBTQ people is important. These programs deep dive into identity, personal authenticity and discuss aspects of disclosure, auditing/”covering”, and the positive impact that even some of the negativity that may have been experienced can have on leadership; what it has taught us etc. The impact of these programs has been applauded in the UK and in the US and we are starting to see more of these sessions being run internally within organisations and external to them; allowing a “safe space” for employees to discuss and contribute.The other option area for this advanced question that can have a significant impact on the professional development of LGBTQ people (and you only have to choose one) is the development of any ‘talent’ or leadership processes that would identify high performing LGBTQ people, to ensure that there is diverse representation within talent pipelines (or the tracking of high potential employees). | If you are choosing (a) it is important to understand that unless you can show that the program is for LGBTQ people only, points will not be allocated. Please provide evidence to support that you have provided access to this program within the assessed year.If you are choosing (b), please outline the processes that you have in place providing as much detail about LGBTQ selection within talent or high potential programs as you can.Please do not provide evidence for both (a) and (b). You will not be given additional points here. If you can provide evidence for (a) and (b), select the most comprehensive option you have for detailing here, and place the other within the ADDITIONAL WORK section at the bottom of the index. |
| **ANNUAL SUBMISSION: 2021 TRAINING, AWARENESS & PROFESSIONAL DEVELOPMENT**1. **LGBTQ Inclusion Training Plan**
 | **ADVANCED****Max. 4 points** |
| **Submission Question** | **Why This Question?** | **Providing Evidence** |
| **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*
 | Inclusion is such a critical measure of an organisation’s culture; and training is one of the key areas that can really impact not only an understanding of *why* inclusion is important but in understanding some of the challenges faced by our diverse employees.The difficulty with most training in this area has, is that it usually only gets attended by the people who are interested (and quite often, they are NOT the ones that we sometimes need to target).By working on a training plan that would see all employees undertake diversity and inclusion training, we are not only ensuring a consistent message across the organisation but also ensuring that critical messages are getting across to all employees, not just those who have an interest in this area. | This is an advanced question because most training to date has been based on voluntary attendance.To gain points for this question, there needs to be the development of a strategy or training plan that would increase take-up of training across the organisation with the ultimate view of reaching all employees.A copy of the plan would be required for points here and an indication of progress to date. Note: Providing only a calendar of training offered during the assessed year will not suffice as evidence of a strategy or progress. |
| **ANNUAL SUBMISSION: 2021 TRAINING, AWARENESS & PROFESSIONAL DEVELOPMENT**1. **LGBTQ Conferences, Seminars and Events**
 | **ADVANCED****Max. 2 points** |
| **Submission Question** | **Why This Question?** | **Providing Evidence** |
| **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.* | Providing employees who are involved in the work of LGBTQ inclusion within the workplace the opportunity to attended **dedicated** LGBTQ conferences or seminars either nationally or internationally can broaden exposure to some of the practices of leaders in the space and equip employees with ideas or tools with which they can help progress internal work. | While evidence may include, but is not limited to Pride in Practice, it does not include any PID awareness/ally training held internally or externally as this would fall within training attendance; nor does it cover industry forum attendance, Executive Ally programs or roundtables (you can claim points for these elsewhere).This question, as an advanced question is designed to cover dedicated learning events or conferences in which LGBTQ workplace inclusion best practice is showcased and discussed. This may include both national and international events. |

**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/)

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| **ANNUAL SUBMISSION: 2021 EXECUTIVE LEADERSHIP & ENGAGEMENT**1. **Executive Sponsor or Champion**
 | **INTERMEDIATE****Max. 2 points** |
| **Submission Question** | **Why This Question?** | **Providing Evidence** |
| **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 (signed statement by the Executive as to their role in strategy development / tracking will suffice)*

*The simplest way to provide evidence for this question would be for the Executive Sponsor to sign a statement answering both questions.* | The impact of an effective and active Executive Sponsor or Champion for LGBTQ workplace inclusion cannot be underestimated.The Executive Sponsor lends both the executive voice and insight into strategy development, can provide feedback and counsel of progress and can be a sounding board for new ideas. The Executive Sponsor can share the work of the network with their peers, be an advocate amongst the Executive for what you are trying to achieve and often have access to the CEO that network leaders may not have. | Please read the evidence required for this question carefully.You will need to indicate how the Executive Sponsor has contributed to the LGBTQ inclusion strategy or targets and how engaged they have been in the tracking of performance against the strategy.The simplest way to provide evidence for this question would be for the Executive Sponsor to sign a statement answering both questions. |
| **ANNUAL SUBMISSION: 2021 EXECUTIVE LEADERSHIP & ENGAGEMENT**1. **Executive Advocacy**
 | **ADVANCED****2 points** |
| **Submission Question** | **Why This Question?** | **Providing Evidence** |
| **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.* | This question addresses the activity of Senior Executives within your organisation who advocate for LGBTQ workplace inclusion amongst their Executive peers. This may include but is not limited to the activity of your Executive Sponsor.Engaging other Executives in conversations around LGBTQ inclusion provides important coverage at a senior level and allows Executives to talk to their peers about the impact and importance of the work that they do in this space; with a view of having others take the lead. | You only need to select one of the options to obtain points for this question. Please provide evidence for more than one of these options here; no additional points will be allocated. If you have evidence for more than one, please include within the ADDITIONAL WORK section of the index.By Peer, we mean people at the same level as the Executive Advocate. For example, Senior Executives advocating for LGBTQ inclusion with other Senior Executives internally/externally.Please provide evidence for one of the three areas shown. If you are unable to provide evidence, please provide a detailed statement of activity/level of engagement, signed by the Executive clearly stating their name and role. |
| **ANNUAL SUBMISSION: 2021 EXECUTIVE LEADERSHIP & ENGAGEMENT**1. **CEO or Equivalent Communications**
 | **ADVANCED****2 points** |
| **Submission Question** | **Why This Question?** | **Providing Evidence** |
| **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.* | Many CEOs will send out communications re: an event, or an award being won.; What is critical is the voice of the CEO (or equivalent) on the importance of LGBTQ inclusion, covering off some of the work that is being done in this space i.e. any progress made.This clearly articulates the support of the CEO re: LGBTQ inclusion and their view on its importance via a dedicated communication regarding progress made in this area and why it is so important (as opposed to congratulations on an award or encouragement to attend an event).Note: A Board Chair would count as an equivalent to CEO for this question. | While all staff emails are not an option for many organisations, you may have other means of getting an all-staff comms out to your employees. This may be via an intranet page that all staff will see or via commentary in an all-staff newsletter.The important thing here is that all employees hear the message of the CEO (or equivalent), endorsing this work and providing some detail on progress to date.To obtain maximum points, please provide a copy of the most comprehensive comms re: LGBTQ inclusion that your CEO or equivalent has put out. |
| **ANNUAL SUBMISSION: 2021 EXECUTIVE LEADERSHIP & ENGAGEMENT**1. **CEO or Equivalent Speaking at Events**
 | **ADVANCED** **2 points** |
| **Submission Question** | **Why This Question?** | **Providing Evidence** |
| **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*
 | Your most senior Executive attending and speaking at an LGBTQ focused event (that you as an organisation are hosting either internally or externally) sends a significant message of support not only in terms of the work that you are doing; but to every LGBTQ individual working there.Note: A Board Chair would count as an equivalent to CEO for this question. | Please read the evidence required for this question carefully; across the three points, there are four pieces of information that you will need to provide to receive points for this question.  |

**Section 7: Data Collection & Reporting**

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| **ANNUAL SUBMISSION:** 1. **Employee Data Analysis**
 | **INTERMEDIATE****Max. 3 points** |
| **Submission Question** | **Why This Question?** | **Providing Evidence** |
| **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*
 | The first part of this question looks at what you ask regarding LGBTQ diversity within any engagement or diversity surveys you have conducted over the last two years.The second part, equally important, looks at any comparisons that you have done on the engagement of LGBTQ people and the wider employee population and other demographics.This provides you with some valuable information in terms of inclusion initiatives and can be a starting point in determining where focus needs to be channelled or celebrated. | This question covers any engagement data analysis within 2019 to 2021 (over the past two years).Please read the three points of evidence required for this question. All three pieces of information will need to be provided to gain full points for this question.For confidentiality reasons, your overview of comparative findings does not need to contain the data itself but rather a synopsis of the findings. There will be no judgement on the results, the important thing here, is conducting the analysis.Note: The AWEI Survey would not be used for this question, but could be used for the next question.  |
| **ANNUAL SUBMISSION:** 1. **LGBTQ Analysis**
 | **ADVANCED****3 points** |
| **Submission Question** | **Why This Question?** | **Providing Evidence** |
| **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.* | While analysing LGBTQ engagement data is becoming common practice for those employers who work in LGBTQ inclusion, the deep dive into areas that impact LGBTQ inclusion is not yet common practice; hence the advanced status of this question.We know that recruitment, talent/career progression is often something that concerns a great number of LGBTQ people particularly when it comes to unconscious bias. These are important areas in which an employer can deep dive as is attrition data. All may shed light on areas that can be further investigated.Alternatively, if these are not areas of current investigation, you may want to look at the inclusion of gender diverse/non-binary people within gender aggregated data (i.e. do we just focus on Male and Female employee populations?). If so, is that a true representation of our employee base (we would most definitely argue ‘No’)?Another impactful option in LGBTQ deep dive analysis would be a scrutiny of your AWEI survey data. Further from this, identifying areas that your work may need to focus on or take into consideration.All these areas will provide additional insights into your LGBTQ employee population, their experience within your workplace culture alongside any highlights and areas of concern – much more than the analysis of engagement data. | You are only required to provide evidence for **ONE** of these areas. Please do not provide evidence for any additional areas identified as additional points will not be given here. If you have undertaken work in more than one of these areas, please add that into the ADDITIONAL WORK section at the bottom of this index.Please read the evidence required carefully; you will need not only to provide evidence for the analysis undertaken, but for some of these areas, we are asking for a plan of action (this is indicated within the bullet points for each of the areas outlined).Note: The AWEI Survey could be used for this question. |

**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.***

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| **ANNUAL SUBMISSION: 2021 COMMUNITY ENGAGEMENT**1. **Employer Branded Participation at Community Events**
 | **INTERMEDIATE****2 points** |
| **Submission Question** | **Why This Question?** | **Providing Evidence** |
| **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.* | This sends a message of support to the LGBTQ community. Having branded participation at these events shows that the employer is committed to putting its name to an event that supports the community and happy to address questions or showcase its work in this space. | Having individual employees wearing t-shirts or marching independently at Pride events will not qualify for points within this question.This must be an official branded participation exercise by your employer to qualify. |
| **ANNUAL SUBMISSION: 2021 COMMUNITY ENGAGEMENT**1. **Pro-Bono or Financial Support: LGBTQ Charities/Organisations**
 | **INTERMEDIATE****2 points** |
| **Submission Question** | **Why This Question?** | **Providing Evidence** |
| **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.* | Charities and LGBTQ organisations are typically run as not-for-profit organisations and they rely heavily on philanthropy, sponsorships and/or pro-bono support (venue support, in-kind services, provision of professional services) to continue their work.Provision of assistance and/or financial sponsorship/support is another way to support the work of the community or that which impacts it. | Please see the columns to the left for examples of support that can be included for this question. This question does not include fundraising (this is covered in question 41). |
| **ANNUAL SUBMISSION: 2021 COMMUNITY ENGAGEMENT**1. **Fundraising**
 | **INTERMEDIATE****2 points** |
| **Submission Question** | **Why This Question?** | **Providing Evidence** |
| **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.)* | Different to the provision of pro-bono support or financial sponsorships/support is the role of fundraising.Fundraising may include World AIDS Day (Red Ribbon selling); fundraising activity for a group or piece of work or project conducted by an LGBTQ charity or organisation or raising funds to support the ongoing work of an LGBTQ charity or organisation.Different, from the giving of direct funds, this can involve people in the activity of fundraising; allowing not only the promotion of the cause, but active team collaboration and team building around a good cause. | Please provide evidence of one fundraising activity throughout the assessed year. |

**Section 9: Survey**

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| **ANNUAL SUBMISSION: OPTIONAL SURVEY PARTICIPATION**1. **Survey Participation**
 | **OPTIONAL****2 points** |
| **Submission Question** | **Why This Question?** | **Providing Evidence** |
| [ ]  **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.* | The AWEI Index really focuses on your organisational policies, processes and LGBTQ inclusion activity. While independent feedback and benchmarking on this work is invaluable, it is not wholistic.Combining the AWEI Index with the optional Employee Survey, you not only receive: * feedback on your policies and process
* insight into the views, perceptions of your people when it comes to your LGBTQ inclusion initiatives
* how your work is impacting your LGBTQ people

In completing the Survey, you will receive a survey analysis of your employee responses, along with your AWEI results. We encourage you to participate in both for a comprehensive look at both the work and impact of your inclusion initiatives over the year. You can also request an Excel spreadsheet of the raw data (no individual identification is collected) to perform your own in-depth analysis of the findings. | We recommend that the survey goes out to as many people as you can – *not* just your LGBTQ demographic or network group as this data will not provide a balanced view.Partial points will not be given in this question.**Points will be based on the size of your organisation (selected within the Participation Details, and mentioned in the “Submission Question” column to the left), and a minimum number of responses is required based on this**. |

**Section 10: Additional Work**

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| **ANNUAL SUBMISSION: ADDITIONAL WORK**1. **Additional Work**
 | **ADDITIONAL****Max. 15 points** |
| **Submission Question** | **Why This Question?** | **Providing Evidence** |
| 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 maximum points.***
 | The additional work section of this index allows you to claim additional points for:* Work in **one area of the index** where you would like to claim an additional point, due to the extent or volume of work completed within the assessed year (group these by work area – do not list separately)
* Additional items of work that you can provide evidence for from within Index questions that contain multiple options (some questions limit selection so you can only choose 1 of 3 options; if you can provide evidence for any of the additional options provided; you can list these separately here)
* Work completed in a topic not covered within the AWEI
* Work that you have undertaken here in Australia to contribute to LGBTQ workplace inclusion within one of your international offices

Active organisational participation in industry groups promoting the work of LGBTQ inclusion in that industry | Points will **NOT** be given for:* Work that has previously been awarded points elsewhere in the Index.
* Multiple instances within one question area of the index (i.e. if you have conducted a significant amount of face-to-face training; that is covered within one question of the index so ALL additional training would be awarded a point – listings of multiple face to face training sessions would not be given a point each)

The exception to the above paragraph would be if the index requires you to choose ONE or TWO options from a list of multiple options within a question – if you have evidence for work in multiple areas within that list, you may list these separately, as these if these are unrelated areas of work.Each Item will be allocated one point (subject to criteria – see column to your left). |