2022
RESULTS

AWEI

AUSTRALIAN WORKPLACE EQUALITY INDEX

The PowerPoint presentation has been developed to assist you present your AWEI results back to your executive, diversity team and network.

The PowerPoint deck may be edited to remove the slides that are not relevant to your submission.

To present this back to your teams:

- Remove any benchmarking slides and title pages that may not be relevant to you.
- Using your scorecard results, add speakers notes and your scores for each section as a reference during presentations.

- NOTE: There are many area where benchmarking is not provided due to the minimum of 4 organisations not being met for that category. A full list of potential Benchmarks is provided at the end of each section.
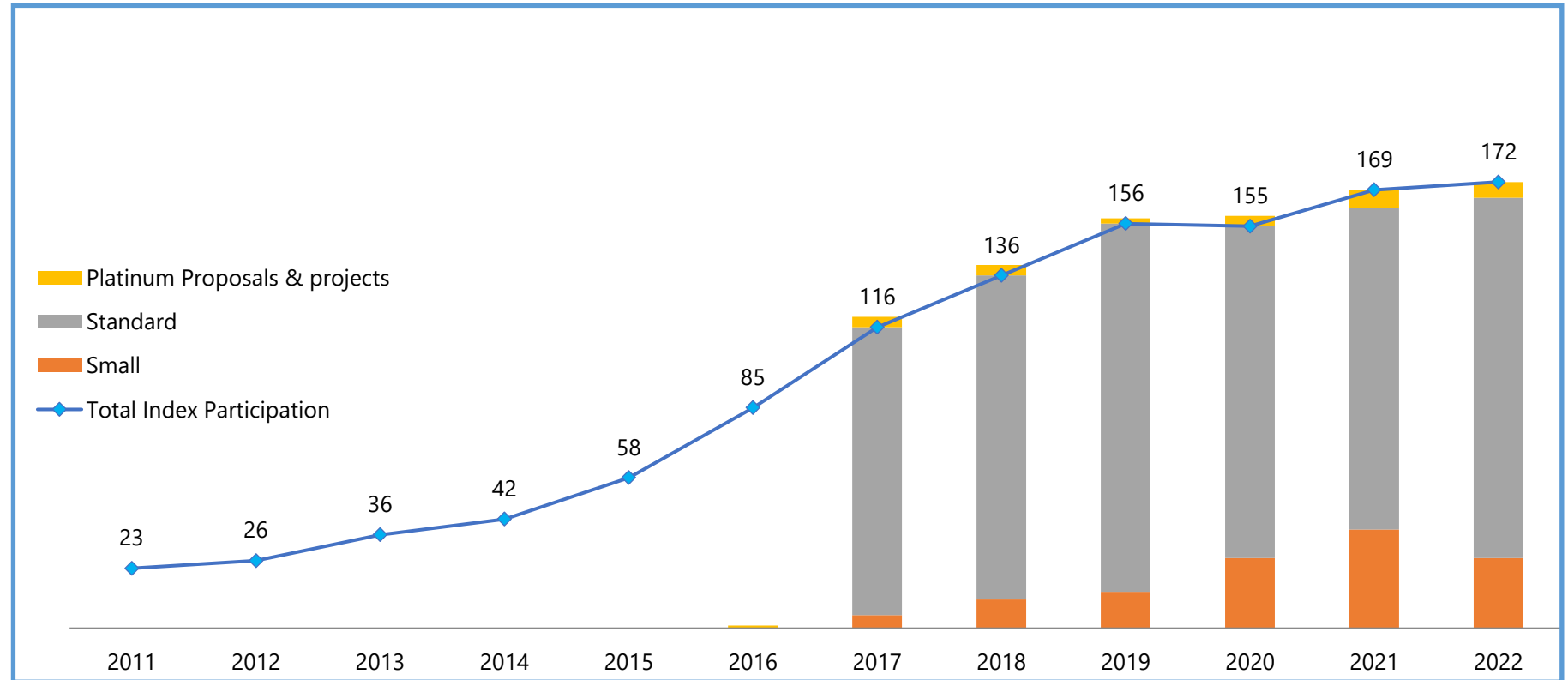
What is the AWEI?

- Internationally recognised, gold standard, national benchmarking instrument for LGBTQ workplace inclusion in Australia.

- Evidence based instrument that assesses each submission against a comprehensive rubric, enabling the determination of current and leading practice, annually.

- Tool by which Diversity and HR professionals can:
  - ✓ measure progress on internal initiatives validated by external, independent and confidential assessment
  - ✓ benchmark work against industry, sector and other employers within the same tier.

- Holistic approach to LGBTQ when utilising optional AWEI employee survey.

- Valuable input into strategy and planning.

- Developed and assessed by Pride in Diversity, Australia's not-for-profit employer support program for LGBTQ inclusion.

Annual AWEI Submissions: Participation Growth

* Includes Small Employers & Platinum Partner Projects

2022 Submissions:

- **139 Standard Employer**
  - \+ 3 Platinum Projects
  - \+ 3 Platinum Proposals
- **27 Small Employer**

Legend:
- Platinum Proposals & projects
- Standard
- Small
- Total Index Participation

Year	Total Index Participation
2011	23
2012	26
2013	36
2014	42
2015	58
2016	85
2017	116
2018	136
2019	156
2020	155
2021	169
2022	172

Annual Employee Survey: Participation Growth

*Includes all employers, regardless of Employer Size.

186 organisation's participated in the 2022 AWEI Employee Survey.
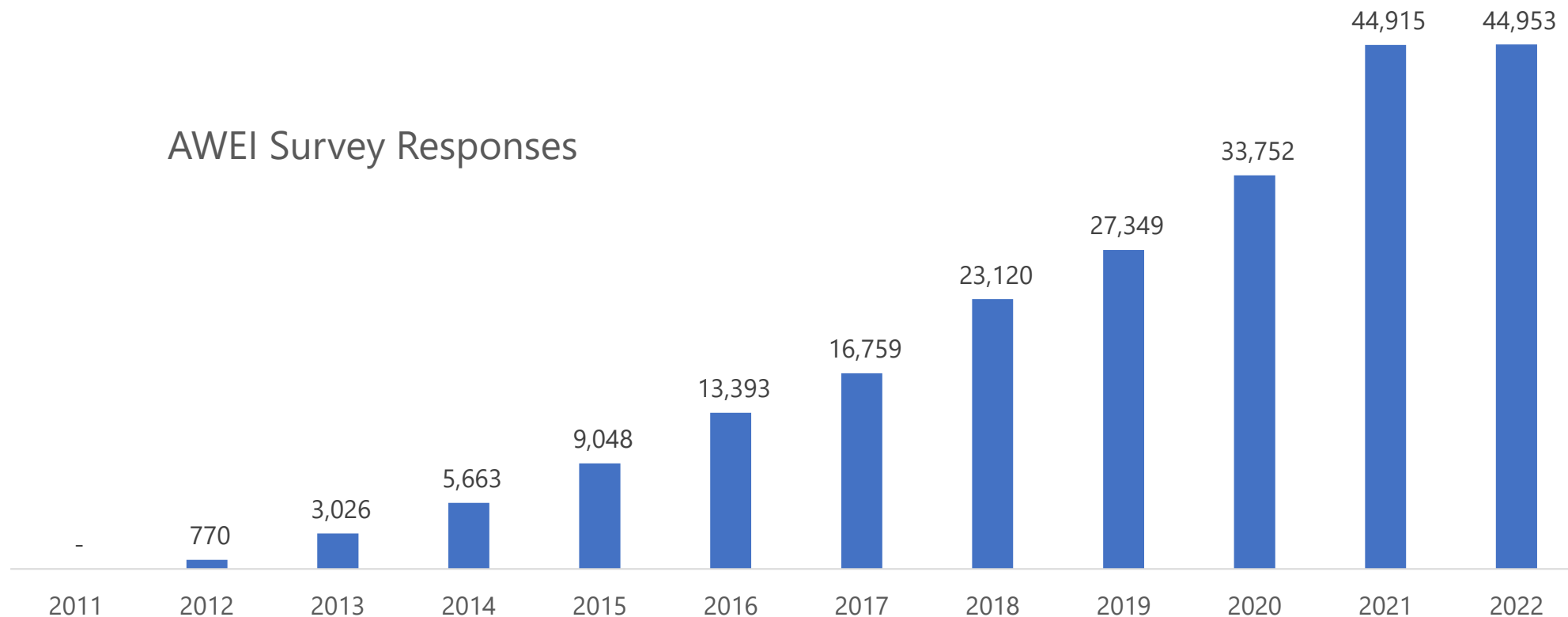
AWEI Survey Responses

Year	Responses
2011	-
2012	770
2013	3,026
2014	5,663
2015	9,048
2016	13,393
2017	16,759
2018	23,120
2019	27,349
2020	33,752
2021	44,915
2022	44,953

2022
RESULTS

SMALL
EMPLOYERS

AWEI2021 POINT ALLOCATIONS: SMALL EMPLOYER (500 or less employees)			
Section 1: Standing Submission:	**HR Policies & Practice**	15 Points	Includes anti-discrimination clause; inclusivity within staff benefits and leave options; third party policies; inclusion strategy.
	LGBTQ Bullying / Harassment & Support	10 Points	Includes grievance officers; behavioural examples; EAP provider.
	Trans / Gender Diverse Inclusion	15 Points	Includes support of trans / gender diverse employees with gender affirmation policies and leave; applicants.
	Strategic Focus	6 Points	Includes external inclusion promotion; executive sponsor.
Section 2: Strategy & Accountability		4 Points	Includes external LGBTQ expertise; inclusion promotion.
Section 3: LGBTQ Employee Networks / Resource Groups		8 Points	Includes network and leadership structure; network strategy.
Section 4: Visibility of Inclusion		10 Points	Includes days of significance; visible signs of LGBTQ inclusion; LGBTQ ally identification; confidential contacts; social media.
Section 5: Training, Awareness & Professional Development		8 Points	Includes training programs delivered; training plan; additional programs/event attendance.
Section 6: Executive Leadership & Engagement		8 Points	Includes executive and CEO or equivalent(s) public advocacy and engagement.
Section 7: Data Collection & Reporting		3 Points	Includes LGBTQ data collection and analysis.
Section 8: Community Engagement		6 Points	Includes community engagement/events; external advocacy; fundraising
Section 9: Optional Survey		2 Points	Includes participation in the optional employee survey.
Section 10: Additional Work		5 Points	Includes any additional work in LGBTQ workplace inclusion not claimed.
Total Standard Employer Score		100 Points	Cumulative total of all allocated index submission points.

AUSTRALIAN WORKPLACE EQUALITY INDEX
THE DEFINITIVE BENCHMARK FOR LGBTQ
INCLUSION IN AUSTRALIAN WORKPLACES

AWEI
AUSTRALIAN WORKPLACE EQUALITY INDEX

2022 Small Employer Benchmarks

TOP 3:
(alphabetical)

- ✓ Boston Consulting Group
- ✓ Colin Biggers & Paisley Lawyers
- ✓ The GPT Group

ALL SUBMISSIONS (n27)	Lowest	Average	Median	Highest	Available
Section 1: Standing Submission: HR Policies & Practice	3	11	12	15	15
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support	0	7	9	10	10
Section 1: Standing Submission: Trans / Gender Diverse Inclusion	0	6	5	15	15
Section 1: Standing Submission: Strategic Focus	1	5	6	6	6
Section 2: Strategy & Accountability	0	3	4	4	4
Section 3: LGBTQ Employee Networks / Resource Groups	0	6	8	8	8
Section 4: Visibility of Inclusion	0	9	10	10	10
Section 5: Training, Awareness & Professional Development	0	5	6	8	8
Section 6: Executive Leadership & Engagement	0	4	5	8	8
Section 7: Data Collection & Reporting	0	2	2	3	3
Section 8: Community Engagement	0	3	3	6	6
Section 9: Optional Survey	0	2	2	2	2
Section 10: Additional Work	0	3	3	5	5
Total AWEI Score	12	65	70	95	100
	Lowest	25th percentile	50th percentile	75th percentile	Highest
Section 1: Standing Submission: HR Policies & Practice	3	9	12	14	15
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support	0	5	9	10	10
Section 1: Standing Submission: Trans / Gender Diverse Inclusion	0	0	5	12	15
Section 1: Standing Submission: Strategic Focus	1	4	6	6	6
Section 2: Strategy & Accountability	0	2	4	4	4
Section 3: LGBTQ Employee Networks / Resource Groups	0	5	8	8	8
Section 4: Visibility of Inclusion	0	8	10	10	10
Section 5: Training, Awareness & Professional Development	0	2	6	7	8
Section 6: Executive Leadership & Engagement	0	2	5	6	8
Section 7: Data Collection & Reporting	0	0	2	3	3
Section 8: Community Engagement	0	2	3	4	6
Section 9: Optional Survey	0	2	2	2	2
Section 10: Additional Work	0	1	3	5	5
Total AWEI Score	12	49	70	85	95

2022 Small Employer Score Distribution: Teirs

2022 Tier Entry Points
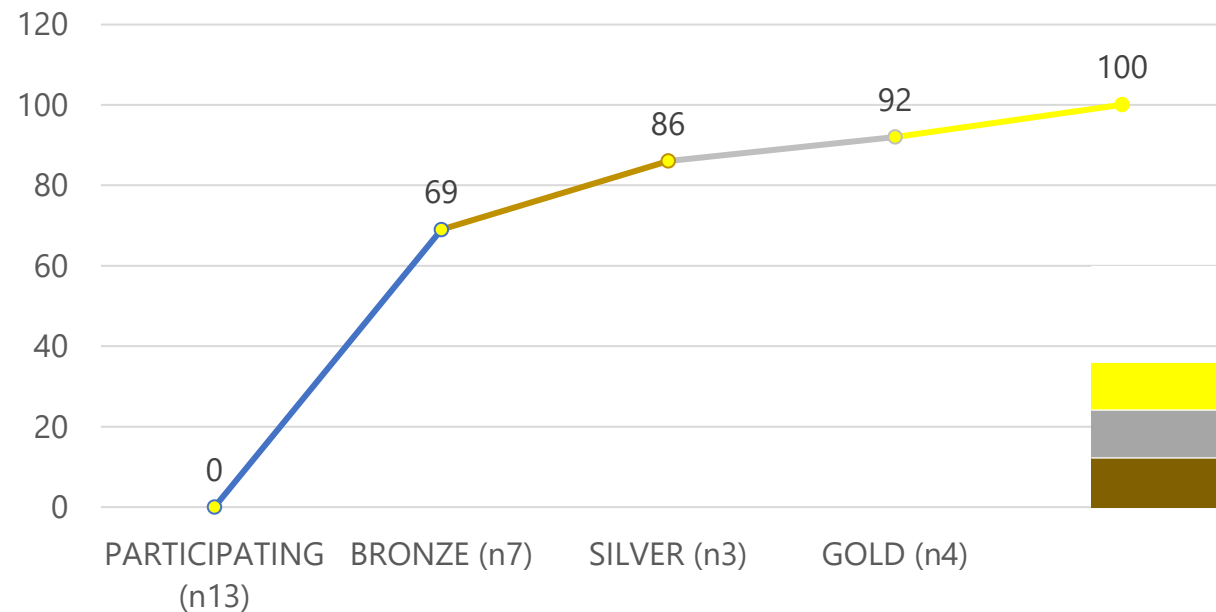
Small Employer Teir Entry Points					
Historical			Current		
Iteration 1			Iteration 2		
Year 2017	2019	2019	2020	2021	2022
Gold 60	60	60	80	87	92
Silver 45	45	45	69	71	86
Bronze 30	30	30	53	54	69

2022 Small Employer Benchmarks

Benchmarks Table (**available**, not available)

- **Tier**
  - ✓ **Gold (n-4), Silver (n3), Bronze (n7), Participating (n13)**

- **Sector**
  - ✓ **Private (n22)**
  - ✓ State Govt (n1), Private (n22), NFP/Charity (n1), Local Govt (n1), Higher Ed & Private (n1), Higher Ed (n0), Fed Govt & Private (n0), Fed Govt (n1)

- **Size**
  - ✓ Small (<250) (n2),
  - ✓ **Small (<500) (n25)**

- **Industry**
  - ✓ **Banking & Financial Services (n4), Legal (n5), Professional Services & Consulting(n5),**
  - ✓ ASX Top 50 (n2), Community Services (n2), Computer Software (n1), Construction (n3), Education (broader than Higher Education) (n3), Energy/Utilities (n2), Health & Wellbeing (n1), Information services & Infrastructure (n2), Media & Entertainment (n1), Pharmaceuticals (n2),Property (n2), Technology (n1) Tourism& Gaming (n1)

2022 Small Employer Benchmarks-by Tier

Gold

- ✓ **Boston Consulting Group**
- ✓ **Colin Biggers & Paisley Lawyers**
- ✓ **Russell Kennedy Lawyers**
- ✓ **The GPT Group**

Gold (n4)	Lowest	Average	Median	Highest	Available
Section 1: Standing Submission: HR Policies & Practice	13	14	15	15	15
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support	9	10	10	10	10
Section 1: Standing Submission: Trans / Gender Diverse Inclusion	13	15	15	15	15
Section 1: Standing Submission: Strategic Focus	6	6	6	6	6
Section 2: Strategy & Accountability	3	4	4	4	4
Section 3: LGBTQ Employee Networks / Resource Groups	7	8	8	8	8
Section 4: Visibility of Inclusion	8	10	10	10	10
Section 5: Training, Awareness & Professional Development	6	7	8	8	8
Section 6: Executive Leadership & Engagement	6	6	6	6	8
Section 7: Data Collection & Reporting	3	3	3	3	3
Section 8: Community Engagement	4	5	4	6	6
Section 9: Optional Survey	2	2	2	2	2
Section 10: Additional Work	5	5	5	5	5
Total AWEI Score	92	93	93	95	100
	Lowest	25th percentile	50th percentile	75th percentile	Highest
Section 1: Standing Submission: HR Policies & Practice	13	14	15	15	15
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support	9	10	10	10	10
Section 1: Standing Submission: Trans / Gender Diverse Inclusion	13	15	15	15	15
Section 1: Standing Submission: Strategic Focus	6	6	6	6	6
Section 2: Strategy & Accountability	3	4	4	4	4
Section 3: LGBTQ Employee Networks / Resource Groups	7	8	8	8	8
Section 4: Visibility of Inclusion	8	10	10	10	10
Section 5: Training, Awareness & Professional Development	6	7	8	8	8
Section 6: Executive Leadership & Engagement	6	6	6	6	6
Section 7: Data Collection & Reporting	3	3	3	3	3
Section 8: Community Engagement	4	4	4	5	6
Section 9: Optional Survey	2	2	2	2	2
Section 10: Additional Work	5	5	5	5	5
Total AWEI Score	92	93	93	94	95

2022 Small Employer Benchmarks-by Tier

Silver

- ✓ **Clifford Chance**
- ✓ **Deutsche Group**
- ✓ **McCullough Robertson Lawyers**

NB: Tiers are generally only provided for groupings with more than 4 participants, this benchmark should be read with that in mind

Silver (n3)	Lowest	Average	Median	Highest	Available
Section 1: Standing Submission: HR Policies & Practice	14	15	15	15	15
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support	10	10	10	10	10
Section 1: Standing Submission: Trans / Gender Diverse Inclusion	10	11	11	11	15
Section 1: Standing Submission: Strategic Focus	6	6	6	6	6
Section 2: Strategy & Accountability	2	3	4	4	4
Section 3: LGBTQ Employee Networks / Resource Groups	7	8	8	8	8
Section 4: Visibility of Inclusion	10	10	10	10	10
Section 5: Training, Awareness & Professional Development	7	7	7	8	8
Section 6: Executive Leadership & Engagement	6	6	6	6	8
Section 7: Data Collection & Reporting	0	2	2	3	3
Section 8: Community Engagement	4	4	4	4	6
Section 9: Optional Survey	2	2	2	2	2
Section 10: Additional Work	4	5	5	5	5
Total AWEI Score	86	88	88	90	100
	Lowest	25th percentile	50th percentile	75th percentile	Highest
Section 1: Standing Submission: HR Policies & Practice	14	15	15	15	15
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support	10	10	10	10	10
Section 1: Standing Submission: Trans / Gender Diverse Inclusion	10	11	11	11	11
Section 1: Standing Submission: Strategic Focus	6	6	6	6	6
Section 2: Strategy & Accountability	2	3	4	4	4
Section 3: LGBTQ Employee Networks / Resource Groups	7	8	8	8	8
Section 4: Visibility of Inclusion	10	10	10	10	10
Section 5: Training, Awareness & Professional Development	7	7	7	8	8
Section 6: Executive Leadership & Engagement	6	6	6	6	6
Section 7: Data Collection & Reporting	0	1	2	3	3
Section 8: Community Engagement	4	4	4	4	4
Section 9: Optional Survey	2	2	2	2	2
Section 10: Additional Work	4	5	5	5	5
Total AWEI Score	86	87	88	89	90

2022 Small Employer Benchmarks-by Tier

Bronze

- ✓ **Allen & Overy**
- ✓ **American Express Global Business Travel**
- ✓ **Gilead Sciences**
- ✓ **Initiative Media**
- ✓ **Liberty Financial Group**
- ✓ **Northern Trust**
- ✓ **Oliver Wyman**

Bronze (n7)	Lowest	Average	Median	Highest	Available
Section 1: Standing Submission: HR Policies & Practice	10	12	12	15	15
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support	5	8	9	10	10
Section 1: Standing Submission: Trans / Gender Diverse Inclusion	0	8	7	14	15
Section 1: Standing Submission: Strategic Focus	2	5	6	6	6
Section 2: Strategy & Accountability	2	4	4	4	4
Section 3: LGBTQ Employee Networks / Resource Groups	6	8	8	8	8
Section 4: Visibility of Inclusion	8	10	10	10	10
Section 5: Training, Awareness & Professional Development	2	6	6	8	8
Section 6: Executive Leadership & Engagement	2	5	6	8	8
Section 7: Data Collection & Reporting	0	1	1	3	3
Section 8: Community Engagement	2	3	4	6	6
Section 9: Optional Survey	2	2	2	2	2
Section 10: Additional Work	0	4	5	5	5
Total AWEI Score	69	75	77	81	100
	Lowest	25th percentile	50th percentile	75th percentile	Highest
Section 1: Standing Submission: HR Policies & Practice	10	12	12	13	15
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support	5	8	9	10	10
Section 1: Standing Submission: Trans / Gender Diverse Inclusion	0	4	7	12	14
Section 1: Standing Submission: Strategic Focus	2	6	6	6	6
Section 2: Strategy & Accountability	2	4	4	4	4
Section 3: LGBTQ Employee Networks / Resource Groups	6	8	8	8	8
Section 4: Visibility of Inclusion	8	10	10	10	10
Section 5: Training, Awareness & Professional Development	2	5	6	7	8
Section 6: Executive Leadership & Engagement	2	4	6	6	8
Section 7: Data Collection & Reporting	0	0	1	2	3
Section 8: Community Engagement	2	2	4	4	6
Section 9: Optional Survey	2	2	2	2	2
Section 10: Additional Work	0	3	5	5	5
Total AWEI Score	69	72	77	79	81

2022 Small Employer Benchmarks-by Tier

Participating

- ✓ HP Australia
- ✓ Investa Property Group
- ✓ AbbVie
- ✓ Delivering 4 Customers
- ✓ Wodonga City Council
- ✓ Confluence Water

*7 not for publication

Participating (n13)	Lowest	Average	Median	Highest	Available
Section 1: Standing Submission: HR Policies & Practice	3	9	9	14	15
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support	0	4	4	10	10
Section 1: Standing Submission: Trans / Gender Diverse Inclusion	0	2	0	12	15
Section 1: Standing Submission: Strategic Focus	1	4	4	6	6
Section 2: Strategy & Accountability	0	3	3	4	4
Section 3: LGBTQ Employee Networks / Resource Groups	0	4	4	8	8
Section 4: Visibility of Inclusion	0	7	8	10	10
Section 5: Training, Awareness & Professional Development	0	2	2	6	8
Section 6: Executive Leadership & Engagement	0	3	2	8	8
Section 7: Data Collection & Reporting	0	1	2	3	3
Section 8: Community Engagement	0	2	2	4	6
Section 9: Optional Survey	0	1	2	2	2
Section 10: Additional Work	0	1	1	3	5
Total AWEI Score	12	43	47	67	100
	Lowest	25th percentile	50th percentile	75th percentile	Highest
Section 1: Standing Submission: HR Policies & Practice	3	7	9	11	14
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support	0	2	4	6	10
Section 1: Standing Submission: Trans / Gender Diverse Inclusion	0	0	0	3	12
Section 1: Standing Submission: Strategic Focus	1	3	4	5	6
Section 2: Strategy & Accountability	0	2	3	4	4
Section 3: LGBTQ Employee Networks / Resource Groups	0	3	4	5	8
Section 4: Visibility of Inclusion	0	6	8	9	10
Section 5: Training, Awareness & Professional Development	0	0	2	4	6
Section 6: Executive Leadership & Engagement	0	0	2	4	8
Section 7: Data Collection & Reporting	0	0	2	2	3
Section 8: Community Engagement	0	0	2	2	4
Section 9: Optional Survey	0	0	2	2	2
Section 10: Additional Work	0	0	1	2	3
Total AWEI Score	12	36	47	53	67

AUSTRALIAN WORKPLACE EQUALITY INDEX
THE DEFINITIVE BENCHMARK FOR LGBTQ
INCLUSION IN AUSTRALIAN WORKPLACES

AWEI
AUSTRALIAN WORKPLACE EQUALITY INDEX

2022
RESULTS
SMALL EMPLOYERS

Size Benchmarks

2022 Small Employer Benchmarks-by Size

TOP 3:
(alphabetical)

- ✓ Boston Consulting Group
- ✓ Colin Biggers & Paisley Lawyers
- ✓ The GPT Group

Small (<500) (n25)	Lowest	Average	Median	Highest	Available
Section 1: Standing Submission: HR Policies & Practice	3	11	12	15	15
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support	0	7	9	10	10
Section 1: Standing Submission: Trans / Gender Diverse Inclusion	0	6	5	15	15
Section 1: Standing Submission: Strategic Focus	1	5	5	6	6
Section 2: Strategy & Accountability	0	3	4	4	4
Section 3: LGBTQ Employee Networks / Resource Groups	0	6	7	8	8
Section 4: Visibility of Inclusion	0	8	10	10	10
Section 5: Training, Awareness & Professional Development	0	4	6	8	8
Section 6: Executive Leadership & Engagement	0	4	4	8	8
Section 7: Data Collection & Reporting	0	1	2	3	3
Section 8: Community Engagement	0	3	2	6	6
Section 9: Optional Survey	0	2	2	2	2
Section 10: Additional Work	0	3	3	5	5
Total AWEI Score	12	63	67	95	100
	Lowest	25th percentile	50th percentile	75th percentile	Highest
Section 1: Standing Submission: HR Policies & Practice	3	9	12	14	15
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support	0	4	9	10	10
Section 1: Standing Submission: Trans / Gender Diverse Inclusion	0	0	5	12	15
Section 1: Standing Submission: Strategic Focus	1	4	5	6	6
Section 2: Strategy & Accountability	0	2	4	4	4
Section 3: LGBTQ Employee Networks / Resource Groups	0	4	7	8	8
Section 4: Visibility of Inclusion	0	8	10	10	10
Section 5: Training, Awareness & Professional Development	0	2	6	7	8
Section 6: Executive Leadership & Engagement	0	2	4	6	8
Section 7: Data Collection & Reporting	0	0	2	3	3
Section 8: Community Engagement	0	2	2	4	6
Section 9: Optional Survey	0	2	2	2	2
Section 10: Additional Work	0	1	3	5	5
Total AWEI Score	12	47	67	86	95

2022 Small Employer Benchmarks-by Sector

TOP 3:
(alphabetical)

- ✓ Boston Consulting Group
- ✓ Colin Biggers & Paisley Lawyers
- ✓ The GPT Group

Private (n22)	Lowest	Average	Median	Highest	Available
Section 1: Standing Submission: HR Policies & Practice	3	11	12	15	15
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support	0	7	9	10	10
Section 1: Standing Submission: Trans / Gender Diverse Inclusion	0	6	5	15	15
Section 1: Standing Submission: Strategic Focus	1	5	6	6	6
Section 2: Strategy & Accountability	0	3	4	4	4
Section 3: LGBTQ Employee Networks / Resource Groups	0	6	8	8	8
Section 4: Visibility of Inclusion	0	9	10	10	10
Section 5: Training, Awareness & Professional Development	0	5	6	8	8
Section 6: Executive Leadership & Engagement	0	4	5	8	8
Section 7: Data Collection & Reporting	0	2	2	3	3
Section 8: Community Engagement	0	3	3	6	6
Section 9: Optional Survey	0	2	2	2	2
Section 10: Additional Work	0	3	3	5	5
Total AWEI Score	12	65	70	95	100
	Lowest	25th percentile	50th percentile	75th percentile	Highest
Section 1: Standing Submission: HR Policies & Practice	3	11	13	14	15
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support	0	6	9	10	10
Section 1: Standing Submission: Trans / Gender Diverse Inclusion	0	3	9	13	15
Section 1: Standing Submission: Strategic Focus	2	4	6	6	6
Section 2: Strategy & Accountability	0	2	4	4	4
Section 3: LGBTQ Employee Networks / Resource Groups	0	5	8	8	8
Section 4: Visibility of Inclusion	3	8	10	10	10
Section 5: Training, Awareness & Professional Development	0	2	6	7	8
Section 6: Executive Leadership & Engagement	0	3	6	6	8
Section 7: Data Collection & Reporting	0	0	2	3	3
Section 8: Community Engagement	0	2	4	4	6
Section 9: Optional Survey	0	2	2	2	2
Section 10: Additional Work	0	2	4	5	5
Total AWEI Score	12	58	75	88	95

2022 Small Employer Benchmarks-by Industry

TOP 3:
(alphabetical)

✓ Deutsche
✓ Liberty Financial Group
✓ Northern Trust

Banking & Financial Services (n4)	Lowest	Average	Median	Highest	Available
Section 1: Standing Submission: HR Policies & Practice	8	12	12	15	15
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support	2	7	8	10	10
Section 1: Standing Submission: Trans / Gender Diverse Inclusion	0	6	5	14	15
Section 1: Standing Submission: Strategic Focus	2	5	6	6	6
Section 2: Strategy & Accountability	0	3	4	4	4
Section 3: LGBTQ Employee Networks / Resource Groups	1	6	8	8	8
Section 4: Visibility of Inclusion	0	8	10	10	10
Section 5: Training, Awareness & Professional Development	0	5	6	8	8
Section 6: Executive Leadership & Engagement	2	5	6	8	8
Section 7: Data Collection & Reporting	0	2	2	3	3
Section 8: Community Engagement	0	3	4	6	6
Section 9: Optional Survey	0	2	2	2	2
Section 10: Additional Work	0	3	3	5	5
Total AWEI Score	20	67	72	95	100
	Lowest	25th percentile	50th percentile	75th percentile	Highest
Section 1: Standing Submission: HR Policies & Practice	8	11	12	14	15
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support	2	5	8	10	10
Section 1: Standing Submission: Trans / Gender Diverse Inclusion	0	3	5	11	14
Section 1: Standing Submission: Strategic Focus	2	4	6	6	6
Section 2: Strategy & Accountability	0	2	4	4	4
Section 3: LGBTQ Employee Networks / Resource Groups	1	5	8	8	8
Section 4: Visibility of Inclusion	0	8	10	10	10
Section 5: Training, Awareness & Professional Development	0	3	6	7	8
Section 6: Executive Leadership & Engagement	2	3	6	6	8
Section 7: Data Collection & Reporting	0	0	2	2	3
Section 8: Community Engagement	0	2	4	4	6
Section 9: Optional Survey	0	2	2	2	2
Section 10: Additional Work	0	1	3	5	5
Total AWEI Score	20	56	72	80	95

2022 Small Employer Benchmarks-by Industry

TOP 3:
(alphabetical)

- ✓ Colin Biggers & Paisley Lawyers
- ✓ McCullough Robertson Lawyers
- ✓ Russell Kennedy Lawyers

Legal (n5)	Lowest	Average	Median	Highest	Available
Section 1: Standing Submission: HR Policies & Practice	12	14	15	15	15
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support	8	9	10	10	15
Section 1: Standing Submission: Trans / Gender Diverse Inclusion	0	10	11	15	15
Section 1: Standing Submission: Strategic Focus	6	6	6	6	15
Section 2: Strategy & Accountability	2	4	4	4	15
Section 3: LGBTQ Employee Networks / Resource Groups	7	8	8	8	15
Section 4: Visibility of Inclusion	8	10	10	10	15
Section 5: Training, Awareness & Professional Development	5	7	7	8	15
Section 6: Executive Leadership & Engagement	4	6	6	6	15
Section 7: Data Collection & Reporting	0	2	3	3	15
Section 8: Community Engagement	2	4	4	4	15
Section 9: Optional Survey	2	2	2	2	15
Section 10: Additional Work	4	5	5	5	15
Total AWEI Score	69	86	88	93	15
	Lowest	250th percentile	275th percentile	300th percentile	Highest
Section 1: Standing Submission: HR Policies & Practice	12	13	15	15	15
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support	8	9	10	10	10
Section 1: Standing Submission: Trans / Gender Diverse Inclusion	0	10	11	15	15
Section 1: Standing Submission: Strategic Focus	6	6	6	6	6
Section 2: Strategy & Accountability	2	4	4	4	4
Section 3: LGBTQ Employee Networks / Resource Groups	7	7	8	8	8
Section 4: Visibility of Inclusion	8	10	10	10	10
Section 5: Training, Awareness & Professional Development	5	7	7	8	8
Section 6: Executive Leadership & Engagement	4	6	6	6	6
Section 7: Data Collection & Reporting	0	2	3	3	3
Section 8: Community Engagement	2	4	4	4	4
Section 9: Optional Survey	2	2	2	2	2
Section 10: Additional Work	4	5	5	5	5
Total AWEI Score	69	86	88	92	93

2022 Small Employer Benchmarks-by Industry

TOP 3:
(alphabetical)

- ✓ Boston Consulting Group
- ✓ Colin Biggers & Paisley Lawyers
- ✓ Russell Kennedy Lawyers

Professional Services & Consulting (n5)	Lowest	Average	Median	Highest	Available
Section 1: Standing Submission: HR Policies & Practice	12	14	15	15	15
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support	8	9	9	10	15
Section 1: Standing Submission: Trans / Gender Diverse Inclusion	0	11	14	15	15
Section 1: Standing Submission: Strategic Focus	6	6	6	6	15
Section 2: Strategy & Accountability	3	4	4	4	15
Section 3: LGBTQ Employee Networks / Resource Groups	6	7	8	8	15
Section 4: Visibility of Inclusion	8	10	10	10	15
Section 5: Training, Awareness & Professional Development	4	6	7	8	15
Section 6: Executive Leadership & Engagement	2	5	6	6	15
Section 7: Data Collection & Reporting	2	3	3	3	15
Section 8: Community Engagement	2	4	4	6	15
Section 9: Optional Survey	2	2	2	2	15
Section 10: Additional Work	0	4	5	5	15
Total AWEI Score	69	85	92	95	15
	Lowest	25th percentile	50th percentile	75th percentile	Highest
Section 1: Standing Submission: HR Policies & Practice	12	13	15	15	15
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support	8	9	9	10	10
Section 1: Standing Submission: Trans / Gender Diverse Inclusion	0	13	14	15	15
Section 1: Standing Submission: Strategic Focus	6	6	6	6	6
Section 2: Strategy & Accountability	3	4	4	4	4
Section 3: LGBTQ Employee Networks / Resource Groups	6	7	8	8	8
Section 4: Visibility of Inclusion	8	10	10	10	10
Section 5: Training, Awareness & Professional Development	4	5	7	8	8
Section 6: Executive Leadership & Engagement	2	4	6	6	6
Section 7: Data Collection & Reporting	2	3	3	3	3
Section 8: Community Engagement	2	4	4	4	6
Section 9: Optional Survey	2	2	2	2	2
Section 10: Additional Work	0	5	5	5	5
Total AWEI Score	69	78	92	93	95

2022
RESULTS
STANDARD
EMPLOYERS

AUSTRALIAN WORKPLACE EQUALITY INDEX

AWEI 2022 POINT ALLOCATIONS: STANDARD EMPLOYER (501+ employees)			
Section 1: Standing Submission:	**HR Policies & Practice**	*20 points*	Includes anti-discrimination clause; inclusivity within staff benefits and leave options; third party policies; inclusion strategy.
	LGBTQ Bullying / Harassment & Support	*14 points*	Includes grievance officers; behavioural examples; EAP provider.
	Trans / Gender Diverse Inclusion	*27 points*	Includes support of trans / gender diverse employees with gender affirmation policies and leave; applicants.
	Strategic Focus	*18 points*	Includes external inclusion promotion; executive sponsor.
Section 2: Strategy & Accountability		*22 points*	Includes external LGBTQ expertise; inclusion promotion.
Section 3: LGBTQ Employee Networks / Resource Groups		*34 points*	Includes network and leadership structure; network strategy.
Section 4: Visibility of Inclusion		*16 points*	Includes days of significance; visible signs of LGBTQ inclusion; LGBTQ ally identification; confidential contacts; social media.
Section 5: Training, Awareness & Professional Development		*12 points*	Includes training programs delivered; training plan; additional programs/event attendance.
Section 6: Executive Leadership & Engagement		*8 points*	Includes executive and CEO or equivalent(s) public advocacy and engagement.
Section 7: Data Collection & Reporting		*6 points*	Includes LGBTQ data collection and analysis.
Section 8: Community Engagement		*6 points*	Includes community engagement/events; external advocacy; fundraising
Section 9: Optional Survey		*2 points*	Includes participation in the optional employee survey.
Section 10: Additional Work		*15 points*	Includes any additional work in LGBTQ workplace inclusion not claimed.
Total Standard Employer Score		*200 points*	Cumulative total of all allocated index submission points.

AUSTRALIAN WORKPLACE EQUALITY INDEX
THE DEFINITIVE BENCHMARK FOR LGBTQ
INCLUSION IN AUSTRALIAN WORKPLACES

AWEI
AUSTRALIAN WORKPLACE EQUALITY INDEX

Annual AWEI Standard Employer Participation Growth
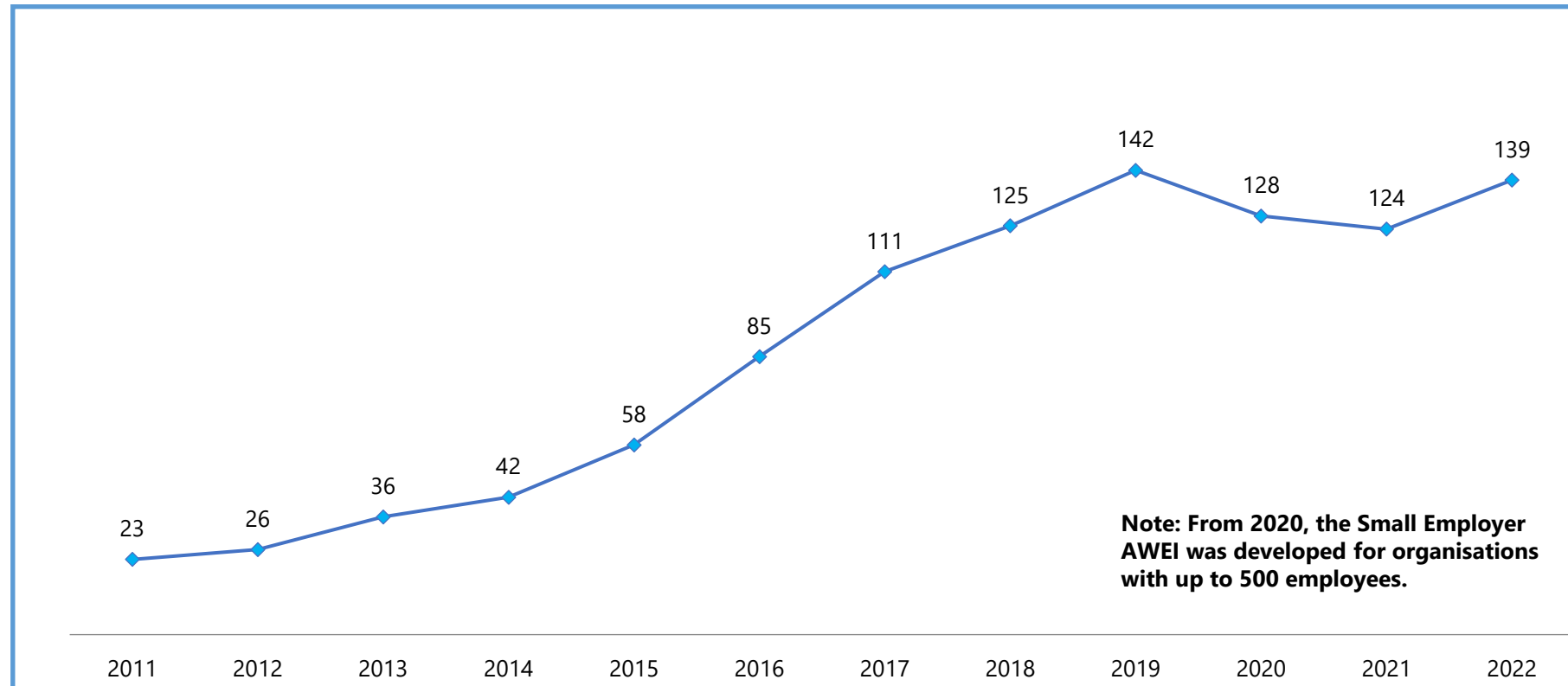
Note: From 2020, the Small Employer AWEI was developed for organisations with up to 500 employees.

23 — 2011
26 — 2012
36 — 2013
42 — 2014
58 — 2015
85 — 2016
111 — 2017
125 — 2018
142 — 2019
128 — 2020
124 — 2021
139 — 2022

2022 Standard Employer Benchmarks

TOP 3:
(alphabetical)

✓ Capgemini Australia
✓ Deloitte Australia
✓ MinterEllison

ALL SUBMISSIONS (n139)	Lowest	Average	Median	Highest	Available
Section 1: Standing Submission: HR Policies & Practice	2	14	15	20	20
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support	0	8	8	14	14
Section 1: Standing Submission: Trans / Gender Diverse Inclusion	0	13	13	27	27
Section 1: Standing Submission: Strategic Focus	0	11	13	18	18
Section 2: Strategy & Accountability	2	13	12	22	22
Section 3: LGBTQ Employee Networks / Resource Groups	0	18	18	34	34
Section 4: Visibility of Inclusion	3	12	12	16	16
Section 5: Training, Awareness & Professional Development	0	6	6	12	12
Section 6: Executive Leadership & Engagement	0	4	4	8	8
Section 7: Data Collection & Reporting	0	3	3	6	6
Section 8: Community Engagement	0	3	2	6	6
Section 9: Optional Survey	0	2	2	2	2
Section 10: Additional Work	0	6	5	15	15
Total AWEI Score	27	113	116	199	200
	Lowest	25th percentile	50th percentile	75th percentile	Highest
Section 1: Standing Submission: HR Policies & Practice	2	9	15	19	20
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support	0	6	8	12	14
Section 1: Standing Submission: Trans / Gender Diverse Inclusion	0	7	13	18	27
Section 1: Standing Submission: Strategic Focus	0	7	13	16	18
Section 2: Strategy & Accountability	2	9	12	17	22
Section 3: LGBTQ Employee Networks / Resource Groups	0	11	18	26	34
Section 4: Visibility of Inclusion	3	10	12	15	16
Section 5: Training, Awareness & Professional Development	0	4	6	8	12
Section 6: Executive Leadership & Engagement	0	2	4	6	8
Section 7: Data Collection & Reporting	0	2	3	6	6
Section 8: Community Engagement	0	2	2	4	6
Section 9: Optional Survey	0	2	2	2	2
Section 10: Additional Work	0	3	5	9	15
Total AWEI Score	27	78	116	151	199

AUSTRALIAN WORKPLACE EQUALITY INDEX
THE DEFINITIVE BENCHMARK FOR LGBTQ
INCLUSION IN AUSTRALIAN WORKPLACES

AWEI
AUSTRALIAN WORKPLACE EQUALITY INDEX
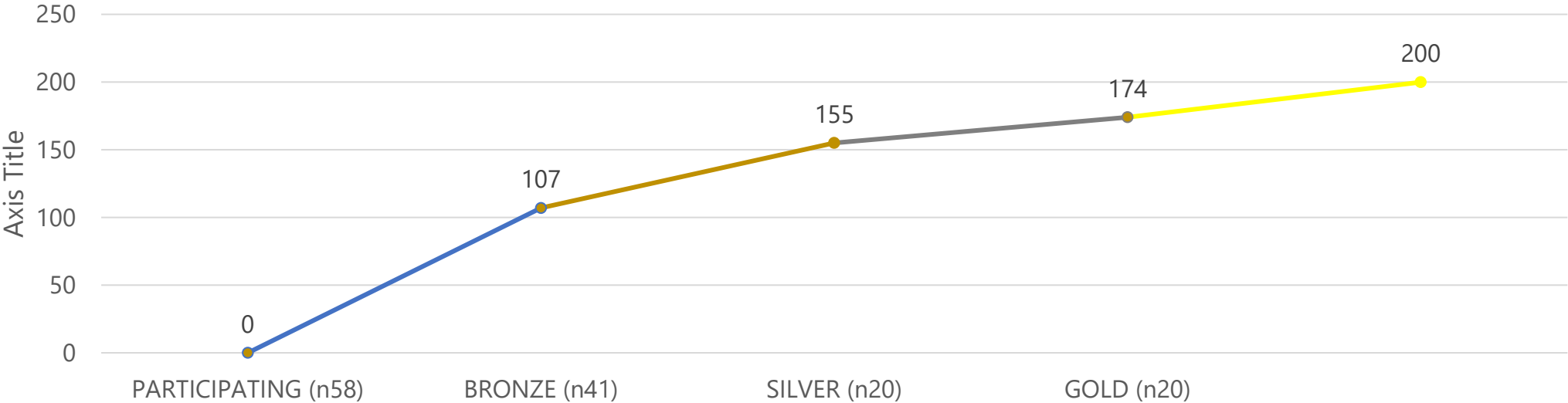
2022 Standard Employer Benchmarks

Benchmarks Tables (**available**, not available)

- **Tier**
  - ✓ **Gold (n-20), Silver (n20), Bronze (n41), Participating (n58)**

- **Sector**
  - ✓ **Private (n89), NFP/Charity (n4),** Local Govt (n1), **Higher Ed (n15), Fed Govt (n14), State Govt (n15)**

- **Size**
  - ✓ **Medium (501-1999) (n50), Large (2000-8000) (n68), Significant (8000+) (n21)**

- **Industry – benchmarks provided (25)**
  - ✓ Aerospace & Defence (n=1), ,**Aged Care (n=6),** Alcoholic Beverages (n=1), **ASX Top 50 (n=15),** Automotive: Wholesale and Retail (n=1), **Banking & Financial Services (n=22), Community Services (n=10), Computer Software (n=7), Construction (n=10),** Disability Services (n=3), **Education (broader than Higher Education) (n=18), Energy / Utilities (n=13), Engineering (n=13),** Govt, Fed/state/local (n=1), **Health & Wellbeing (n=9), Hospitality (n=5),** Information Services (n=0), **information services & Infrastructure (n=8),** Infrastructure (n=1), **Insurance (n=9), Law Enforcement (n=6), Legal (n=11),** Local Government (n=0), Maintenance (n=1), **manufacturing (n=6), Media & Entertainment (n=7), Mining (n=8),** Operation/logistics excluding Rail, Food (n=1), Operations Security (n=1), Pharmaceuticals (n=3), **Professional Services & Consulting (n=22), Property (n=9),** Public & Private transport (n=1), **Rail & Logistics Transportation (n=5),** Recruitment (n=2), Regulation (n=0), REIT (n=1), **Research & Development (n=8), Retail (n=11), Technology & Telco (n=17),** Tourism & Gaming (n=3), **Transport (n=4)**

2022 Standard Employer Score Distribution: Teirs

2022 Tier Entry Points

Standard Employer Teir Entry Points											
Historical									Current		
Iteration 1			Iteration 2			Iteration 3			Iteration 4		
Year 2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
Bronze 45	50	50	68	70	73	73	80	98	101	94	107
Silver 56	60	65	91	107	114	105	117	133	130	140	155
Gold 67	70	84	121	130	130	127	139	167	160	167	174

2022 Standard Employer Benchmarks-by Tier

Gold (n20)	Lowest	Average	Median	Highest	Available
Section 1: Standing Submission: HR Policies & Practice	17	20	20	20	20
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support	10	13	14	14	14
Section 1: Standing Submission: Trans / Gender Diverse Inclusion	21	25	26	27	27
Section 1: Standing Submission: Strategic Focus	15	18	18	18	18
Section 2: Strategy & Accountability	18	20	20	22	22
Section 3: LGBTQ Employee Networks / Resource Groups	27	31	31	34	34
Section 4: Visibility of Inclusion	14	15	16	16	16
Section 5: Training, Awareness & Professional Development	6	10	10	12	12
Section 6: Executive Leadership & Engagement	2	7	8	8	8
Section 7: Data Collection & Reporting	3	5	6	6	6
Section 8: Community Engagement	2	5	6	6	6
Section 9: Optional Survey	0	2	2	2	2
Section 10: Additional Work	6	13	14	15	15
Total AWEI Score	174	184	180	199	200
	Lowest	25th percentile	50th percentile	75th percentile	Highest
Section 1: Standing Submission: HR Policies & Practice	17	20	20	20	20
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support	10	14	14	14	14
Section 1: Standing Submission: Trans / Gender Diverse Inclusion	21	23	26	26	27
Section 1: Standing Submission: Strategic Focus	15	18	18	18	18
Section 2: Strategy & Accountability	18	19	20	20	22
Section 3: LGBTQ Employee Networks / Resource Groups	27	29	31	32	34
Section 4: Visibility of Inclusion	14	15	16	16	16
Section 5: Training, Awareness & Professional Development	6	10	10	12	12
Section 6: Executive Leadership & Engagement	2	6	8	8	8
Section 7: Data Collection & Reporting	3	5	6	6	6
Section 8: Community Engagement	2	4	6	6	6
Section 9: Optional Survey	0	2	2	2	2
Section 10: Additional Work	6	11	14	15	15
Total AWEI Score	174	179	180	189	199

2022 Standard Employer Benchmarks-by Tier

**Top 3
Silver
(alphabetical)**

- ✓ Allianz
- ✓ CSIRO
- ✓ NBN Co

Silver (n20)	Lowest	Average	Median	Highest	Available
Section 1: Standing Submission: HR Policies & Practice	13	18	20	20	20
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support	8	12	12	14	14
Section 1: Standing Submission: Trans / Gender Diverse Inclusion	12	20	21	27	27
Section 1: Standing Submission: Strategic Focus	11	16	16	18	18
Section 2: Strategy & Accountability	14	18	18	22	22
Section 3: LGBTQ Employee Networks / Resource Groups	19	28	30	32	34
Section 4: Visibility of Inclusion	11	15	16	16	16
Section 5: Training, Awareness & Professional Development	6	8	8	12	12
Section 6: Executive Leadership & Engagement	1	5	6	8	8
Section 7: Data Collection & Reporting	0	5	6	6	6
Section 8: Community Engagement	2	4	4	6	6
Section 9: Optional Survey	2	2	2	2	2
Section 10: Additional Work	6	11	11	15	15
Total AWEI Score	155	162	161	172	200
	Lowest	25th percentile	50th percentile	75th percentile	Highest
Section 1: Standing Submission: HR Policies & Practice	13	16	20	20	20
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support	8	10	12	14	14
Section 1: Standing Submission: Trans / Gender Diverse Inclusion	12	17	21	22	27
Section 1: Standing Submission: Strategic Focus	11	15	16	18	18
Section 2: Strategy & Accountability	14	17	18	20	22
Section 3: LGBTQ Employee Networks / Resource Groups	19	26	30	30	32
Section 4: Visibility of Inclusion	11	14	16	16	16
Section 5: Training, Awareness & Professional Development	6	6	8	10	12
Section 6: Executive Leadership & Engagement	1	4	6	7	8
Section 7: Data Collection & Reporting	0	5	6	6	6
Section 8: Community Engagement	2	4	4	6	6
Section 9: Optional Survey	2	2	2	2	2
Section 10: Additional Work	6	9	11	12	15
Total AWEI Score	155	158	161	166	172

2022 Standard Employer Benchmarks-by Tier

Top 3
Bronze
(Alphabetical)

- ✓ American Express Australia
- ✓ John Holland
- ✓ TPG Telecom

Bronze (n41)	Lowest	Average	Median	Highest	Available
Section 1: Standing Submission: HR Policies & Practice	9	16	17	20	20
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support	4	9	10	14	14
Section 1: Standing Submission: Trans / Gender Diverse Inclusion	4	14	14	25	27
Section 1: Standing Submission: Strategic Focus	7	14	14	18	18
Section 2: Strategy & Accountability	7	15	15	21	22
Section 3: LGBTQ Employee Networks / Resource Groups	13	22	21	31	34
Section 4: Visibility of Inclusion	8	13	14	16	16
Section 5: Training, Awareness & Professional Development	2	7	6	12	12
Section 6: Executive Leadership & Engagement	2	4	4	8	8
Section 7: Data Collection & Reporting	0	4	3	6	6
Section 8: Community Engagement	0	3	4	6	6
Section 9: Optional Survey	2	2	2	2	2
Section 10: Additional Work	0	8	7	15	15
Total AWEI Score	107	132	135	154	200
	Lowest	25th percentile	50th percentile	75th percentile	Highest
Section 1: Standing Submission: HR Policies & Practice	9	15	17	20	20
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support	4	7	10	12	14
Section 1: Standing Submission: Trans / Gender Diverse Inclusion	4	12	14	17	25
Section 1: Standing Submission: Strategic Focus	7	11	14	17	18
Section 2: Strategy & Accountability	7	12	15	18	21
Section 3: LGBTQ Employee Networks / Resource Groups	13	18	21	25	31
Section 4: Visibility of Inclusion	8	12	14	15	16
Section 5: Training, Awareness & Professional Development	2	6	6	10	12
Section 6: Executive Leadership & Engagement	2	4	4	6	8
Section 7: Data Collection & Reporting	0	3	3	6	6
Section 8: Community Engagement	0	2	4	4	6
Section 9: Optional Survey	2	2	2	2	2
Section 10: Additional Work	0	4	7	10	15
Total AWEI Score	107	118	135	142	154

2022 Standard Employer Benchmarks-by Tier

Top 3
Participating
(Alphabetical)

- ✓ Australian Prudential Regulation Authority (APRA)
- ✓ AstraZeneca (Australia and New Zealand)
- ✓ Australia Post

Participating (n58)	Lowest	Average	Median	Highest	Available
Section 1: Standing Submission: HR Policies & Practice	0	8	8	18	20
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support	0	4	4	14	14
Section 1: Standing Submission: Trans / Gender Diverse Inclusion	0	6	5	17	27
Section 1: Standing Submission: Strategic Focus	0	6	6	15	18
Section 2: Strategy & Accountability	0	9	9	17	22
Section 3: LGBTQ Employee Networks / Resource Groups	0	10	9	28	34
Section 4: Visibility of Inclusion	3	9	10	16	16
Section 5: Training, Awareness & Professional Development	0	4	4	10	12
Section 6: Executive Leadership & Engagement	0	2	2	8	8
Section 7: Data Collection & Reporting	0	2	2	6	6
Section 8: Community Engagement	0	2	2	6	6
Section 9: Optional Survey	0	2	2	2	2
Section 10: Additional Work	0	3	3	11	15
Total AWEI Score	24	68	66	106	200
	Lowest	25th percentile	50th percentile	75th percentile	Highest
Section 1: Standing Submission: HR Policies & Practice	0	5	8	12	18
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support	0	2	4	7	14
Section 1: Standing Submission: Trans / Gender Diverse Inclusion	0	3	5	9	17
Section 1: Standing Submission: Strategic Focus	0	4	6	9	15
Section 2: Strategy & Accountability	0	6	9	11	17
Section 3: LGBTQ Employee Networks / Resource Groups	0	7	9	14	28
Section 4: Visibility of Inclusion	3	7	10	11	16
Section 5: Training, Awareness & Professional Development	0	2	4	6	10
Section 6: Executive Leadership & Engagement	0	0	2	4	8
Section 7: Data Collection & Reporting	0	0	2	3	6
Section 8: Community Engagement	0	0	2	4	6
Section 9: Optional Survey	0	2	2	2	2
Section 10: Additional Work	0	1	3	4	11
Total AWEI Score	24	50	66	90	106

2022 Standard Employer Benchmarks-by Size

TOP 3:
(alphabetical)

- ✓ Origin Energy
- ✓ Salesforce
- ✓ SBS

Medium (501-1999) (n50)	Lowest	Average	Median	Highest	Available
Section 1: Standing Submission: HR Policies & Practice	0	12	14	20	20
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support	0	7	7	14	14
Section 1: Standing Submission: Trans / Gender Diverse Inclusion	0	11	10	27	27
Section 1: Standing Submission: Strategic Focus	0	10	11	18	18
Section 2: Strategy & Accountability	0	12	12	21	22
Section 3: LGBTQ Employee Networks / Resource Groups	0	17	18	33	34
Section 4: Visibility of Inclusion	5	12	12	16	16
Section 5: Training, Awareness & Professional Development	0	6	6	12	12
Section 6: Executive Leadership & Engagement	0	4	4	8	8
Section 7: Data Collection & Reporting	0	3	3	6	6
Section 8: Community Engagement	0	3	4	6	6
Section 9: Optional Survey	0	2	2	2	2
Section 10: Additional Work	0	5	4	15	15
Total AWEI Score	24	104	105	187	200
	Lowest	25th percentile	50th percentile	75th percentile	Highest
Section 1: Standing Submission: HR Policies & Practice	0	6	14	19	20
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support	0	3	7	11	14
Section 1: Standing Submission: Trans / Gender Diverse Inclusion	0	4	10	15	27
Section 1: Standing Submission: Strategic Focus	0	6	11	15	18
Section 2: Strategy & Accountability	0	9	12	17	21
Section 3: LGBTQ Employee Networks / Resource Groups	0	10	18	24	33
Section 4: Visibility of Inclusion	5	9	12	15	16
Section 5: Training, Awareness & Professional Development	0	4	6	8	12
Section 6: Executive Leadership & Engagement	0	2	4	6	8
Section 7: Data Collection & Reporting	0	2	3	6	6
Section 8: Community Engagement	0	2	4	4	6
Section 9: Optional Survey	0	2	2	2	2
Section 10: Additional Work	0	1	4	9	15
Total AWEI Score	24	68	105	142	187

2022 Standard Employer Benchmarks-by Size

TOP 3:
(alphabetical)

- ✓ Capgemini
- ✓ Deloitte
- ✓ MinterEllison

Large (2000-8000) (n68)	Lowest	Average	Median	Highest	Available
Section 1: Standing Submission: HR Policies & Practice	1	15	16	20	20
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support	0	9	10	14	14
Section 1: Standing Submission: Trans / Gender Diverse Inclusion	0	15	16	27	27
Section 1: Standing Submission: Strategic Focus	0	12	14	18	18
Section 2: Strategy & Accountability	2	14	15	22	22
Section 3: LGBTQ Employee Networks / Resource Groups	0	20	22	34	34
Section 4: Visibility of Inclusion	3	12	14	16	16
Section 5: Training, Awareness & Professional Development	0	7	6	12	12
Section 6: Executive Leadership & Engagement	0	4	4	8	8
Section 7: Data Collection & Reporting	0	3	3	6	6
Section 8: Community Engagement	0	3	4	6	6
Section 9: Optional Survey	2	2	2	2	2
Section 10: Additional Work	0	7	7	15	15
Total AWEI Score	26	122	135	199	200
	Lowest	25th percentile	50th percentile	75th percentile	Highest
Section 1: Standing Submission: HR Policies & Practice	1	9	16	20	20
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support	0	5	10	13	14
Section 1: Standing Submission: Trans / Gender Diverse Inclusion	0	7	16	21	27
Section 1: Standing Submission: Strategic Focus	0	7	14	17	18
Section 2: Strategy & Accountability	2	8	15	19	22
Section 3: LGBTQ Employee Networks / Resource Groups	0	11	22	29	34
Section 4: Visibility of Inclusion	3	10	14	16	16
Section 5: Training, Awareness & Professional Development	0	4	6	10	12
Section 6: Executive Leadership & Engagement	0	2	4	6	8
Section 7: Data Collection & Reporting	0	2	3	6	6
Section 8: Community Engagement	0	2	4	5	6
Section 9: Optional Survey	2	2	2	2	2
Section 10: Additional Work	0	3	7	11	15
Total AWEI Score	26	76	135	165	199

2022 Standard Employer Benchmarks-by Size

TOP 3:
(alphabetical)

- ✓ Coles
- ✓ NAB
- ✓ University of Sydney

Significant (8000+) (n21)	Lowest	Average	Median	Highest	Available
Section 1: Standing Submission: HR Policies & Practice	0	14	17	20	20
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support	0	9	10	14	14
Section 1: Standing Submission: Trans / Gender Diverse Inclusion	1	15	16	27	27
Section 1: Standing Submission: Strategic Focus	2	14	14	18	18
Section 2: Strategy & Accountability	9	16	16	20	22
Section 3: LGBTQ Employee Networks / Resource Groups	7	22	22	33	34
Section 4: Visibility of Inclusion	4	12	13	16	16
Section 5: Training, Awareness & Professional Development	2	7	8	12	12
Section 6: Executive Leadership & Engagement	0	4	4	8	8
Section 7: Data Collection & Reporting	0	4	5	6	6
Section 8: Community Engagement	2	4	4	6	6
Section 9: Optional Survey	0	2	2	2	2
Section 10: Additional Work	0	9	10	15	15
Total AWEI Score	36	132	140	189	200
	Lowest	25th percentile	50th percentile	75th percentile	Highest
Section 1: Standing Submission: HR Policies & Practice	0	11	17	19	20
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support	0	7	10	14	14
Section 1: Standing Submission: Trans / Gender Diverse Inclusion	1	8	16	21	27
Section 1: Standing Submission: Strategic Focus	2	11	14	18	18
Section 2: Strategy & Accountability	9	13	16	19	20
Section 3: LGBTQ Employee Networks / Resource Groups	7	18	22	29	33
Section 4: Visibility of Inclusion	4	11	13	14	16
Section 5: Training, Awareness & Professional Development	2	4	8	10	12
Section 6: Executive Leadership & Engagement	0	3	4	5	8
Section 7: Data Collection & Reporting	0	3	5	6	6
Section 8: Community Engagement	2	2	4	6	6
Section 9: Optional Survey	0	2	2	2	2
Section 10: Additional Work	0	4	10	14	15
Total AWEI Score	36	103	140	156	189

2022 Standard Employer Benchmarks-by Sector

TOP 3:
(alphabetical)

✓ Capgemini
✓ Deloitte
✓ MinterEllison

Private (n89)	Lowest	Average	Median	Highest	Available
Section 1: Standing Submission: HR Policies & Practice	0	14	15	20	20
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support	0	9	8	14	14
Section 1: Standing Submission: Trans / Gender Diverse Inclusion	0	13	13	27	27
Section 1: Standing Submission: Strategic Focus	0	12	12	18	18
Section 2: Strategy & Accountability	2	14	13	22	22
Section 3: LGBTQ Employee Networks / Resource Groups	0	19	19	34	34
Section 4: Visibility of Inclusion	4	13	13	16	16
Section 5: Training, Awareness & Professional Development	0	6	6	12	12
Section 6: Executive Leadership & Engagement	0	4	4	8	8
Section 7: Data Collection & Reporting	0	3	3	6	6
Section 8: Community Engagement	0	3	4	6	6
Section 9: Optional Survey	2	2	2	2	2
Section 10: Additional Work	0	7	6	15	15
Total AWEI Score	26	118	118	199	200
	Lowest	25th percentile	50th percentile	75th percentile	Highest
Section 1: Standing Submission: HR Policies & Practice	0	9	15	20	20
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support	0	5	8	13	14
Section 1: Standing Submission: Trans / Gender Diverse Inclusion	0	7	13	19	27
Section 1: Standing Submission: Strategic Focus	0	8	12	17	18
Section 2: Strategy & Accountability	2	10	13	18	22
Section 3: LGBTQ Employee Networks / Resource Groups	0	12	19	27	34
Section 4: Visibility of Inclusion	4	10	13	16	16
Section 5: Training, Awareness & Professional Development	0	4	6	10	12
Section 6: Executive Leadership & Engagement	0	2	4	6	8
Section 7: Data Collection & Reporting	0	0	3	6	6
Section 8: Community Engagement	0	2	4	4	6
Section 9: Optional Survey	2	2	2	2	2
Section 10: Additional Work	0	3	6	10	15
Total AWEI Score	26	83	118	156	199

2022 Standard Employer Benchmarks-by Sector

NFP/Charity (n4)	Lowest	Average	Median	Highest	Available
Section 1: Standing Submission: HR Policies & Practice	3	11	12	18	20
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support	0	4	4	7	14
Section 1: Standing Submission: Trans / Gender Diverse Inclusion	2	8	7	16	27
Section 1: Standing Submission: Strategic Focus	0	6	6	13	18
Section 2: Strategy & Accountability	3	10	10	15	22
Section 3: LGBTQ Employee Networks / Resource Groups	6	15	13	29	34
Section 4: Visibility of Inclusion	6	9	8	12	16
Section 5: Training, Awareness & Professional Development	0	5	4	10	12
Section 6: Executive Leadership & Engagement	0	5	5	8	8
Section 7: Data Collection & Reporting	0	3	3	6	6
Section 8: Community Engagement	0	2	1	4	6
Section 9: Optional Survey	2	2	2	2	2
Section 10: Additional Work	1	6	5	11	15
Total AWEI Score	28	81	81	136	200

	Lowest	25th percentile	50th percentile	75th percentile	Highest
Section 1: Standing Submission: HR Policies & Practice	3	5	12	17	18
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support	0	2	4	6	7
Section 1: Standing Submission: Trans / Gender Diverse Inclusion	2	4	7	12	16
Section 1: Standing Submission: Strategic Focus	0	1	6	12	13
Section 2: Strategy & Accountability	3	5	10	15	15
Section 3: LGBTQ Employee Networks / Resource Groups	6	6	13	22	29
Section 4: Visibility of Inclusion	6	6	8	11	12
Section 5: Training, Awareness & Professional Development	0	2	4	7	10
Section 6: Executive Leadership & Engagement	0	3	5	7	8
Section 7: Data Collection & Reporting	0	2	3	4	6
Section 8: Community Engagement	0	0	1	3	4
Section 9: Optional Survey	2	2	2	2	2
Section 10: Additional Work	1	3	5	8	11
Total AWEI Score	28	35	81	127	136

TOP 3:
(alphabetical)

- ✓ Australian Super
- ✓ Life Without Barriers
- ✓ Settlement Services International

2022 Standard Employer Benchmarks-by Sector

TOP 3:
(alphabetical)

- ✓ Macquarie University
- ✓ University of NSW
- ✓ University of Queensland
- ✓ University of Sydney
- ✓ Victoria University

* More than one organisation received the same score

Higher Ed (n15)	Lowest	Average	Median	Highest	Available
Section 1: Standing Submission: HR Policies & Practice	9	15	15	20	20
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support	2	9	10	14	14
Section 1: Standing Submission: Trans / Gender Diverse Inclusion	1	17	17	26	27
Section 1: Standing Submission: Strategic Focus	0	13	14	18	18
Section 2: Strategy & Accountability	6	17	18	22	22
Section 3: LGBTQ Employee Networks / Resource Groups	1	22	26	30	34
Section 4: Visibility of Inclusion	6	13	15	16	16
Section 5: Training, Awareness & Professional Development	2	7	6	12	12
Section 6: Executive Leadership & Engagement	0	4	4	8	8
Section 7: Data Collection & Reporting	0	4	3	6	6
Section 8: Community Engagement	0	4	4	6	6
Section 9: Optional Survey	2	2	2	2	2
Section 10: Additional Work	2	10	11	15	15
Total AWEI Score	46	136	144	183	200
	Lowest	25th percentile	50th percentile	75th percentile	Highest
Section 1: Standing Submission: HR Policies & Practice	9	12	15	20	20
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support	2	6	10	13	14
Section 1: Standing Submission: Trans / Gender Diverse Inclusion	1	14	17	22	26
Section 1: Standing Submission: Strategic Focus	0	10	14	17	18
Section 2: Strategy & Accountability	6	16	18	20	22
Section 3: LGBTQ Employee Networks / Resource Groups	1	18	26	30	30
Section 4: Visibility of Inclusion	6	10	15	16	16
Section 5: Training, Awareness & Professional Development	2	6	6	10	12
Section 6: Executive Leadership & Engagement	0	2	4	5	8
Section 7: Data Collection & Reporting	0	2	3	6	6
Section 8: Community Engagement	0	3	4	6	6
Section 9: Optional Survey	2	2	2	2	2
Section 10: Additional Work	2	7	11	14	15
Total AWEI Score	46	113	144	174	183

2022 Standard Employer Benchmarks-by Sector

TOP 3:
(alphabetical)

- ✓ ABC
- ✓ SBS
- ✓ Services Australia

Fed Govt (n15)	Lowest	Average	Median	Highest	Available
Section 1: Standing Submission: HR Policies & Practice	5	16	17	20	20
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support	3	11	12	14	14
Section 1: Standing Submission: Trans / Gender Diverse Inclusion	2	16	17	27	27
Section 1: Standing Submission: Strategic Focus	5	14	16	18	18
Section 2: Strategy & Accountability	6	14	16	22	22
Section 3: LGBTQ Employee Networks / Resource Groups	8	23	25	32	34
Section 4: Visibility of Inclusion	3	12	14	16	16
Section 5: Training, Awareness & Professional Development	0	7	8	12	12
Section 6: Executive Leadership & Engagement	0	4	4	8	8
Section 7: Data Collection & Reporting	1	5	6	6	6
Section 8: Community Engagement	0	3	2	6	6
Section 9: Optional Survey	2	2	2	2	2
Section 10: Additional Work	0	7	6	14	15
Total AWEI Score	57	135	149	179	200
	Lowest	25th percentile	50th percentile	75th percentile	Highest
Section 1: Standing Submission: HR Policies & Practice	5	15	17	20	20
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support	3	10	12	13	14
Section 1: Standing Submission: Trans / Gender Diverse Inclusion	2	9	17	22	27
Section 1: Standing Submission: Strategic Focus	5	13	16	18	18
Section 2: Strategy & Accountability	6	10	16	18	22
Section 3: LGBTQ Employee Networks / Resource Groups	8	18	25	30	32
Section 4: Visibility of Inclusion	3	9	14	15	16
Section 5: Training, Awareness & Professional Development	0	6	8	10	12
Section 6: Executive Leadership & Engagement	0	3	4	6	8
Section 7: Data Collection & Reporting	1	5	6	6	6
Section 8: Community Engagement	0	2	2	4	6
Section 9: Optional Survey	2	2	2	2	2
Section 10: Additional Work	0	4	6	11	14
Total AWEI Score	57	104	149	171	179

2022 Standard Employer Benchmarks-by Sector

TOP 3:
(alphabetical)

- ✓ Department of Education & Training (Victoria)
- ✓ NSW Police Force
- ✓ Queensland Department of Education

State Govt (n15)	Lowest	Average	Median	Highest	Available
Section 1: Standing Submission: HR Policies & Practice	0	10	9	20	20
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support	0	5	5	12	14
Section 1: Standing Submission: Trans / Gender Diverse Inclusion	0	10	9	22	27
Section 1: Standing Submission: Strategic Focus	1	8	6	18	18
Section 2: Strategy & Accountability	0	10	9	21	22
Section 3: LGBTQ Employee Networks / Resource Groups	4	15	11	33	34
Section 4: Visibility of Inclusion	4	11	11	15	16
Section 5: Training, Awareness & Professional Development	0	5	4	10	12
Section 6: Executive Leadership & Engagement	0	3	2	8	8
Section 7: Data Collection & Reporting	0	3	3	6	6
Section 8: Community Engagement	0	2	2	4	6
Section 9: Optional Survey	0	2	2	2	2
Section 10: Additional Work	0	5	2	15	15
Total AWEI Score	24	86	65	174	200
	Lowest	25th percentile	50th percentile	75th percentile	Highest
Section 1: Standing Submission: HR Policies & Practice	0	7	9	14	20
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support	0	3	5	9	12
Section 1: Standing Submission: Trans / Gender Diverse Inclusion	0	6	9	14	22
Section 1: Standing Submission: Strategic Focus	1	3	6	13	18
Section 2: Strategy & Accountability	0	6	9	12	21
Section 3: LGBTQ Employee Networks / Resource Groups	4	7	11	23	33
Section 4: Visibility of Inclusion	4	10	11	12	15
Section 5: Training, Awareness & Professional Development	0	2	4	6	10
Section 6: Executive Leadership & Engagement	0	0	2	4	8
Section 7: Data Collection & Reporting	0	2	3	4	6
Section 8: Community Engagement	0	1	2	4	4
Section 9: Optional Survey	0	2	2	2	2
Section 10: Additional Work	0	1	2	9	15
Total AWEI Score	24	53	65	127	174

AUSTRALIAN WORKPLACE EQUALITY INDEX
THE DEFINITIVE BENCHMARK FOR LGBTQ
INCLUSION IN AUSTRALIAN WORKPLACES

AWEI
AUSTRALIAN WORKPLACE EQUALITY INDEX

2022 Standard Employer Benchmarks-by Industry

TOP 3:
(alphabetical)

- ✓ Bupa
- ✓ Department of Health (Aust Gov)
- ✓ Life without Barriers

Aged Care (n6)	Lowest	Average	Median	Highest	Available
Section 1: Standing Submission: HR Policies & Practice	5	17	20	20	20
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support	3	9	9	14	14
Section 1: Standing Submission: Trans / Gender Diverse Inclusion	5	15	15	24	27
Section 1: Standing Submission: Strategic Focus	8	15	17	18	18
Section 2: Strategy & Accountability	10	16	16	22	22
Section 3: LGBTQ Employee Networks / Resource Groups	9	21	22	30	34
Section 4: Visibility of Inclusion	6	13	13	16	16
Section 5: Training, Awareness & Professional Development	2	6	6	10	12
Section 6: Executive Leadership & Engagement	4	5	5	8	8
Section 7: Data Collection & Reporting	3	5	5	6	6
Section 8: Community Engagement	2	4	4	6	6
Section 9: Optional Survey	2	2	2	2	2
Section 10: Additional Work	1	8	9	15	15
Total AWEI Score	65	135	147	166	200
	Lowest	25th percentile	50th percentile	75th percentile	Highest
Section 1: Standing Submission: HR Policies & Practice	5	19	20	20	20
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support	3	7	9	12	14
Section 1: Standing Submission: Trans / Gender Diverse Inclusion	5	12	15	17	24
Section 1: Standing Submission: Strategic Focus	8	12	17	18	18
Section 2: Strategy & Accountability	10	15	16	18	22
Section 3: LGBTQ Employee Networks / Resource Groups	9	19	22	26	30
Section 4: Visibility of Inclusion	6	12	13	15	16
Section 5: Training, Awareness & Professional Development	2	6	6	8	10
Section 6: Executive Leadership & Engagement	4	4	5	6	8
Section 7: Data Collection & Reporting	3	4	5	6	6
Section 8: Community Engagement	2	4	4	4	6
Section 9: Optional Survey	2	2	2	2	2
Section 10: Additional Work	1	5	9	11	15
Total AWEI Score	65	128	147	159	166

2022 Standard Employer Benchmarks-by Industry

TOP 3:
(alphabetical)

- ✓ Coles
- ✓ NAB
- ✓ QBE

ASX Top 50 (n15)	Lowest	Average	Median	Highest	Available
Section 1: Standing Submission: HR Policies & Practice	10	17	18	20	20
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support	7	11	10	14	14
Section 1: Standing Submission: Trans / Gender Diverse Inclusion	3	18	20	27	27
Section 1: Standing Submission: Strategic Focus	4	14	15	18	18
Section 2: Strategy & Accountability	5	16	17	20	22
Section 3: LGBTQ Employee Networks / Resource Groups	4	23	24	32	34
Section 4: Visibility of Inclusion	10	14	14	16	16
Section 5: Training, Awareness & Professional Development	2	7	8	12	12
Section 6: Executive Leadership & Engagement	2	4	4	6	8
Section 7: Data Collection & Reporting	0	4	3	6	6
Section 8: Community Engagement	0	4	4	6	6
Section 9: Optional Survey	2	2	2	2	2
Section 10: Additional Work	0	9	9	15	15
Total AWEI Score	72	141	154	189	200
	Lowest	25th percentile	50th percentile	75th percentile	Highest
Section 1: Standing Submission: HR Policies & Practice	9	16	18	20	20
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support	5	9	10	14	14
Section 1: Standing Submission: Trans / Gender Diverse Inclusion	3	13	20	24	27
Section 1: Standing Submission: Strategic Focus	4	9	15	18	18
Section 2: Strategy & Accountability	5	13	17	19	20
Section 3: LGBTQ Employee Networks / Resource Groups	4	19	24	31	32
Section 4: Visibility of Inclusion	10	12	14	15	16
Section 5: Training, Awareness & Professional Development	2	6	8	10	12
Section 6: Executive Leadership & Engagement	2	2	4	6	8
Section 7: Data Collection & Reporting	0	3	3	6	6
Section 8: Community Engagement	0	3	4	6	6
Section 9: Optional Survey	2	2	2	2	2
Section 10: Additional Work	0	4	9	13	15
Total AWEI Score	72	105	154	172	189

2022 Standard Employer Benchmarks-by Industry

TOP 3:
(alphabetical)

- ✓ KMPG Australia
- ✓ NAB
- ✓ QBE

Banking & Financial Services (n22)	Lowest	Average	Median	Highest	Available
Section 1: Standing Submission: HR Policies & Practice	3	15	17	20	20
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support	3	10	11	14	14
Section 1: Standing Submission: Trans / Gender Diverse Inclusion	0	13	13	27	27
Section 1: Standing Submission: Strategic Focus	1	13	14	18	18
Section 2: Strategy & Accountability	3	13	14	20	22
Section 3: LGBTQ Employee Networks / Resource Groups	6	19	19	34	34
Section 4: Visibility of Inclusion	5	12	13	16	16
Section 5: Training, Awareness & Professional Development	0	6	6	12	12
Section 6: Executive Leadership & Engagement	0	4	4	8	8
Section 7: Data Collection & Reporting	0	3	3	6	6
Section 8: Community Engagement	0	3	2	6	6
Section 9: Optional Survey	2	2	2	2	2
Section 10: Additional Work	1	6	5	15	15
Total AWEI Score	37	118	115	191	200
	Lowest	25th percentile	50th percentile	75th percentile	Highest
Section 1: Standing Submission: HR Policies & Practice	3	13	17	20	20
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support	3	6	11	14	14
Section 1: Standing Submission: Trans / Gender Diverse Inclusion	0	8	13	17	27
Section 1: Standing Submission: Strategic Focus	1	11	14	18	18
Section 2: Strategy & Accountability	3	9	14	17	20
Section 3: LGBTQ Employee Networks / Resource Groups	6	12	19	27	34
Section 4: Visibility of Inclusion	5	8	13	15	16
Section 5: Training, Awareness & Professional Development	0	4	6	10	12
Section 6: Executive Leadership & Engagement	0	2	4	6	8
Section 7: Data Collection & Reporting	0	0	3	6	6
Section 8: Community Engagement	0	2	2	4	6
Section 9: Optional Survey	2	2	2	2	2
Section 10: Additional Work	1	3	5	8	15
Total AWEI Score	37	86	115	153	191

2022 Standard Employer Benchmarks-by Industry

Community Services (n10)	Lowest	Average	Median	Highest	Available
Section 1: Standing Submission: HR Policies & Practice	0	10	9	20	20
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support	0	5	4	12	14
Section 1: Standing Submission: Trans / Gender Diverse Inclusion	1	8	8	17	27
Section 1: Standing Submission: Strategic Focus	0	8	8	17	18
Section 2: Strategy & Accountability	0	10	9	22	22
Section 3: LGBTQ Employee Networks / Resource Groups	0	16	16	30	34
Section 4: Visibility of Inclusion	6	11	11	14	16
Section 5: Training, Awareness & Professional Development	2	7	6	12	12
Section 6: Executive Leadership & Engagement	0	3	4	8	8
Section 7: Data Collection & Reporting	0	4	3	6	6
Section 8: Community Engagement	0	2	2	6	6
Section 9: Optional Survey	2	2	2	2	2
Section 10: Additional Work	0	4	4	11	15
Total AWEI Score	24	90	78	166	200
	Lowest	25th percentile	50th percentile	75th percentile	Highest
Section 1: Standing Submission: HR Policies & Practice	0	6	9	17	20
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support	0	1	4	7	12
Section 1: Standing Submission: Trans / Gender Diverse Inclusion	1	3	8	12	17
Section 1: Standing Submission: Strategic Focus	0	4	8	13	17
Section 2: Strategy & Accountability	0	5	9	15	22
Section 3: LGBTQ Employee Networks / Resource Groups	0	7	16	27	30
Section 4: Visibility of Inclusion	6	9	11	12	14
Section 5: Training, Awareness & Professional Development	2	6	6	8	12
Section 6: Executive Leadership & Engagement	0	0	4	6	8
Section 7: Data Collection & Reporting	0	2	3	6	6
Section 8: Community Engagement	0	1	2	4	6
Section 9: Optional Survey	2	2	2	2	2
Section 10: Additional Work	0	1	4	7	11
Total AWEI Score	24	55	78	133	166

2022 Standard Employer Benchmarks-by Industry

Computer Software (n7)	Lowest	Average	Median	Highest	Available
Section 1: Standing Submission: HR Policies & Practice	4	15	17	20	20
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support	0	9	14	14	14
Section 1: Standing Submission: Trans / Gender Diverse Inclusion	2	16	17	26	27
Section 1: Standing Submission: Strategic Focus	2	13	15	18	18
Section 2: Strategy & Accountability	4	16	17	22	22
Section 3: LGBTQ Employee Networks / Resource Groups	2	23	28	34	34
Section 4: Visibility of Inclusion	7	14	16	16	16
Section 5: Training, Awareness & Professional Development	0	8	8	12	12
Section 6: Executive Leadership & Engagement	0	5	8	8	8
Section 7: Data Collection & Reporting	0	3	3	6	6
Section 8: Community Engagement	2	4	4	6	6
Section 9: Optional Survey	2	2	2	2	2
Section 10: Additional Work	0	8	10	15	15
Total AWEI Score	27	134	161	199	200
	Lowest	25th percentile	50th percentile	75th percentile	Highest
Section 1: Standing Submission: HR Policies & Practice	4	11	17	20	20
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support	0	4	14	14	14
Section 1: Standing Submission: Trans / Gender Diverse Inclusion	2	8	17	25	26
Section 1: Standing Submission: Strategic Focus	2	9	15	18	18
Section 2: Strategy & Accountability	4	12	17	22	22
Section 3: LGBTQ Employee Networks / Resource Groups	2	17	28	32	34
Section 4: Visibility of Inclusion	7	12	16	16	16
Section 5: Training, Awareness & Professional Development	0	6	8	12	12
Section 6: Executive Leadership & Engagement	0	2	8	8	8
Section 7: Data Collection & Reporting	0	2	3	6	6
Section 8: Community Engagement	2	2	4	5	6
Section 9: Optional Survey	2	2	2	2	2
Section 10: Additional Work	0	3	10	12	15
Total AWEI Score	27	93	161	183	199

TOP 3:
(alphabetical)

- ✓ Capgemini Australia
- ✓ Fujitsu Australia
- ✓ Salesforce

2022 Standard Employer Benchmarks-by Industry

TOP 3:
(alphabetical)

- ✓ Alcoa of Australia
- ✓ John Holland
- ✓ Scentre Group
- ✓ Stockland

Construction (n10)	Lowest	Average	Median	Highest	Available
Section 1: Standing Submission: HR Policies & Practice	7	17	20	20	20
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support	0	8	10	14	14
Section 1: Standing Submission: Trans / Gender Diverse Inclusion	3	16	16	26	27
Section 1: Standing Submission: Strategic Focus	0	13	14	18	18
Section 2: Strategy & Accountability	3	15	17	19	22
Section 3: LGBTQ Employee Networks / Resource Groups	0	21	23	31	34
Section 4: Visibility of Inclusion	9	14	14	16	16
Section 5: Training, Awareness & Professional Development	4	7	6	10	12
Section 6: Executive Leadership & Engagement	0	4	4	8	8
Section 7: Data Collection & Reporting	2	4	3	6	6
Section 8: Community Engagement	2	3	3	6	6
Section 9: Optional Survey	2	2	2	2	2
Section 10: Additional Work	0	7	7	15	15
Total AWEI Score	31	130	138	163	200
	Lowest	25th percentile	50th percentile	75th percentile	Highest
Section 1: Standing Submission: HR Policies & Practice	7	16	20	20	20
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support	0	6	10	11	14
Section 1: Standing Submission: Trans / Gender Diverse Inclusion	3	10	16	23	26
Section 1: Standing Submission: Strategic Focus	0	11	14	17	18
Section 2: Strategy & Accountability	3	14	17	19	19
Section 3: LGBTQ Employee Networks / Resource Groups	0	18	23	25	31
Section 4: Visibility of Inclusion	9	13	14	16	16
Section 5: Training, Awareness & Professional Development	4	6	6	8	10
Section 6: Executive Leadership & Engagement	0	3	4	4	8
Section 7: Data Collection & Reporting	2	3	3	5	6
Section 8: Community Engagement	2	2	3	4	6
Section 9: Optional Survey	2	2	2	2	2
Section 10: Additional Work	0	3	7	11	15
Total AWEI Score	31	125	138	156	163

2022 Standard Employer Benchmarks-by Industry

Education (broader than Higher Education) (n18)	Lowest	Average	Median	Highest	Available
Section 1: Standing Submission: HR Policies & Practice	5	16	17	20	20
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support	2	9	10	14	14
Section 1: Standing Submission: Trans / Gender Diverse Inclusion	1	16	18	26	27
Section 1: Standing Submission: Strategic Focus	0	13	15	18	18
Section 2: Strategy & Accountability	6	17	19	22	22
Section 3: LGBTQ Employee Networks / Resource Groups	1	23	27	33	34
Section 4: Visibility of Inclusion	6	13	14	16	16
Section 5: Training, Awareness & Professional Development	2	7	7	12	12
Section 6: Executive Leadership & Engagement	0	4	4	8	8
Section 7: Data Collection & Reporting	0	4	5	6	6
Section 8: Community Engagement	0	4	4	6	6
Section 9: Optional Survey	0	2	2	2	2
Section 10: Additional Work	1	10	11	15	15
Total AWEI Score	46	137	150	183	200
	Lowest	25th percentile	50th percentile	75th percentile	Highest
Section 1: Standing Submission: HR Policies & Practice	5	12	17	20	20
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support	2	6	10	11	14
Section 1: Standing Submission: Trans / Gender Diverse Inclusion	1	11	18	22	26
Section 1: Standing Submission: Strategic Focus	0	9	15	18	18
Section 2: Strategy & Accountability	6	16	19	20	22
Section 3: LGBTQ Employee Networks / Resource Groups	1	18	27	30	33
Section 4: Visibility of Inclusion	6	10	14	16	16
Section 5: Training, Awareness & Professional Development	2	6	7	10	12
Section 6: Executive Leadership & Engagement	0	2	4	6	8
Section 7: Data Collection & Reporting	0	2	5	6	6
Section 8: Community Engagement	0	4	4	6	6
Section 9: Optional Survey	0	2	2	2	2
Section 10: Additional Work	1	7	11	13	15
Total AWEI Score	46	116	150	173	183

2022 Standard Employer Benchmarks-by Industry

TOP 3:
(alphabetical)

- ✓ BHP
- ✓ Energy Australia
- ✓ Energy Queensland
- ✓ Origin Energy

Energy / Utilities (n13)	Lowest	Average	Median	Highest	Available
Section 1: Standing Submission: HR Policies & Practice	6	12	11	20	20
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support	0	7	6	14	14
Section 1: Standing Submission: Trans / Gender Diverse Inclusion	3	11	8	24	27
Section 1: Standing Submission: Strategic Focus	0	9	13	15	18
Section 2: Strategy & Accountability	2	10	11	19	22
Section 3: LGBTQ Employee Networks / Resource Groups	0	17	21	32	34
Section 4: Visibility of Inclusion	8	12	12	16	16
Section 5: Training, Awareness & Professional Development	0	6	6	12	12
Section 6: Executive Leadership & Engagement	0	4	4	8	8
Section 7: Data Collection & Reporting	0	2	2	6	6
Section 8: Community Engagement	0	2	2	6	6
Section 9: Optional Survey	2	2	2	2	2
Section 10: Additional Work	0	6	7	14	15
Total AWEI Score	31	100	93	181	200
	Lowest	25th percentile	50th percentile	75th percentile	Highest
Section 1: Standing Submission: HR Policies & Practice	6	7	11	14	20
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support	0	4	6	10	14
Section 1: Standing Submission: Trans / Gender Diverse Inclusion	3	5	8	18	24
Section 1: Standing Submission: Strategic Focus	0	6	13	14	15
Section 2: Strategy & Accountability	2	6	11	13	19
Section 3: LGBTQ Employee Networks / Resource Groups	0	9	21	22	32
Section 4: Visibility of Inclusion	8	11	12	12	16
Section 5: Training, Awareness & Professional Development	0	4	6	8	12
Section 6: Executive Leadership & Engagement	0	2	4	6	8
Section 7: Data Collection & Reporting	0	0	2	3	6
Section 8: Community Engagement	0	2	2	4	6
Section 9: Optional Survey	2	2	2	2	2
Section 10: Additional Work	0	0	7	10	14
Total AWEI Score	31	59	93	136	181

2022 Standard Employer Benchmarks-by Industry

Engineering (n13)	Lowest	Average	Median	Highest	Available
Section 1: Standing Submission: HR Policies & Practice	3	12	9	20	20
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support	2	7	6	14	14
Section 1: Standing Submission: Trans / Gender Diverse Inclusion	0	11	7	26	27
Section 1: Standing Submission: Strategic Focus	0	9	9	15	18
Section 2: Strategy & Accountability	6	12	12	19	22
Section 3: LGBTQ Employee Networks / Resource Groups	4	16	17	27	34
Section 4: Visibility of Inclusion	8	13	13	16	16
Section 5: Training, Awareness & Professional Development	0	6	4	10	12
Section 6: Executive Leadership & Engagement	0	4	4	8	8
Section 7: Data Collection & Reporting	0	3	3	6	6
Section 8: Community Engagement	0	2	2	6	6
Section 9: Optional Survey	2	2	2	2	2
Section 10: Additional Work	0	4	3	11	15
Total AWEI Score	41	97	92	158	200
	Lowest	25th percentile	50th percentile	75th percentile	Highest
Section 1: Standing Submission: HR Policies & Practice	3	7	9	17	20
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support	2	4	6	8	14
Section 1: Standing Submission: Trans / Gender Diverse Inclusion	0	5	7	16	26
Section 1: Standing Submission: Strategic Focus	0	6	9	12	15
Section 2: Strategy & Accountability	6	8	12	15	19
Section 3: LGBTQ Employee Networks / Resource Groups	4	9	17	21	27
Section 4: Visibility of Inclusion	8	11	13	14	16
Section 5: Training, Awareness & Professional Development	0	4	4	8	10
Section 6: Executive Leadership & Engagement	0	3	4	4	8
Section 7: Data Collection & Reporting	0	0	3	5	6
Section 8: Community Engagement	0	0	2	4	6
Section 9: Optional Survey	2	2	2	2	2
Section 10: Additional Work	0	0	3	7	11
Total AWEI Score	41	59	92	135	158

TOP 3:
(alphabetical)

- ✓ Alcoa of Australia
- ✓ Jacobs Australia
- ✓ John Holland

2022 Standard Employer Benchmarks-by Industry

Health & Wellbeing (n9)	Lowest	Average	Median	Highest	Available
Section 1: Standing Submission: HR Policies & Practice	6	13	10	20	20
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support	0	7	7	12	14
Section 1: Standing Submission: Trans / Gender Diverse Inclusion	1	9	10	16	27
Section 1: Standing Submission: Strategic Focus	0	10	9	18	18
Section 2: Strategy & Accountability	5	14	15	22	22
Section 3: LGBTQ Employee Networks / Resource Groups	3	17	19	30	34
Section 4: Visibility of Inclusion	6	11	12	14	16
Section 5: Training, Awareness & Professional Development	0	6	6	10	12
Section 6: Executive Leadership & Engagement	0	4	4	8	8
Section 7: Data Collection & Reporting	0	3	3	6	6
Section 8: Community Engagement	0	3	2	6	6
Section 9: Optional Survey	2	2	2	2	2
Section 10: Additional Work	1	6	4	11	15
Total AWEI Score	28	104	97	166	200
	Lowest	25th percentile	50th percentile	75th percentile	Highest
Section 1: Standing Submission: HR Policies & Practice	6	8	10	18	20
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support	0	5	7	8	12
Section 1: Standing Submission: Trans / Gender Diverse Inclusion	1	5	10	12	16
Section 1: Standing Submission: Strategic Focus	0	8	9	13	18
Section 2: Strategy & Accountability	5	12	15	16	22
Section 3: LGBTQ Employee Networks / Resource Groups	3	8	19	22	30
Section 4: Visibility of Inclusion	6	10	12	12	14
Section 5: Training, Awareness & Professional Development	0	6	6	8	10
Section 6: Executive Leadership & Engagement	0	2	4	6	8
Section 7: Data Collection & Reporting	0	2	3	5	6
Section 8: Community Engagement	0	2	2	4	6
Section 9: Optional Survey	2	2	2	2	2
Section 10: Additional Work	1	3	4	10	11
Total AWEI Score	28	90	97	136	166

TOP 3:
(alphabetical)

- ✓ Department of Health
- ✓ Bupa
- ✓ Settlement Services International

2022 Standard Employer Benchmarks-by Industry

Hospitality (n5)	Lowest	Average	Median	Highest	Available
Section 1: Standing Submission: HR Policies & Practice	5	10	9	19	20
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support	0	5	3	14	14
Section 1: Standing Submission: Trans / Gender Diverse Inclusion	3	10	7	23	27
Section 1: Standing Submission: Strategic Focus	0	7	8	17	18
Section 2: Strategy & Accountability	3	11	10	20	22
Section 3: LGBTQ Employee Networks / Resource Groups	0	11	9	31	34
Section 4: Visibility of Inclusion	6	10	9	16	16
Section 5: Training, Awareness & Professional Development	2	5	4	12	12
Section 6: Executive Leadership & Engagement	0	3	2	8	8
Section 7: Data Collection & Reporting	2	4	3	6	6
Section 8: Community Engagement	0	3	4	6	6
Section 9: Optional Survey	2	2	2	2	2
Section 10: Additional Work	0	4	3	15	15
Total AWEI Score	31	87	65	189	200
	Lowest	25th percentile	50th percentile	75th percentile	Highest
Section 1: Standing Submission: HR Policies & Practice	5	7	9	12	19
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support	0	3	3	7	14
Section 1: Standing Submission: Trans / Gender Diverse Inclusion	3	5	7	14	23
Section 1: Standing Submission: Strategic Focus	0	4	8	8	17
Section 2: Strategy & Accountability	3	6	10	17	20
Section 3: LGBTQ Employee Networks / Resource Groups	0	0	9	15	31
Section 4: Visibility of Inclusion	6	8	9	12	16
Section 5: Training, Awareness & Professional Development	2	2	4	4	12
Section 6: Executive Leadership & Engagement	0	2	2	5	8
Section 7: Data Collection & Reporting	2	2	3	5	6
Section 8: Community Engagement	0	2	4	4	6
Section 9: Optional Survey	2	2	2	2	2
Section 10: Additional Work	0	1	3	3	15
Total AWEI Score	31	50	65	98	189

TOP 3:
(alphabetical)
- ✓ The Star Entertainment Group
- ✓ Endeavour Group (BWS)
- ✓ Compass Group

2022 Small Employer Benchmarks-by Industry

Information services & Infrastructure (n8)	Lowest	Average	Median	Highest	Available
Section 1: Standing Submission: HR Policies & Practice	0	11	11	20	20
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support	0	8	8	14	14
Section 1: Standing Submission: Trans / Gender Diverse Inclusion	0	11	9	26	27
Section 1: Standing Submission: Strategic Focus	2	9	7	18	18
Section 2: Strategy & Accountability	0	12	12	22	22
Section 3: LGBTQ Employee Networks / Resource Groups	2	16	13	34	34
Section 4: Visibility of Inclusion	7	13	13	16	16
Section 5: Training, Awareness & Professional Development	2	7	6	12	12
Section 6: Executive Leadership & Engagement	0	4	3	8	8
Section 7: Data Collection & Reporting	0	3	3	6	6
Section 8: Community Engagement	0	3	2	6	6
Section 9: Optional Survey	2	2	2	2	2
Section 10: Additional Work	0	6	4	15	15
Total AWEI Score	24	104	93	199	200
	Lowest	25th percentile	50th percentile	75th percentile	Highest
Section 1: Standing Submission: HR Policies & Practice	0	6	11	19	20
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support	0	3	8	14	14
Section 1: Standing Submission: Trans / Gender Diverse Inclusion	0	2	9	19	26
Section 1: Standing Submission: Strategic Focus	2	5	7	16	18
Section 2: Strategy & Accountability	0	7	12	18	22
Section 3: LGBTQ Employee Networks / Resource Groups	2	4	13	29	34
Section 4: Visibility of Inclusion	7	11	13	16	16
Section 5: Training, Awareness & Professional Development	2	4	6	9	12
Section 6: Executive Leadership & Engagement	0	1	3	8	8
Section 7: Data Collection & Reporting	0	0	3	5	6
Section 8: Community Engagement	0	2	2	4	6
Section 9: Optional Survey	2	2	2	2	2
Section 10: Additional Work	0	3	4	11	15
Total AWEI Score	24	47	93	165	199

**TOP 3:
(alphabetical)**

✓ Accenture
✓ Capgemini
✓ Fujitsu

2022 Standard Employer Benchmarks-by Industry

Insurance (n9)	Lowest	Average	Median	Highest	Available
Section 1: Standing Submission: HR Policies & Practice	9	16	19	20	20
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support	5	11	12	14	14
Section 1: Standing Submission: Trans / Gender Diverse Inclusion	0	18	19	27	27
Section 1: Standing Submission: Strategic Focus	6	14	14	18	18
Section 2: Strategy & Accountability	8	14	13	20	22
Section 3: LGBTQ Employee Networks / Resource Groups	7	21	20	32	34
Section 4: Visibility of Inclusion	8	13	14	16	16
Section 5: Training, Awareness & Professional Development	4	7	8	10	12
Section 6: Executive Leadership & Engagement	2	4	4	8	8
Section 7: Data Collection & Reporting	0	5	6	6	6
Section 8: Community Engagement	0	3	2	6	6
Section 9: Optional Survey	2	2	2	2	2
Section 10: Additional Work	2	7	8	10	15
Total AWEI Score	56	136	141	180	200
	Lowest	25th percentile	50th percentile	75th percentile	Highest
Section 1: Standing Submission: HR Policies & Practice	9	13	19	20	20
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support	5	11	12	13	14
Section 1: Standing Submission: Trans / Gender Diverse Inclusion	0	17	19	22	27
Section 1: Standing Submission: Strategic Focus	6	12	14	18	18
Section 2: Strategy & Accountability	8	10	13	18	20
Section 3: LGBTQ Employee Networks / Resource Groups	7	17	20	29	32
Section 4: Visibility of Inclusion	8	12	14	16	16
Section 5: Training, Awareness & Professional Development	4	6	8	10	10
Section 6: Executive Leadership & Engagement	2	2	4	6	8
Section 7: Data Collection & Reporting	0	5	6	6	6
Section 8: Community Engagement	0	2	2	4	6
Section 9: Optional Survey	2	2	2	2	2
Section 10: Additional Work	2	4	8	9	10
Total AWEI Score	56	129	141	157	180

TOP 3:
(alphabetical)

- ✓ Allianz
- ✓ Hollard Insurance
- ✓ QBE Insurance
- ✓ Zurich Australia

2022 Standard Employer Benchmarks-by Industry

TOP 3:
(alphabetical)

- ✓ Australian Securities & Investments Commission
- ✓ Department Home Affairs and the Australian Border Force
- ✓ NSW Police Force

Law Enforcement (n6)	Lowest	Average	Median	Highest	Available
Section 1: Standing Submission: HR Policies & Practice	0	13	15	18	20
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support	0	10	11	13	14
Section 1: Standing Submission: Trans / Gender Diverse Inclusion	5	13	16	17	27
Section 1: Standing Submission: Strategic Focus	2	12	14	17	18
Section 2: Strategy & Accountability	9	13	13	17	22
Section 3: LGBTQ Employee Networks / Resource Groups	7	18	18	29	34
Section 4: Visibility of Inclusion	3	8	8	14	16
Section 5: Training, Awareness & Professional Development	0	5	4	12	12
Section 6: Executive Leadership & Engagement	0	3	3	6	8
Section 7: Data Collection & Reporting	1	4	3	6	6
Section 8: Community Engagement	2	2	2	4	6
Section 9: Optional Survey	2	2	2	2	2
Section 10: Additional Work	0	5	3	15	15
Total AWEI Score	36	107	120	149	200
	Lowest	25th percentile	50th percentile	75th percentile	Highest
Section 1: Standing Submission: HR Policies & Practice	0	12	15	17	18
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support	0	10	11	12	13
Section 1: Standing Submission: Trans / Gender Diverse Inclusion	5	8	16	17	17
Section 1: Standing Submission: Strategic Focus	2	11	14	16	17
Section 2: Strategy & Accountability	9	10	13	16	17
Section 3: LGBTQ Employee Networks / Resource Groups	7	10	18	27	29
Section 4: Visibility of Inclusion	3	5	8	12	14
Section 5: Training, Awareness & Professional Development	0	3	4	9	12
Section 6: Executive Leadership & Engagement	0	1	3	4	6
Section 7: Data Collection & Reporting	1	3	3	5	6
Section 8: Community Engagement	2	2	2	2	4
Section 9: Optional Survey	2	2	2	2	2
Section 10: Additional Work	0	1	3	6	15
Total AWEI Score	36	77	134	139	149

AUSTRALIAN WORKPLACE EQUALITY INDEX
THE DEFINITIVE BENCHMARK FOR LGBTQ
INCLUSION IN AUSTRALIAN WORKPLACES

AWEI
AUSTRALIAN WORKPLACE EQUALITY INDEX

2022 Standard Employer Benchmarks-by Industry

Legal (n11)	Lowest	Average	Median	Highest	Available
Section 1: Standing Submission: HR Policies & Practice	12	17	19	20	20
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support	4	11	12	14	14
Section 1: Standing Submission: Trans / Gender Diverse Inclusion	5	15	17	27	27
Section 1: Standing Submission: Strategic Focus	4	13	15	18	18
Section 2: Strategy & Accountability	10	16	16	21	22
Section 3: LGBTQ Employee Networks / Resource Groups	15	22	19	34	34
Section 4: Visibility of Inclusion	8	12	12	16	16
Section 5: Training, Awareness & Professional Development	4	7	6	12	12
Section 6: Executive Leadership & Engagement	2	5	4	8	8
Section 7: Data Collection & Reporting	0	5	6	6	6
Section 8: Community Engagement	2	4	4	6	6
Section 9: Optional Survey	2	2	2	2	2
Section 10: Additional Work	1	8	9	15	15
Total AWEI Score	82	138	134	196	200
	Lowest	25th percentile	50th percentile	75th percentile	Highest
Section 1: Standing Submission: HR Policies & Practice	12	14	19	20	20
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support	4	9	12	14	14
Section 1: Standing Submission: Trans / Gender Diverse Inclusion	5	9	17	20	27
Section 1: Standing Submission: Strategic Focus	4	11	15	18	18
Section 2: Strategy & Accountability	10	13	16	18	21
Section 3: LGBTQ Employee Networks / Resource Groups	15	18	19	27	34
Section 4: Visibility of Inclusion	8	11	12	15	16
Section 5: Training, Awareness & Professional Development	4	4	6	9	12
Section 6: Executive Leadership & Engagement	2	4	4	8	8
Section 7: Data Collection & Reporting	0	5	6	6	6
Section 8: Community Engagement	2	2	4	5	6
Section 9: Optional Survey	2	2	2	2	2
Section 10: Additional Work	1	4	9	11	15
Total AWEI Score	82	109	134	162	196

TOP 3:
(alphabetical)

- ✓ DLA Piper Australia
- ✓ MinterEllison
- ✓ Norton Rose Fulbright

AUSTRALIAN WORKPLACE EQUALITY INDEX
THE DEFINITIVE BENCHMARK FOR LGBTQ
INCLUSION IN AUSTRALIAN WORKPLACES

AWEI
AUSTRALIAN WORKPLACE EQUALITY INDEX

2022 Standard Employer Benchmarks-by Industry

Manufacturing (n6)	Lowest	Average	Median	Highest	Available
Section 1: Standing Submission: HR Policies & Practice	3	11	10	20	20
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support	2	7	7	14	14
Section 1: Standing Submission: Trans / Gender Diverse Inclusion	0	9	8	26	27
Section 1: Standing Submission: Strategic Focus	0	8	9	17	18
Section 2: Strategy & Accountability	6	11	11	15	22
Section 3: LGBTQ Employee Networks / Resource Groups	4	14	12	27	34
Section 4: Visibility of Inclusion	8	12	12	16	16
Section 5: Training, Awareness & Professional Development	0	4	4	8	12
Section 6: Executive Leadership & Engagement	0	3	4	4	8
Section 7: Data Collection & Reporting	0	3	3	6	6
Section 8: Community Engagement	0	3	3	6	6
Section 9: Optional Survey	0	2	2	2	2
Section 10: Additional Work	0	2	1	7	15
Total AWEI Score	41	87	81	158	200
	Lowest	25th percentile	50th percentile	75th percentile	Highest
Section 1: Standing Submission: HR Policies & Practice	3	7	10	15	20
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support	2	3	7	7	14
Section 1: Standing Submission: Trans / Gender Diverse Inclusion	0	4	8	11	26
Section 1: Standing Submission: Strategic Focus	0	3	9	12	17
Section 2: Strategy & Accountability	6	9	11	12	15
Section 3: LGBTQ Employee Networks / Resource Groups	4	8	12	22	27
Section 4: Visibility of Inclusion	8	9	12	14	16
Section 5: Training, Awareness & Professional Development	0	3	4	6	8
Section 6: Executive Leadership & Engagement	0	3	4	4	4
Section 7: Data Collection & Reporting	0	2	3	3	6
Section 8: Community Engagement	0	1	3	4	6
Section 9: Optional Survey	0	2	2	2	2
Section 10: Additional Work	0	0	1	5	7
Total AWEI Score	41	52	81	110	158

TOP 3:
(alphabetical)

- ✓ Alcoa of Australia
- ✓ Astrazeneca (A&NZ)
- ✓ Treasury Wine Estates

2022 Standard Employer Benchmarks-by Industry

Media & Entertainment (n7)	Lowest	Average	Median	Highest	Available
Section 1: Standing Submission: HR Policies & Practice	9	15	18	20	20
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support	3	9	10	13	14
Section 1: Standing Submission: Trans / Gender Diverse Inclusion	10	18	18	27	27
Section 1: Standing Submission: Strategic Focus	4	12	11	18	18
Section 2: Strategy & Accountability	5	11	11	18	22
Section 3: LGBTQ Employee Networks / Resource Groups	4	18	18	28	34
Section 4: Visibility of Inclusion	6	11	10	16	16
Section 5: Training, Awareness & Professional Development	2	6	6	10	12
Section 6: Executive Leadership & Engagement	0	4	6	8	8
Section 7: Data Collection & Reporting	2	4	3	6	6
Section 8: Community Engagement	0	3	4	6	6
Section 9: Optional Survey	2	2	2	2	2
Section 10: Additional Work	1	7	5	14	15
Total AWEI Score	65	118	118	177	200
	Lowest	25th percentile	50th percentile	75th percentile	Highest
Section 1: Standing Submission: HR Policies & Practice	9	9	18	20	20
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support	3	8	10	11	13
Section 1: Standing Submission: Trans / Gender Diverse Inclusion	10	14	18	21	27
Section 1: Standing Submission: Strategic Focus	4	8	11	17	18
Section 2: Strategy & Accountability	5	7	11	15	18
Section 3: LGBTQ Employee Networks / Resource Groups	4	15	18	24	28
Section 4: Visibility of Inclusion	6	9	10	15	16
Section 5: Training, Awareness & Professional Development	2	3	6	8	10
Section 6: Executive Leadership & Engagement	0	2	6	6	8
Section 7: Data Collection & Reporting	2	3	3	5	6
Section 8: Community Engagement	0	2	4	4	6
Section 9: Optional Survey	2	2	2	2	2
Section 10: Additional Work	1	4	5	11	14
Total AWEI Score	65	85	118	150	177

TOP 3:
(alphabetical)

- ✓ ABC
- ✓ Domain Group
- ✓ SBS

2022 Standard Employer Benchmarks-by Industry

TOP 3:
(alphabetical)

- ✓ Alcoa of Australia
- ✓ BHP
- ✓ Rio Tinto
- ✓ Shell Australia

Mining (n8)	Lowest	Average	Median	Highest	Available
Section 1: Standing Submission: HR Policies & Practice	5	17	20	20	20
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support	3	8	10	14	14
Section 1: Standing Submission: Trans / Gender Diverse Inclusion	5	16	16	26	27
Section 1: Standing Submission: Strategic Focus	8	13	14	18	18
Section 2: Strategy & Accountability	10	15	17	19	22
Section 3: LGBTQ Employee Networks / Resource Groups	9	21	23	31	34
Section 4: Visibility of Inclusion	6	14	14	16	16
Section 5: Training, Awareness & Professional Development	2	7	6	10	12
Section 6: Executive Leadership & Engagement	4	4	4	8	8
Section 7: Data Collection & Reporting	3	4	3	6	6
Section 8: Community Engagement	2	3	3	6	6
Section 9: Optional Survey	2	2	2	2	2
Section 10: Additional Work	1	7	7	15	15
Total AWEI Score	65	130	138	163	200
	Lowest	25th percentile	50th percentile	75th percentile	Highest
Section 1: Standing Submission: HR Policies & Practice	5	16	20	20	20
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support	3	6	10	11	14
Section 1: Standing Submission: Trans / Gender Diverse Inclusion	5	10	16	23	26
Section 1: Standing Submission: Strategic Focus	8	11	14	17	18
Section 2: Strategy & Accountability	10	14	17	19	19
Section 3: LGBTQ Employee Networks / Resource Groups	9	18	23	25	31
Section 4: Visibility of Inclusion	6	13	14	16	16
Section 5: Training, Awareness & Professional Development	2	6	6	8	10
Section 6: Executive Leadership & Engagement	4	3	4	4	8
Section 7: Data Collection & Reporting	3	3	3	5	6
Section 8: Community Engagement	2	2	3	4	6
Section 9: Optional Survey	2	2	2	2	2
Section 10: Additional Work	1	3	7	11	15
Total AWEI Score	65	125	138	156	163

TOP 3:
(alphabetical)

- ✓ Capgemini Australia
- ✓ Deloitte Australia
- ✓ Fujitsu Australia
- ✓ IBM
- ✓ KPMG Australia
- ✓ Norton Rose Fulbright

Professional Services & Consulting (n22)	Lowest	Average	Median	Highest	Available
Section 1: Standing Submission: HR Policies & Practice	5	16	17	20	20
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support	3	9	10	14	14
Section 1: Standing Submission: Trans / Gender Diverse Inclusion	5	16	18	26	27
Section 1: Standing Submission: Strategic Focus	8	13	15	18	18
Section 2: Strategy & Accountability	10	17	19	22	22
Section 3: LGBTQ Employee Networks / Resource Groups	9	23	27	33	34
Section 4: Visibility of Inclusion	6	13	14	16	16
Section 5: Training, Awareness & Professional Development	2	7	7	12	12
Section 6: Executive Leadership & Engagement	4	4	4	8	8
Section 7: Data Collection & Reporting	3	4	5	6	6
Section 8: Community Engagement	2	4	4	6	6
Section 9: Optional Survey	2	2	2	2	2
Section 10: Additional Work	1	10	11	15	15
Total AWEI Score	65	137	150	183	200
	Lowest	25th percentile	50th percentile	75th percentile	Highest
Section 1: Standing Submission: HR Policies & Practice	5	12	17	20	20
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support	3	6	10	11	14
Section 1: Standing Submission: Trans / Gender Diverse Inclusion	5	11	18	22	26
Section 1: Standing Submission: Strategic Focus	8	9	15	18	18
Section 2: Strategy & Accountability	10	16	19	20	22
Section 3: LGBTQ Employee Networks / Resource Groups	9	18	27	30	33
Section 4: Visibility of Inclusion	6	10	14	16	16
Section 5: Training, Awareness & Professional Development	2	6	7	10	12
Section 6: Executive Leadership & Engagement	4	2	4	6	8
Section 7: Data Collection & Reporting	3	2	5	6	6
Section 8: Community Engagement	2	4	4	6	6
Section 9: Optional Survey	2	2	2	2	2
Section 10: Additional Work	1	7	11	13	15
Total AWEI Score	65	116	150	173	183

2022 Standard Employer Benchmarks-by Industry

Property (n9)	Lowest	Average	Median	Highest	Available
Section 1: Standing Submission: HR Policies & Practice	5	12	11	20	20
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support	3	7	6	14	14
Section 1: Standing Submission: Trans / Gender Diverse Inclusion	5	11	8	24	27
Section 1: Standing Submission: Strategic Focus	8	9	13	15	18
Section 2: Strategy & Accountability	10	10	11	19	22
Section 3: LGBTQ Employee Networks / Resource Groups	9	17	21	32	34
Section 4: Visibility of Inclusion	6	12	12	16	16
Section 5: Training, Awareness & Professional Development	2	6	6	12	12
Section 6: Executive Leadership & Engagement	4	4	4	8	8
Section 7: Data Collection & Reporting	3	2	2	6	6
Section 8: Community Engagement	2	2	2	6	6
Section 9: Optional Survey	2	2	2	2	2
Section 10: Additional Work	1	6	7	14	15
Total AWEI Score	65	100	93	181	200
	Lowest	175th percentile	200th percentile	225th percentile	Highest
Section 1: Standing Submission: HR Policies & Practice	5	7	11	14	20
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support	3	4	6	10	14
Section 1: Standing Submission: Trans / Gender Diverse Inclusion	5	5	8	18	24
Section 1: Standing Submission: Strategic Focus	8	6	13	14	15
Section 2: Strategy & Accountability	10	6	11	13	19
Section 3: LGBTQ Employee Networks / Resource Groups	9	9	21	22	32
Section 4: Visibility of Inclusion	6	11	12	12	16
Section 5: Training, Awareness & Professional Development	2	4	6	8	12
Section 6: Executive Leadership & Engagement	4	2	4	6	8
Section 7: Data Collection & Reporting	3	0	2	3	6
Section 8: Community Engagement	2	2	2	4	6
Section 9: Optional Survey	2	2	2	2	2
Section 10: Additional Work	1	0	7	10	14
Total AWEI Score	65	59	93	136	181

TOP 3:
(alphabetical)

- ✓ Dexus Holdings
- ✓ Domain Group
- ✓ Lendlease
- ✓ Scentre Group
- ✓ Stockland

AUSTRALIAN WORKPLACE EQUALITY INDEX
THE DEFINITIVE BENCHMARK FOR LGBTQ
INCLUSION IN AUSTRALIAN WORKPLACES

AWEI
AUSTRALIAN WORKPLACE EQUALITY INDEX

2022 Standard Employer Benchmarks-by Industry

Rail & Logistics Transportation (n5)	Lowest	Average	Median	Highest	Available
Section 1: Standing Submission: HR Policies & Practice	1	9	9	18	20
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support	1	4	3	8	14
Section 1: Standing Submission: Trans / Gender Diverse Inclusion	0	7	5	24	27
Section 1: Standing Submission: Strategic Focus	2	7	4	15	18
Section 2: Strategy & Accountability	6	11	8	19	22
Section 3: LGBTQ Employee Networks / Resource Groups	0	8	9	17	34
Section 4: Visibility of Inclusion	5	9	8	13	16
Section 5: Training, Awareness & Professional Development	0	4	4	8	12
Section 6: Executive Leadership & Engagement	0	2	2	4	8
Section 7: Data Collection & Reporting	0	2	2	6	6
Section 8: Community Engagement	0	2	0	6	6
Section 9: Optional Survey	2	2	2	2	2
Section 10: Additional Work	2	4	3	8	15
Total AWEI Score	26	69	50	135	200
	Lowest	25th percentile	50th percentile	75th percentile	Highest
Section 1: Standing Submission: HR Policies & Practice	1	1	9	17	18
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support	1	2	3	5	8
Section 1: Standing Submission: Trans / Gender Diverse Inclusion	0	1	5	7	24
Section 1: Standing Submission: Strategic Focus	2	4	4	11	15
Section 2: Strategy & Accountability	6	6	8	16	19
Section 3: LGBTQ Employee Networks / Resource Groups	0	2	9	10	17
Section 4: Visibility of Inclusion	5	7	8	10	13
Section 5: Training, Awareness & Professional Development	0	2	4	4	8
Section 6: Executive Leadership & Engagement	0	0	2	3	4
Section 7: Data Collection & Reporting	0	2	2	2	6
Section 8: Community Engagement	0	0	0	2	6
Section 9: Optional Survey	2	2	2	2	2
Section 10: Additional Work	2	2	3	7	8
Total AWEI Score	26	31	50	103	135

TOP 3:
(alphabetical)

- ✓ Australia Post
- ✓ Pacific National
- ✓ Transdev Australasia

2022 Standard Employer Benchmarks-by Industry

TOP 3:
(alphabetical)

- ✓ Charles Sturt University
- ✓ CSIRO
- ✓ University of NSW

Research & Development (n8)	Lowest	Average	Median	Highest	Available
Section 1: Standing Submission: HR Policies & Practice	8	13	10	20	20
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support	3	8	8	14	14
Section 1: Standing Submission: Trans / Gender Diverse Inclusion	1	14	13	26	27
Section 1: Standing Submission: Strategic Focus	6	11	10	18	18
Section 2: Strategy & Accountability	6	15	15	19	22
Section 3: LGBTQ Employee Networks / Resource Groups	3	19	20	27	34
Section 4: Visibility of Inclusion	8	13	13	16	16
Section 5: Training, Awareness & Professional Development	4	7	6	12	12
Section 6: Executive Leadership & Engagement	0	3	4	6	8
Section 7: Data Collection & Reporting	0	4	4	6	6
Section 8: Community Engagement	0	3	3	6	6
Section 9: Optional Survey	2	2	2	2	2
Section 10: Additional Work	1	8	7	15	15
Total AWEI Score	65	119	104	180	200
	Lowest	25th percentile	50th percentile	75th percentile	Highest
Section 1: Standing Submission: HR Policies & Practice	8	9	10	16	20
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support	3	5	8	12	14
Section 1: Standing Submission: Trans / Gender Diverse Inclusion	1	12	13	17	26
Section 1: Standing Submission: Strategic Focus	6	9	10	13	18
Section 2: Strategy & Accountability	6	13	15	19	19
Section 3: LGBTQ Employee Networks / Resource Groups	3	16	20	25	27
Section 4: Visibility of Inclusion	8	11	13	16	16
Section 5: Training, Awareness & Professional Development	4	6	6	9	12
Section 6: Executive Leadership & Engagement	0	2	4	4	6
Section 7: Data Collection & Reporting	0	2	4	6	6
Section 8: Community Engagement	0	2	3	5	6
Section 9: Optional Survey	2	2	2	2	2
Section 10: Additional Work	1	3	7	14	15
Total AWEI Score	65	93	104	150	180

2022 Standard Employer Benchmarks-by Industry

Retail (n11)	Lowest	Average	Median	Highest	Available
Section 1: Standing Submission: HR Policies & Practice	4	14	14	20	20
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support	2	8	7	14	14
Section 1: Standing Submission: Trans / Gender Diverse Inclusion	1	13	14	24	27
Section 1: Standing Submission: Strategic Focus	4	12	13	18	18
Section 2: Strategy & Accountability	6	14	16	20	22
Section 3: LGBTQ Employee Networks / Resource Groups	0	21	20	32	34
Section 4: Visibility of Inclusion	8	12	12	16	16
Section 5: Training, Awareness & Professional Development	2	6	4	12	12
Section 6: Executive Leadership & Engagement	2	5	6	8	8
Section 7: Data Collection & Reporting	0	4	5	6	6
Section 8: Community Engagement	0	4	4	6	6
Section 9: Optional Survey	2	2	2	2	2
Section 10: Additional Work	3	8	8	15	15
Total AWEI Score	50	123	113	189	200
	Lowest	25th percentile	50th percentile	75th percentile	Highest
Section 1: Standing Submission: HR Policies & Practice	4	9	14	19	20
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support	2	5	7	10	14
Section 1: Standing Submission: Trans / Gender Diverse Inclusion	1	7	14	21	24
Section 1: Standing Submission: Strategic Focus	4	10	13	15	18
Section 2: Strategy & Accountability	6	11	16	19	20
Section 3: LGBTQ Employee Networks / Resource Groups	0	15	20	30	32
Section 4: Visibility of Inclusion	8	10	12	14	16
Section 5: Training, Awareness & Professional Development	2	4	4	8	12
Section 6: Executive Leadership & Engagement	2	4	6	7	8
Section 7: Data Collection & Reporting	0	2	5	6	6
Section 8: Community Engagement	0	2	4	6	6
Section 9: Optional Survey	2	2	2	2	2
Section 10: Additional Work	3	6	8	11	15
Total AWEI Score	50	101	113	159	189

TOP 3:
(alphabetical)

- ✓ Coles
- ✓ TPG Telecom
- ✓ Origin Energy

2022 Standard Employer Benchmarks-by Industry

Technology & Telco (n17)	Lowest	Average	Median	Highest	Available
Section 1: Standing Submission: HR Policies & Practice	3	15	17	20	20
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support	0	10	10	14	14
Section 1: Standing Submission: Trans / Gender Diverse Inclusion	2	16	17	27	27
Section 1: Standing Submission: Strategic Focus	2	12	14	18	18
Section 2: Strategy & Accountability	4	14	16	22	22
Section 3: LGBTQ Employee Networks / Resource Groups	2	22	25	34	34
Section 4: Visibility of Inclusion	5	13	14	16	16
Section 5: Training, Awareness & Professional Development	0	8	8	12	12
Section 6: Executive Leadership & Engagement	0	5	4	8	8
Section 7: Data Collection & Reporting	0	4	3	6	6
Section 8: Community Engagement	0	4	4	6	6
Section 9: Optional Survey	2	2	2	2	2
Section 10: Additional Work	0	7	6	15	15
Total AWEI Score	27	131	149	199	200
	Lowest	25th percentile	50th percentile	75th percentile	Highest
Section 1: Standing Submission: HR Policies & Practice	3	9	17	19	20
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support	0	7	10	14	14
Section 1: Standing Submission: Trans / Gender Diverse Inclusion	2	12	17	24	27
Section 1: Standing Submission: Strategic Focus	2	10	14	17	18
Section 2: Strategy & Accountability	4	11	16	19	22
Section 3: LGBTQ Employee Networks / Resource Groups	2	18	25	29	34
Section 4: Visibility of Inclusion	5	11	14	16	16
Section 5: Training, Awareness & Professional Development	0	4	8	12	12
Section 6: Executive Leadership & Engagement	0	2	4	8	8
Section 7: Data Collection & Reporting	0	3	3	6	6
Section 8: Community Engagement	0	2	4	4	6
Section 9: Optional Survey	2	2	2	2	2
Section 10: Additional Work	0	4	6	11	15
Total AWEI Score	27	118	149	172	199

TOP 3:
(alphabetical)

- ✓ Accenture
- ✓ IBM Australia
- ✓ Salesforce

AUSTRALIAN WORKPLACE EQUALITY INDEX
THE DEFINITIVE BENCHMARK FOR LGBTQ
INCLUSION IN AUSTRALIAN WORKPLACES

AWEI
AUSTRALIAN WORKPLACE EQUALITY INDEX

TOP 3:
(alphabetical)

- ✓ Australia Post
- ✓ NRMA
- ✓ Thales Australia

Transport (n4)	Lowest	Average	Median	Highest	Available
Section 1: Standing Submission: HR Policies & Practice	2	12	13	20	20
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support	0	5	5	12	14
Section 1: Standing Submission: Trans / Gender Diverse Inclusion	0	7	6	17	27
Section 1: Standing Submission: Strategic Focus	0	7	9	12	18
Section 2: Strategy & Accountability	2	9	9	16	22
Section 3: LGBTQ Employee Networks / Resource Groups	3	13	9	30	34
Section 4: Visibility of Inclusion	4	10	11	13	16
Section 5: Training, Awareness & Professional Development	0	4	4	6	12
Section 6: Executive Leadership & Engagement	1	3	4	4	8
Section 7: Data Collection & Reporting	0	4	4	6	6
Section 8: Community Engagement	0	3	2	6	6
Section 9: Optional Survey	2	2	2	2	2
Section 10: Additional Work	3	6	6	9	15
Total AWEI Score	30	82	79	141	200
	Lowest	25th percentile	50th percentile	75th percentile	Highest
Section 1: Standing Submission: HR Policies & Practice	2	7	13	19	20
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support	0	3	5	7	12
Section 1: Standing Submission: Trans / Gender Diverse Inclusion	0	4	6	10	17
Section 1: Standing Submission: Strategic Focus	0	5	9	11	12
Section 2: Strategy & Accountability	2	7	9	12	16
Section 3: LGBTQ Employee Networks / Resource Groups	3	7	9	15	30
Section 4: Visibility of Inclusion	4	9	11	12	13
Section 5: Training, Awareness & Professional Development	0	3	4	5	6
Section 6: Executive Leadership & Engagement	1	3	4	4	4
Section 7: Data Collection & Reporting	0	2	4	6	6
Section 8: Community Engagement	0	2	2	3	6
Section 9: Optional Survey	2	2	2	2	2
Section 10: Additional Work	3	3	6	8	9
Total AWEI Score	30	48	79	113	141