



PRIDE INCLUSION PROGRAMS

MEDIA RELEASE

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FOR IMMEDIATE RELEASE

AUSTRALIAN AWARDS NAME TOP ORGANISATIONS FOR LGBTQ INCLUSION IN 2022

The NRMA, KPMG, Capgemini and the Boston Consulting Group are among some of this year's top employers announced at this year's Australian LGBTQ Inclusion Awards held in Sydney today.

For the second year in a row, information technology services and consulting company Capgemini Australia was named 'Employer of the Year', while global consulting firm Boston Consulting Group was announced 'Small Employer of the Year'.

Other top honours went to organisations including Accenture, EY Oceania, Clayton Utz, PwC and RMIT University who all received high tiered ranking for LGBTQ inclusion. The NRMA and Investa Property Group received awards for most improved, and KPMG was recognised with Employee Network of the Year. **(NB: Full list of award recipients and finalists included in the next page).**

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

The awards are based on the results of the Australian Workplace Equality Index (AWEI) – which is now in its twelfth year. The AWEI is a rigorous and evidence-based benchmarking tool that annually assesses workplaces in the progress and impact of LGBTQ inclusion initiatives.

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

Dawn Emsen-Hough, Director of ACON's Pride Inclusion Programs, said she was proud to see employers around the country continue to commit themselves to improving LGBTQ inclusion practice despite issues that are continuing to have an impact globally.

"Over the past year, we have seen remarkable growth and improvements in workplace diversity and inclusion practices. As the effect of the pandemic continues to be felt by everyone, as well as issues facing global economies, it's incredibly encouraging to see workplaces in Australia continue to remain dedicated and committed to greater inclusion of our LGBTQ communities," Emsen-Hough said.

"As we continue to make progress in this area, it's important that efforts are acknowledged and celebrated, and that we continue to build upon all the amazing achievements being made."

In 2022, 172 organisations participated in the AWEI and a survey attached to the index received 44,953 responses from 181 organisations – the highest it has ever received.

Emsen-Hough added: "Year upon year, we are seeing record numbers of employers across all sectors participating in the indices, and 2022 is no different. The employee survey that accompanied the AWEI provides us with a great insight into workplace attitudes towards diversity and inclusion.

"Congratulations to all the award recipients announced today, including those the receiving Bronze, Silver, Gold and Platinum Employer status. I congratulate them all on their impressive achievements and for showing leadership in LGBTQ inclusion.

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“There is so much amazing work being done by countless organisations across the country in making Australia a more inclusive place for everyone, and every year we are so proud that these awards can provide an insight into, and highlight, these achievements.”

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

ENDS

2022 Australian Inclusion Award Recipients

AWEI Award	Recipient
Employer of the Year	Capgemini Australia
Most Improved	NRMA
CEO of the Year	David Anderson, ABC
Employee Network of the Year	KPMG
Trans and Gender Diverse Inclusion	Capgemini Australia
Executive Leadership	Assistant Commissioner Gelina Talbot, NSW Police Force
Network Leader of the Year	Benjamin Vella, Stockland
Out Role Model	Kim Lee, NAB
Sapphire Inspire	Alicea Stoney, KPMG Jenny Ratsep, EnergyAustralia
Sally Webster Ally Award	Janani D'Silva, Capgemini Australia
External Media Campaign	ABC, ABC Innies + Outies podcast
Platinum Employers	<ul style="list-style-type: none">• Accenture• EY Oceania• Clayton Utz• PwC• RMIT University



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Gold Employers	<ul style="list-style-type: none"> • Australian Broadcasting Corporation • Capgemini Australia • Coles • Deloitte Australia • Queensland Department of Education • Fujitsu Australia • IBM Australia • KPMG • Macquarie University • MinterEllison • NAB 	<ul style="list-style-type: none"> • Origin Energy • QBE Insurance • Salesforce • Services Australia • SBS • Star Entertainment Group • University of New South Wales • University of Queensland • University of Sydney
Silver Employers	<ul style="list-style-type: none"> • Alcoa of Australia • Allianz • CSIRO • Federal Department of Agriculture, Water and the Environment • Department of Education & Training, Victoria • Federal Department of Health • DLA Piper Australia • EnergyAustralia • Grant Thornton Australia • Griffith University 	<ul style="list-style-type: none"> • JP Morgan • Monash University • NBN Co • Norton Rose Fulbright • Scentre Group • Stockland • Telstra • Victoria University • Zurich Financial Services Australia



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Bronze Employers	<ul style="list-style-type: none"> • Allens • Amazon • American Express Australia • Ampol • Arup • Ashurst • Aurecon • Australian Securities & Investments Commission • BHP • Bupa • Charles Sturt University • Charter Hall • Datacom • Department Home Affairs and the Australian Border Force • Department of Prime Minister & Cabinet • Federal Department of Social Services • Dexus Holdings • Domain Group 	<ul style="list-style-type: none"> • Edith Cowan University • Energy Queensland • Hollard Insurance • IAG • Jacobs Australia • John Holland • Lendlease • Life Without Barriers • Maddocks • Mercer Australia • NRMA • NSW Police Force • QIC • SAP Australia • Settlement Services International • Shell • TPG Telecom • Treasury Wine Estates • University of Melbourne • University of Western Australia • University of Wollongong • Westpac
Small Employer of the Year	Boston Consulting Group	
Most Improved Small Employer	Investa Property Group	
Gold Small Employers	<ul style="list-style-type: none"> • Boston Consulting Group • Colin Biggers & Paisley Lawyers • The GPT Group • Russell Kennedy Lawyers 	
Small Silver Employers	<ul style="list-style-type: none"> • Deutsche Bank, Australia • McCullough Robertson Lawyers • Clifford Chance 	
Small Bronze Employers	<ul style="list-style-type: none"> • Liberty Financial • Gilead Sciences • Oliver Wyman • Initiative Media • American Express Global Business Travel • The Northern Trust • Allen & Overy 	