# **2022** RESULTS



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.

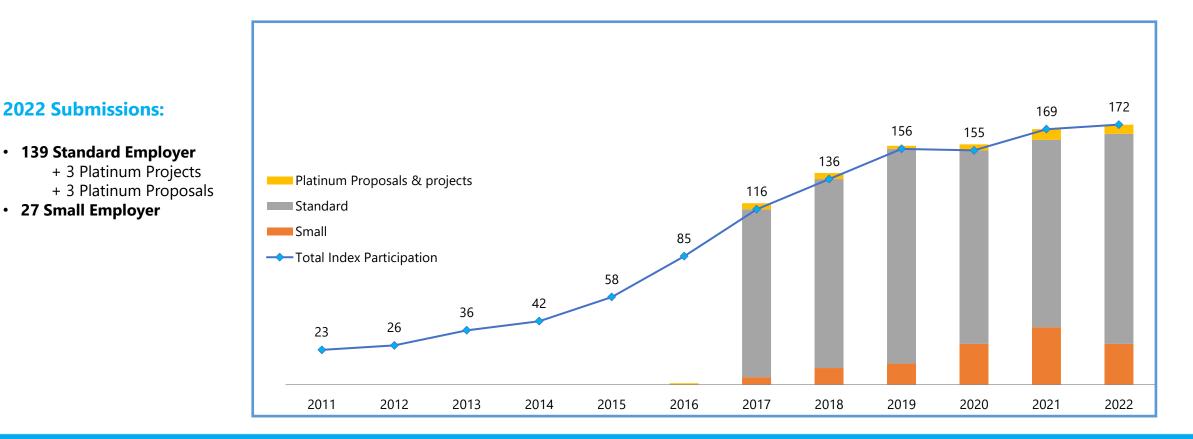
### What is the AWEI?

- 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

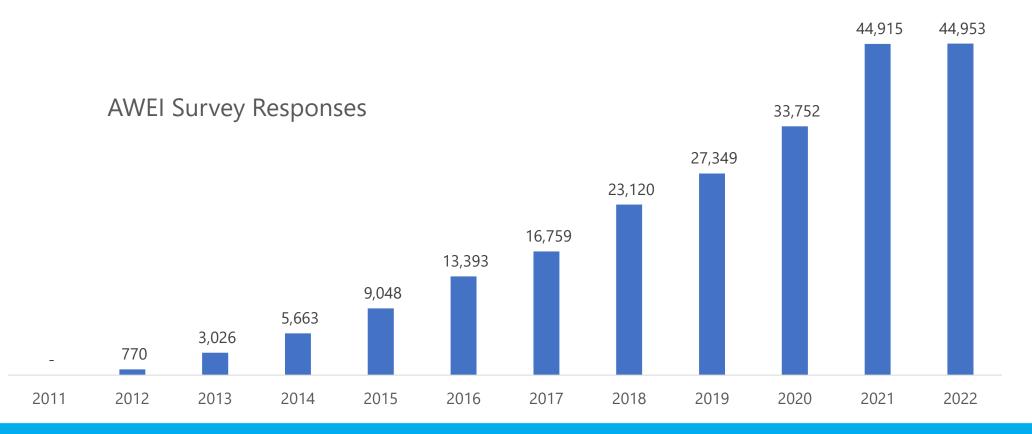




#### **Annual Employee Survey: Participation Growth**

\*Includes all employers, regardless of Employer Size.

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





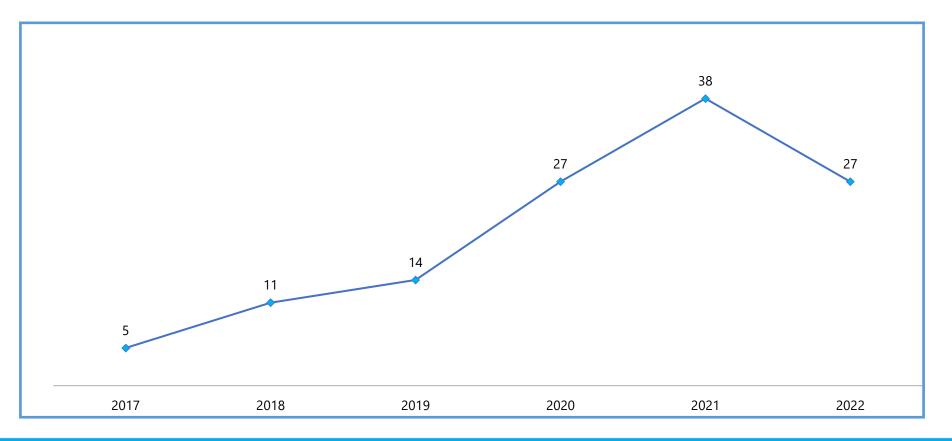
# 2022 RESULTS SMALL EMPLOYERS



AWEI2021 POI	NT ALLOCATIONS: SMALL EMPLOYER (500 or le	ess employees)	
Section 1:	HR Policies & Practice	15 Points	Includes anti-discrimination clause; inclusivity within staff benefits and leave options; third party policies; inclusion strategy.
Standing	LGBTQ Bullying / Harassment & Support	10 Points	Includes grievance officers; behavioural examples; EAP provider.
Submission:	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: Strat	tegy & Accountability	4 Points	Includes external LGBTQ expertise; inclusion promotion.
Section 3: LGB	TQ Employee Networks / Resource Groups	8 Points	Includes network and leadership structure; network strategy.
Section 4: Visib	pility of Inclusion	10 Points	Includes days of significance; visible signs of LGBTQ inclusion; LGBTQ ally identification; confidential contacts; social media.
Section 5: Trair	ning, Awareness & Professional Development	8 Points	Includes training programs delivered; training plan; additional programs/event attendance.
Section 6: Exec	utive 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: Com	munity Engagement	6 Points	Includes community engagement/events; external advocacy; fundraising
Section 9: Opti	onal Survey	2 Points	Includes participation in the optional employee survey.
Section 10: Ad	ditional 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.



### Annual Small Employer Participation Growth Note: From 2020, the Small Employer AWEI includes organisations with up to 500 employees.





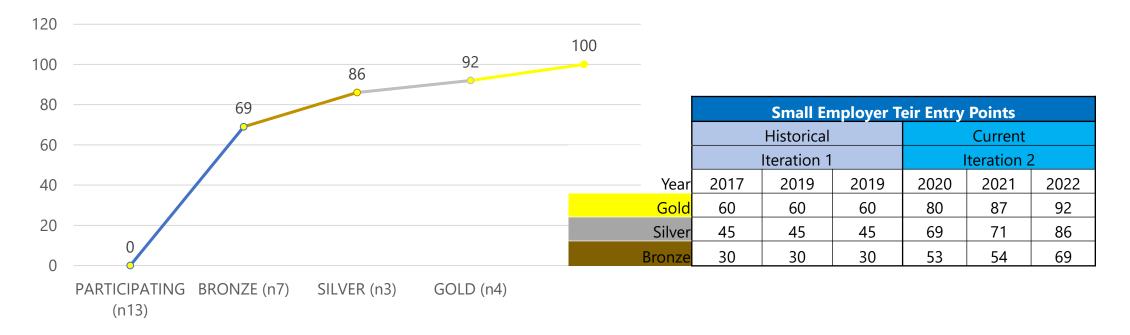
#### **2022 Small Employer Benchmarks**

	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
TOP 3:	Section 6: Executive Leadership & Engagement	0	4	5	8	8
(alphabetical)	Section 7: Data Collection & Reporting	0	2	2	3	3
(alphabetical)	Section 8: Community Engagement	0	3	3	6	6
	Section 9: Optional Survey	0	2	2	2	2
✓ Boston Consulting Group	Section 10: Additional Work	0	3	3	5	5
✓ Colin Biggers & Paisley	Total AWEI Score	12	65	70	95	100
		Lowest	25th percentile	50th percentile	75th percentile	Highest
Lawyers	Section 1: Standing Submission: HR Policies & Practice	3	9	12	14	15
Lawyers ✓ The GPT Group	Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support	3 0	9 5	12 9	14 10	10
Lawyers ✓ The GPT Group	Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion		9 5 0			
	Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus	0 0 1	5 0 4		10	10
	Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability	0 0 1 0	5	9 5 6 4	10 12 6 4	10 15 6 4
	Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups	0 0 1 0 0	5 0 4 2 5	9 5 6 4 8	10 12 6 4 8	10 15 6 4 8
	Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion	0 0 1 0 0 0 0	5 0 4 2 5 8	9 5 6 4 8 10	10 12 6 4	10 15 6 4 8 10
	Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development	0 0 1 0 0 0 0 0	5 0 4 2 5 8 2	9 5 6 4 8	10 12 6 4 8	10 15 6 4 8 10 8
	Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion	0 0 1 0 0 0 0 0 0 0	5 0 4 2 5 8 2 2 2	9 5 6 4 8 10 6 5	10 12 6 4 8 10 7 6	10 15 6 4 8 10 8 8 8
	Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development Section 6: Executive Leadership & Engagement Section 7: Data Collection & Reporting	0 0 1 0 0 0 0 0 0 0 0	5 0 4 2 5 8 2	9 5 6 4 8 10	10 12 6 4 8	10 15 6 4 8 10 8 8 3
	Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development Section 6: Executive Leadership & Engagement Section 7: Data Collection & Reporting Section 8: Community Engagement	0 0 1 0 0 0 0 0 0 0 0 0 0 0	5 0 4 2 5 8 2 2 0 2	9 5 6 4 8 10 6 5 2 3	10 12 6 4 8 10 7 6 3 4	10 15 6 4 8 10 8 8 3 6
	Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development Section 6: Executive Leadership & Engagement Section 7: Data Collection & Reporting Section 8: Community Engagement Section 9: Optional Survey	0 0 1 0 0 0 0 0 0 0 0	5 0 4 2 5 8 2 2 2	9 5 6 4 8 10 6 5 2 3 2	10 12 6 4 8 10 7 6	10 15 6 4 8 10 8 8 3
	Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development Section 6: Executive Leadership & Engagement Section 7: Data Collection & Reporting Section 8: Community Engagement	0 0 1 0 0 0 0 0 0 0 0 0 0 0	5 0 4 2 5 8 2 2 0 2	9 5 6 4 8 10 6 5 2 3	10 12 6 4 8 10 7 6 3 4	10 15 6 4 8 10 8 8 3 6



#### **2022 Small Employer Score Distribution: Teirs**

#### **2022 Tier Entry Points**





#### **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 RESULTS SMALL EMPLOYERS

Tier Benchmarks



	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
Gold	Section 5: Training, Awareness & Professional Development	6	7	8	8	8
Gold	Section 6: Executive Leadership & Engagement	6	6	6	6	8
	Section 7: Data Collection & Reporting	3	3	3	3	3
<ul> <li>Boston Consulting Group</li> </ul>	Section 8: Community Engagement	4	5	4	6	6
✓ Colin Biggers & Paisley	Section 9: Optional Survey	2	2	2	2	2
Lawyers	Section 10: Additional Work	5	5	5	5	5
	Total AWEI Score	92	93	93	95	100
Russell Kennedy Lawyers		Lowest	25th percentile	50th percentile	75th percentile	Highest
✓ The GPT Group	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
	Continue 1. Chanding Culturing and Trans / Constant Diverse Inclusion	13	15	15	15	15
	Section 1: Standing Submission: Trans / Gender Diverse Inclusion					
	Section 1: Standing Submission: Trans / Gender Diverse Inclusion	6	6	6	6	6
				6 4		6 4
	Section 1: Standing Submission: Strategic Focus	6	6	-	6	- ·
	Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion	6 3	6 4 8 10	4	6 4	4
	Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups	6 3 7 8 6	6 4 8	4 8 10 8	6 4 8 10 8	4
	Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion	6 3 7 8	6 4 8 10	4 8 10	6 4 8 10	4 8 10
	Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development	6 3 7 8 6	6 4 8 10 7	4 8 10 8	6 4 8 10 8	4 8 10 8
	Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development Section 6: Executive Leadership & Engagement	6 3 7 8 6 6	6 4 8 10 7 6	4 8 10 8 6	6 4 8 10 8 6	4 8 10 8 6
	Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development Section 6: Executive Leadership & Engagement Section 7: Data Collection & Reporting	6 3 7 8 6 6 3	6 4 8 10 7 6	4 8 10 8 6 3	6 4 8 10 8 6	4 8 10 8 6 3
	Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development Section 6: Executive Leadership & Engagement Section 7: Data Collection & Reporting Section 8: Community Engagement	6 3 7 8 6 6 3 3 4	6 4 8 10 7 6 3 4	4 8 10 8 6 3 4	6 4 8 10 8 6 3 5	4 8 10 8 6 3 6



	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
Ciliare	Section 6: Executive Leadership & Engagement	6	6	6	6	8
Silver	Section 7: Data Collection & Reporting	0	2	2	3	3
	Section 8: Community Engagement	4	4	4	4	6
✓ Clifford Chance	Section 9: Optional Survey	2	2	2	2	2
✓ Deutsche Group	Section 10: Additional Work	4	5	5	5	5
•	Total AWEI Score	86	88	88	90	100
<ul> <li>McCullough Robertson</li> </ul>		Lowest	25th percentile	50th percentile	75th percentile	Highest
<ul> <li>Miccullough Robertson</li> <li>Lawyers</li> </ul>	Section 1: Standing Submission: HR Policies & Practice	Lowest 14	25th percentile 15	50th percentile 15	75th percentile 15	Highest 15
•	Section 1: Standing Submission: HR Policies & Practice Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support					
•	2	14	15	15	15	15
•	Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support	14 10	15 10	15 10	15	15 10
•	Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion	14 10 10 6 2	15 10	15 10	15	15 10 11
•	Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus	14 10 10 6	15 10 11 6	15 10	15	15 10 11
•	Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability	14 10 10 6 2	15 10 11 6 3	15 10 11 6 4	15	15 10 11 6 4
•	Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups	14 10 10 6 2 7	15 10 11 6 3 8	15 10 11 6 4 8	15 10 11 6 4 8	15 10 11 6 4 8
•	Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion	14 10 10 6 2 7 10	15 10 11 6 3 8 10	15 10 11 6 4 8 10	15 10 11 6 4 8	15 10 11 6 4 8 10
•	Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development	14 10 10 6 2 7 10 7	15 10 11 6 3 8 10 7	15 10 11 6 4 8 10 7	15 10 11 6 4 8 10 8	15 10 11 6 4 8 10 8
Lawyers	Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development Section 6: Executive Leadership & Engagement	14 10 10 6 2 7 10 7 6	15 10 11 6 3 8 10 7	15 10 11 6 4 8 10 7 6	15 10 11 6 4 8 10 8	15 10 11 6 4 8 10 8 6
Lawyers NB: Tiers are generally only provided for	Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development Section 6: Executive Leadership & Engagement Section 7: Data Collection & Reporting	14 10 10 6 2 7 10 7 6 0	15 10 11 6 3 8 10 7	15 10 11 6 4 8 10 7 6	15 10 11 6 4 8 10 8	15 10 11 6 4 8 10 8 6
Lawyers	Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development Section 6: Executive Leadership & Engagement Section 7: Data Collection & Reporting Section 8: Community Engagement	14 10 10 6 2 7 10 7 6 0 0 4	15 10 11 6 3 8 10 7 6 1 1 4	15 10 11 6 4 8 10 7 6 2 4	15 10 11 6 4 8 10 8 6 3 3 4	15 10 11 6 4 8 10 8 6 3 4



	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
Bronze	Section 3: LGBTQ Employee Networks / Resource Groups	6	8	8	8	8
Bronze	Section 4: Visibility of Inclusion	8	10	10	10	10
	Section 5: Training, Awareness & Professional Development	2	6	6	8	8
✓ Allen & Overy	Section 6: Executive Leadership & Engagement	2	5	6	8	8
✓ American Express Global	Section 7: Data Collection & Reporting	0	1	1	3	3
Business Travel	Section 8: Community Engagement	2	3	4	6	6
	Section 9: Optional Survey	2	2	2	2	2
✓ Gilead Sciences	Section 10: Additional Work	0	4	5	5	5
✓ Initiative Media	Total AWEI Score	69	75	77	81	100
				FOUL AND A CONTRACTOR		Highest
Liberty Financial Group		Lowest	25th percentile	50th percentile	75th percentile	Highest
<ul> <li>✓ Liberty Financial Group</li> <li>✓ Northern Trust</li> </ul>	Section 1: Standing Submission: HR Policies & Practice	10	12	12	13	15
✓ Northern Trust	Section 1: Standing Submission: HR Policies & Practice Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support					
		10 5 0	12	12	13	15
✓ Northern Trust	Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support	10 5	12	12	13 10	15 10
✓ Northern Trust	Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability	10 5 0	12 8 4	12 9 7	13 10 12	15 10 14
✓ Northern Trust	Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus	10 5 0 2 2 6	12 8 4	12 9 7	13 10 12	15 10 14
✓ Northern Trust	Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion	10 5 0 2 2 6 8	12 8 4 6 4	12 9 7 6 4	13 10 12 6 4	15 10 14 6 4
✓ Northern Trust	Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development	10 5 0 2 2 6 8 2	12 8 4 6 4 8	12 9 7 6 4 8	13 10 12 6 4 8	15 10 14 6 4 8 10 8
✓ Northern Trust	Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion	10 5 0 2 2 6 6 8 2 2 2 2	12 8 4 6 4 8	12 9 7 6 4 8 10	13 10 12 6 4 8 10	15 10 14 6 4 8 10 8 8 8
✓ Northern Trust	Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development Section 6: Executive Leadership & Engagement Section 7: Data Collection & Reporting	10 5 0 2 2 6 6 8 2 2 2 2 2 0	12 8 4 6 4 8 10 5 4 0	12 9 7 6 4 8 10 6	13 10 12 6 4 8 10 7	15 10 14 6 4 8 10 8
✓ Northern Trust	Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development Section 6: Executive Leadership & Engagement Section 7: Data Collection & Reporting Section 8: Community Engagement	10 5 0 2 2 2 6 6 8 8 2 2 2 0 0 2	12 8 4 6 4 8 10 5 4 0 2	12 9 7 6 4 8 10 6 6 6 1 1 4	13 10 12 6 4 8 10 7 6 2 4	15 10 14 6 4 8 10 8 8 8 3 6
✓ Northern Trust	Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development Section 6: Executive Leadership & Engagement Section 7: Data Collection & Reporting Section 8: Community Engagement Section 9: Optional Survey	10 5 0 2 2 6 6 8 2 2 2 2 2 0	12 8 4 6 4 8 10 5 4 0 2 2 2	12 9 7 6 4 8 10 6	13 10 12 6 4 8 10 7 6	15 10 14 6 4 8 10 8 8 8 3
✓ Northern Trust	Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development Section 6: Executive Leadership & Engagement Section 7: Data Collection & Reporting Section 8: Community Engagement	10 5 0 2 2 2 6 6 8 8 2 2 2 0 0 2	12 8 4 6 4 8 10 5 4 0 2	12 9 7 6 4 8 10 6 6 6 1 1 4	13 10 12 6 4 8 10 7 6 2 4	15 10 14 6 4 8 10 8 8 8 3 6



	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
Participating	Section 3: LGBTQ Employee Networks / Resource Groups	0	4	4	8	8
Participating	Section 4: Visibility of Inclusion	0	7	8	10	10
	Section 5: Training, Awareness & Professional Development	0	2	2	6	8
✓ HP Australia	Section 6: Executive Leadership & Engagement	0	3	2	8	8
✓ Investa Property Group	Section 7: Data Collection & Reporting	0	1	2	3	3
✓ AbbVie	Section 8: Community Engagement	0	2	2	4	6
	Section 9: Optional Survey	0	1	2	2	2
✓ Delivering 4 Customers	Section 10: Additional Work	0	1	1	3	5
✓ Wodonga City Council	Total AWEI Score	12	43	47	67	100
		1				Highest
✓ Confluence Water		Lowest	25th percentile	50th percentile	75th percentile	Highest
✓ Confluence Water	Section 1: Standing Submission: HR Policies & Practice	Lowest 3	7	9	11	14
	Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support		7 2			
<ul><li>✓ Confluence Water</li><li>*7 not for publication</li></ul>		3	7		11	14
	Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support	3 0	7 2	9 4	11	14 10
	Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion	3 0	7 2 0	9 4 0	11	14 10 12
	Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus	3 0 0 1	7 2 0 3	9 4 0 4	11	14 10 12
	Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability	3 0 0 1 0	7 2 0 3	9 4 0 4	11	14 10 12 6 4
	Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development	3 0 0 1 0 0	7 2 0 3 2 3	9 4 0 4 3 4 8 2	11 6 3 5 4 5	14 10 12 6 4 8
	Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion	3 0 1 0 0 0 0	7 2 0 3 2 3 6	9 4 0 4 3 4 8	11 6 3 5 4 5	14 10 12 6 4 8 10
	Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development	3 0 1 0 0 0 0 0	7 2 0 3 2 3 6 0	9 4 0 4 3 4 8 2	11 6 3 5 4 5	14 10 12 6 4 8 10 6
	Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development Section 6: Executive Leadership & Engagement	3 0 1 0 0 0 0 0 0	7 2 0 3 2 3 6 0 0	9 4 0 4 3 4 8 2 2 2	11 6 3 5 4 5 9 4 4 4 4	14 10 12 6 4 8 10 6 8
	Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development Section 6: Executive Leadership & Engagement Section 7: Data Collection & Reporting	3 0 1 0 0 0 0 0 0 0 0	7 2 0 3 2 3 6 0 0 0 0	9 4 0 4 3 4 8 2 2 2 2 2	11 6 3 5 4 5 9 4 4 4 4 2	14 10 12 6 4 8 10 6 8
	Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development Section 6: Executive Leadership & Engagement Section 7: Data Collection & Reporting Section 8: Community Engagement	3 0 1 0 0 0 0 0 0 0 0 0 0	7 2 0 3 2 3 6 0 0 0 0 0 0	9 4 0 4 3 4 8 2 2 2 2 2 2 2	11 6 3 5 4 5 9 4 4 4 2 2 2	14 10 12 6 4 8 10 6 8 3 4



# 2022 RESULTS SMALL EMPLOYERS

Size Benchmarks



	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
A	Section 2: Strategy & Accountability	0	3	4	4	4
57	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
TOP 3:	Section 7: Data Collection & Reporting	0	1	2	3	3
(alphabetical)	Section 8: Community Engagement	0	3	2	6	6
· ·	Section 9: Optional Survey	0	2	2	2	2
. Destan Canaulting Crosse	Section 10: Additional Work	0	3	3	5	5
<ul> <li>Boston Consulting Group</li> </ul>	Total AWEI Score	12	63	67	95	100
✓ Colin Biggers & Paisley		Lowest	25th percentile	50th percentile	75th percentile	Highest
<ul> <li>✓ Colin Biggers &amp; Paisley</li> <li>Lawyers</li> </ul>	Section 1: Standing Submission: HR Policies & Practice	3	25th percentile 9	50th percentile 12	14	15
Lawyers	Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support	3 0	9 4		14 10	3
	Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion	3	9	12	14	15
Lawyers	Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support	3 0 0 1	9 4 0 4	12	14 10	15 10
Lawyers	Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability	3 0 0 1 0	9 4	12	14 10 12 6 4	15 10 15 6 4
Lawyers	Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus	3 0 0 1 0 0 0	9 4 0 4 2 4	12 9 5 5 4 7	14 10 12 6 4 8	15 10 15 6 4 8
Lawyers	Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion	3 0 0 1 0 0 0 0	9 4 0 4 2 4 8	12 9 5 5 4 7 10	14 10 12 6 4 8 10	15 10 15 6 4 8 10
Lawyers	Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development	3 0 0 1 0 0 0 0 0	9 4 0 4 2 4 8 2	12 9 5 5 4 7 10 6	14 10 12 6 4 8 10 7	15 10 15 6 4 8 10 8
Lawyers	Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development Section 6: Executive Leadership & Engagement	3 0 1 0 0 0 0 0 0 0	9 4 0 4 2 4 8 2 2 2	12 9 5 5 4 7 10 6 4	14 10 12 6 4 8 10 7 6	15 10 15 6 4 8 10 8 8 8
Lawyers	Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development Section 6: Executive Leadership & Engagement Section 7: Data Collection & Reporting	3 0 1 0 0 0 0 0 0 0 0 0	9 4 0 4 2 4 8 2 2 2 0	12 9 5 5 4 7 10 6 4 2	14 10 12 6 4 8 10 7	15 10 15 6 4 8 10 8 8 3
Lawyers	Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development Section 6: Executive Leadership & Engagement Section 7: Data Collection & Reporting Section 8: Community Engagement	3 0 0 1 0 0 0 0 0 0 0 0 0 0 0	9 4 0 4 2 4 8 2 2 2 0 2 0 2	12 9 5 5 4 7 10 6 4 2 2	14 10 12 6 4 8 10 7 6 3 4	15 10 15 6 4 8 10 8 8 3 6
Lawyers	Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development Section 5: Training, Awareness & Professional Development Section 6: Executive Leadership & Engagement Section 7: Data Collection & Reporting Section 8: Community Engagement Section 9: Optional Survey	3 0 0 1 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	9 4 0 4 2 4 8 2 2 2 0	12 9 5 5 4 7 10 6 4 2 2 2 2	14 10 12 6 4 8 10 7 6 3 4 2	15 10 15 6 4 8 10 8 8 3 6 2
Lawyers	Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development Section 6: Executive Leadership & Engagement Section 7: Data Collection & Reporting Section 8: Community Engagement	3 0 0 1 0 0 0 0 0 0 0 0 0 0 0	9 4 0 4 2 4 8 2 2 2 0 2 0 2	12 9 5 5 4 7 10 6 4 2 2	14 10 12 6 4 8 10 7 6 3 4	15 10 15 6 4 8 10 8 8 3 6

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



# 2022 RESULTS SMALL EMPLOYERS

Sector Benchmarks



	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
A	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
TOP 3:	Section 7: Data Collection & Reporting	0	2	2	3	3
(alphabetical)	Section 8: Community Engagement	0	3	3	6	6
(alphabetical)	Section 9: Optional Survey	0	2	2	2	2
	Section 10: Additional Work	0	3	3	5	5
✓ Boston Consulting Group	Total AWEI Score	12	65	70	95	100
✓ Colin Biggers & Paisley		Lowest	25th percentile	50th percentile	75th percentile	Highest
						4 -
	Section 1: Standing Submission: HR Policies & Practice	3	11	13	14	15
,	Section 1: Standing Submission: HR Policies & Practice Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support	<u> </u>	<u> </u>	<u>13</u> 9	14	10
Lawyers				-		
,	Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support	0	6	9	10	10
Lawyers	Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus	tranding Submission: LGBTQ Bullying / Harassment & Support079tranding Submission: Trans / Gender Diverse Inclusion065tranding Submission: Strategic Focus156trategy & Accountability034GBTQ Employee Networks / Resource Groups068(isibility of Inclusion0910raining, Awareness & Professional Development056executive Leadership & Engagement045Data Collection & Reporting022Community Engagement033Optional Survey022Additional Work033Score126570tranding Submission: HR Policies & Practice31113tranding Submission: LGBTQ Bullying / Harassment & Support069tranding Submission: Trans / Gender Diverse Inclusion039tranding Submission: Strategic Focus246tranding Submission: Strategic Focus246	10 13	10 15		
Lawyers	Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability	0 0 2	6 3 4	9 9 6	10 13 6	10 15 6
Lawyers	Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups	0 0 2 0	6 3 4	9 9 6 4	10 13 6 4	10 15 6 4
Lawyers	Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion	0 0 2 0 0	6 3 4 2 5	9 9 6 4 8	10 13 6 4 8	10 15 6 4 8
Lawyers	Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups	0 0 2 0 0 3	6 3 4 2 5 8	9 9 6 4 8 10	10 13 6 4 8 10	10 15 6 4 8 10
Lawyers	Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development	0 0 2 0 0 0 3 0	6 3 4 2 5 8 2	9 9 6 4 8 10 6	10 13 6 4 8 10 7	10 15 6 4 8 10 8
Lawyers	Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development Section 6: Executive Leadership & Engagement Section 7: Data Collection & Reporting	0 0 2 0 0 0 3 0 0 0	6 3 4 2 5 8 2 3	9 9 6 4 8 10 6 6	10 13 6 4 8 10 7 6	10 15 6 4 8 10 8 8 8
Lawyers	Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development Section 6: Executive Leadership & Engagement Section 7: Data Collection & Reporting Section 8: Community Engagement	0 0 2 0 0 0 3 0 0 0 0 0	6 3 4 2 5 8 2 3 0	9 9 6 4 8 10 6 6 2	10 13 6 4 8 10 7 6 3	10 15 6 4 8 10 8 8 3
Lawyers	Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development Section 6: Executive Leadership & Engagement Section 7: Data Collection & Reporting	0 0 2 0 0 0 3 0 0 0 0 0 0 0	6 3 4 2 5 8 2 3 0 2	9 9 6 4 8 10 6 6 6 2 4	10 13 6 4 8 10 7 6 3 4	10 15 6 4 8 10 8 8 3 6

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



# 2022 RESULTS SMALL EMPLOYERS

### Industry Benchmarks



### 2022 Small Employer Benchmarks-by Industry

	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
7	Section 3: LGBTQ Employee Networks / Resource Groups	1	6	8	8	8
$\sim$	Section 4: Visibility of Inclusion	0	8	10	10	10
	Section 5: Training, Awareness & Professional Development	0	5	6	8	8
D Э.	Section 6: Executive Leadership & Engagement	2	5	6	8	8
OP 3: Iphabetical) Deutsche Liberty Financial Group Northern Trust	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
Doutscho	Section 10: Additional Work	0	3	3	5	5
	Total AWEI Score	20	67	72	95	100
Liberty Financial Group		Lowest	25th percentile	50th percentile	75th percentile	Highest
Northern Trust	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 6. Community Engagement					-
	Section 9: Optional Survey	0	2	2	2	2
		0	2	2 3	2 5	2

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

**TOP 3**:

 $\checkmark$ 

√

 $\checkmark$ 

(alphabetical)



### 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: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion	8	9 10	10 11	10 15	10 15
Section 1: Standing Submission: Trans / Gender Diverse Inclusion		-			
	0	10	11	15	15
Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus	0	10 6	11 6	15 6	15 6
Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups	0 6 2	10 6 4	11 6 4	15 6 4	15 6 4
Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion	0 6 2 7	10 6 4 7	11 6 4 8	15 6 4 8	15 6 4 8
Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability	0 6 2 7 8	10 6 4 7 10	11 6 4 8 10	15 6 4 8 10	15 6 4 8 10
Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development	0 6 2 7 8 5	10 6 4 7 10 7	11 6 4 8 10 7	15 6 4 8 10 8	15 6 4 8 10 8
Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development Section 6: Executive Leadership & Engagement	0 6 2 7 8 5 4	10 6 4 7 10 7 6	11 6 4 8 10 7 6	15 6 4 8 10 8 6	15 6 4 8 10 8 6
Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development Section 6: Executive Leadership & Engagement Section 7: Data Collection & Reporting	0 6 2 7 8 5 4 0	10 6 4 7 10 7 6 2	11 6 4 8 10 7 6 3	15 6 4 8 10 8 6 3	15 6 4 8 10 8 6 3
Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development Section 6: Executive Leadership & Engagement Section 7: Data Collection & Reporting Section 8: Community Engagement	0 6 2 7 8 5 4 0 2	10 6 4 7 10 7 6 2 4	11 6 4 8 10 7 6 3 4	15 6 4 8 10 8 6 3 4	15 6 4 8 10 8 6 3 4



### 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
	LOWC3t	zourpercentile	John percentile	75th percentile	ingricit
Section 1: Standing Submission: HR Policies & Practice	12	13	15	15	15
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support	12	13	15	15	15
Section 1: Standing Submission: HR Policies & Practice Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus	12 8	13 9	15 9	15 10	15 10
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus	12 8 0	13 9 13	15 9 14	15 10 15	15 10 15
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability	12 8 0 6	13 9 13 6	15 9 14 6	15 10 15 6	15 10 15 6
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups	12 8 0 6 3	13 9 13 6 4	15 9 14 6 4	15 10 15 6 4	15 10 15 6 4
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion	12 8 0 6 3 6	13 9 13 6 4 7	15 9 14 6 4 8	15 10 15 6 4 8	15 10 15 6 4 8
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion	12 8 0 6 3 6 8	13 9 13 6 4 7 10	15 9 14 6 4 8 10	15 10 15 6 4 8 10	15 10 15 6 4 8 10
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development	12 8 0 6 3 6 8 4	13 9 13 6 4 7 10 5	15 9 14 6 4 8 10 7	15 10 15 6 4 8 10 8	15 10 15 6 4 8 10 8
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development Section 6: Executive Leadership & Engagement	12 8 0 6 3 6 8 4 2	13 9 13 6 4 7 10 5 4	15 9 14 6 4 8 10 7 6	15 10 15 6 4 8 10 8 6	15 10 15 6 4 8 10 8 6
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development Section 6: Executive Leadership & Engagement Section 7: Data Collection & Reporting	12 8 0 6 3 6 8 4 2 2	13 9 13 6 4 7 10 5 4 3	15 9 14 6 4 8 10 7 6 3	15 10 15 6 4 8 10 8 6 3	15 10 15 6 4 8 10 8 6 3
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development Section 6: Executive Leadership & Engagement Section 7: Data Collection & Reporting Section 8: Community Engagement	12 8 0 6 3 6 8 4 2 2 2 2	13 9 13 6 4 7 10 5 4 3 4	15 9 14 6 4 8 10 7 6 3 3 4	15 10 15 6 4 8 10 8 6 3 4	15 10 15 6 4 8 10 8 6 3 6



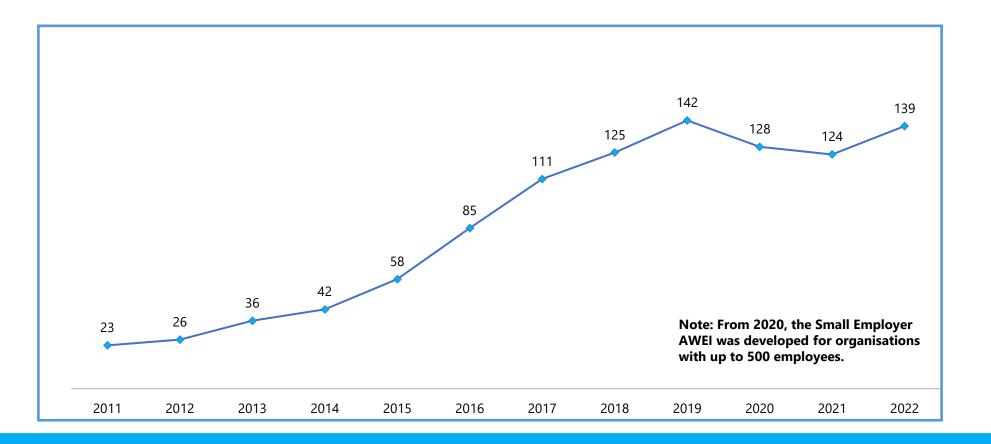
### **2022** RESULTS STANDARD EMPLOYERS



	AWEI 2022 POINT A	LLOCATIONS:	STANDARD EMPLOYER (501+ employees)			
	HR Policies & Practice		Includes anti-discrimination clause; inclusivity within staff benefits and leave			
	HR Policies & Practice	20 points	options; third party policies; inclusion strategy.			
Section 1: Standing Submission:	LGBTQ Bullying / Harassment & Support	14 points	Includes grievance officers; behavioural examples; EAP provider.			
Submission.	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.			
Soction 4: Visib	ility of Inclusion		Includes days of significance; visible signs of LGBTQ inclusion; LGBTQ ally			
Section 4. Visib	ility of Inclusion	16 points	identification; confidential contacts; social media.			
Section 5: Train	ing, Awareness & Professional		Includes training programs delivered; training plan; additional programs/event			
Development		12 points	attendance.			
Section 6: Exec	utive 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: Com	munity Engagement	6 points	Includes community engagement/events; external advocacy; fundraising			
Section 9: Option	onal Survey	2 points	Includes participation in the optional employee survey.			
Section 10: Add	litional 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.			



#### **Annual AWEI Standard Employer Participation Growth**





#### **2022 Standard Employer Benchmarks**

	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
TOP 3:	Section 6: Executive Leadership & Engagement	0	4	4	8	8
(alphabetical)	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
<ul> <li>Capgemini Australia</li> </ul>	Section 10: Additional Work	0	6	5	15	15
✓ Deloitte Australia	Total AWEI Score	27	113	116	199	200
✓ MinterEllison		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 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability	0	7 9	13 12	16 17	
		v	7 9 11		-	18
	Section 2: Strategy & Accountability	2		12	17	18 22
	Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups	2 0	11	12 18	17 26	18 22 34
	Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion	2 0 3	11	12 18 12	17 26	18 22 34 16
	Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development	2 0 3 0	11 10 4	12 18 12	17 26	18           22           34           16           12
	Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development Section 6: Executive Leadership & Engagement	2 0 3 0 0	11 10 4 2	12 18 12 6 4	17 26	18           22           34           16           12
	Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development Section 6: Executive Leadership & Engagement Section 7: Data Collection & Reporting	2 0 3 0 0 0	11 10 4 2 2 2	12 18 12 6 4 3	17 26	18           22           34           16           12           8           6
	Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development Section 6: Executive Leadership & Engagement Section 7: Data Collection & Reporting Section 8: Community Engagement	2 0 3 0 0 0 0 0	11 10 4 2 2 2 2	12 18 12 6 4 3 2	17 26	18           22           34           16           12           8           6           6



#### **2022 Standard Employer Benchmarks**

#### Benchmarks Tables (available, not available)

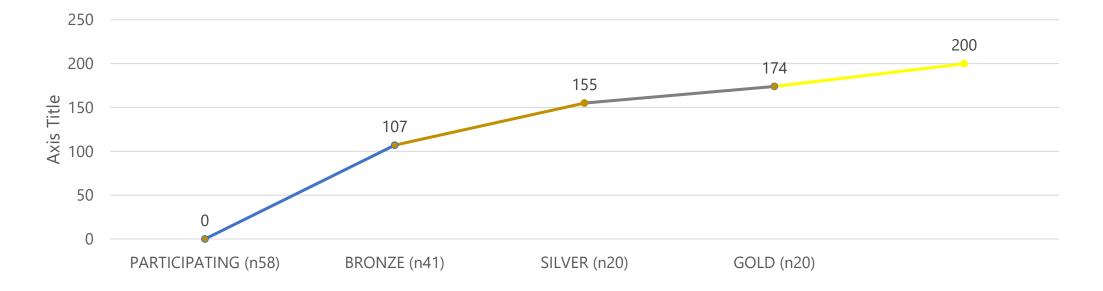
- Tier
  - ✓ Gold (n-20), Silver (n20), Bronze (n41), Participating (n58)
- Sector
  - ✓ Private (n89), NFP/Charity (n4), Local Govt (n1), Higher Ed (n15), Fed Govt (n14), State Govt (n15)
- Size
  - ✓ Medium (501-1999) (n50), Large (2000-8000) (n68), Significant (8000+) (n21)
- Industry benchmarks provided (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		Standard Employer Teir Entry Points											
			Historical								Current		
Points			Iteration 1			Iteration 2	2		Iteration 3	;		Iteration 4	ł
FUIIIS	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 RESULTS STANDARD EMPLOYERS

Tier Benchmarks



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

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

GOLD

(alphabetical)

✓ Capgemini Australia
 ✓ Deloitte Australia
 ✓ MinterEllison



	Silver (n20)	Lowest	Average	Median	Highest	A۱
	Section 1: Standing Submission: HR Policies & Practice	13	18	20	20	
*	Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support	8	12	12	14	
	Section 1: Standing Submission: Trans / Gender Diverse Inclusion	12	20	21	27	
	Section 1: Standing Submission: Strategic Focus	11	16	16	18	
	Section 2: Strategy & Accountability	14	18	18	22	
	Section 3: LGBTQ Employee Networks / Resource Groups	19	28	30	32	
Top 2	Section 4: Visibility of Inclusion	11	15	16	16	
Тор 3	Section 5: Training, Awareness & Professional Development	6	8	8	12	
Silver	Section 6: Executive Leadership & Engagement	1	5	6	8	
(alphabetical)	Section 7: Data Collection & Reporting	0	5	6	6	
(	Section 8: Community Engagement	2	4	4	6	
	Section 9: Optional Survey	2	2	2	2	
✓ Allianz	Section 10: Additional Work	6	11	11	15	
✓ CSIRO	Total AWEI Score	155	162	161	172	
✓ NBN Co		Lowest	25th percentile	50th percentile	75th percentile	H
			10	20	20	
	Section 1: Standing Submission: HR Policies & Practice	13	16	20	20	
	Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support	8	16	12	20 14	
		8 12	10 17	-	-	
	Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support	8	10	12	14	
	Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion	8 12	10 17	12 21	14 22	
	Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus	8 12 11	10 17 15	12 21 16	14 22 18	
	Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability	8 12 11 14	10 17 15 17	12 21 16 18	14 22 18 20	
	Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups	8 12 11 14 19	10 17 15 17 26	12 21 16 18 30	14 22 18 20 30	
	Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion	8 12 11 14 19 11	10 17 15 17 26 14	12 21 16 18 30 16	14 22 18 20 30 16	
	Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development	8 12 11 14 19 11	10 17 15 17 26 14	12 21 16 18 30 16 8	14 22 18 20 30 16	
	Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development Section 6: Executive Leadership & Engagement	8 12 11 14 19 11 6 1	10 17 15 17 26 14	12 21 16 18 30 16 8 6	14 22 18 20 30 16 10 7	
	Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development Section 6: Executive Leadership & Engagement Section 7: Data Collection & Reporting Section 8: Community Engagement	8 12 11 14 19 11 6 1 1 6 1 0	10 17 15 17 26 14	12 21 16 18 30 16 8 6	14 22 18 20 30 16 10 7 6	
	Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development Section 6: Executive Leadership & Engagement Section 7: Data Collection & Reporting	8 12 11 14 19 11 6 11 6 1 1 0 2	10 17 15 17 26 14 6 4 5 4	12 21 16 18 30 16 8 6 6 6 4	14 22 18 20 30 16 10 7 6 6 6	
	Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development Section 5: Training, Awareness & Professional Development Section 6: Executive Leadership & Engagement Section 7: Data Collection & Reporting Section 8: Community Engagement Section 9: Optional Survey	8 12 11 14 19 11 6 11 6 1 0 2 2 2	10 17 15 17 26 14 6 4 5 4 2	12 21 16 18 30 16 8 6 6 6 4 2	14 22 18 20 30 16 10 7 6 6 6 2	

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



2



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
	4				
	4	12	14	17	25
Section 1: Standing Submission: Trans / Gender Diverse Inclusion	4 7	11	14	17 17	18
Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability				17	
Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability	4 7	11	14	17 17	18
Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups	4 7 7 7	11 12	14 15	17 17 18	18 21
Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development	4 7 7 13 8 2	11 12 18	14 15 21	17 17 18 25	18 21 31 16 12
Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion	4 7 7 13 8	11 12 18 12 6 4	14 15 21 14 6 4	17 17 18 25 15	18 21 31 16 12 8
Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development	4 7 7 13 8 2	11 12 18 12 6 4 3	14 15 21 14 6	17 17 18 25 15 10	18 21 31 16 12
Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development Section 6: Executive Leadership & Engagement	4 7 7 13 8 2 2 2	11 12 18 12 6 4 3 2	14 15 21 14 6 4	17 17 18 25 15 10 6	18 21 31 16 12 8
Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development Section 6: Executive Leadership & Engagement Section 7: Data Collection & Reporting	4 7 7 13 8 2 2 0	11 12 18 12 6 4 3	14 15 21 14 6 4 3	17 17 18 25 15 10 6 6	18 21 31 16 12 8 6
Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development Section 6: Executive Leadership & Engagement Section 7: Data Collection & Reporting Section 8: Community Engagement	4 7 7 13 8 2 2 2 0 0 0	11 12 18 12 6 4 3 2	14 15 21 14 6 4 3 4	17 17 18 25 15 10 6 6 4	18 21 31 16 12 8 6 6



	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
Top 2	Section 2: Strategy & Accountability	0	9	9	17	22
Top 3	Section 3: LGBTQ Employee Networks / Resource Groups	0	10	9	28	34
Participating	Section 4: Visibility of Inclusion	3	9	10	16	16
(Alphabetical)	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
✓ Australian Prudential	Section 9: Optional Survey	0	2	2	2	2
	Section 10: Additional Work	0	3	3	11	15
Regulation Authority (APRA)	Total AWEI Score	24	68	66	106	200
✓ AstraZeneca (Australia and		Lowest	25th percentile	50th percentile	75th percentile	Highest
New Zealand)	Section 1: Standing Submission: HR Policies & Practice	0	5	8	12	18
✓ Australia Post	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
		-	1	-	1	
	Section 10: Additional Work	0	1	3	4	11



2022 RESULTS STANDARD EMPLOYERS

Size Benchmarks



	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
у		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
						10
	Section 4: Visibility of Inclusion	5	9	12	15	16
	Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development	<u> </u>	9 4	12 6	15 8	16
	Section 5: Training, Awareness & Professional Development		-		_	
		0	4	6	8	12
	Section 5: Training, Awareness & Professional Development Section 6: Executive Leadership & Engagement Section 7: Data Collection & Reporting	0	4	6 4	8 6	12 8
	Section 5: Training, Awareness & Professional Development Section 6: Executive Leadership & Engagement Section 7: Data Collection & Reporting Section 8: Community Engagement	0 0 0	4 2 2	6 4 3	8 6 6	12 8 6
	Section 5: Training, Awareness & Professional Development Section 6: Executive Leadership & Engagement Section 7: Data Collection & Reporting	0 0 0 0	4 2 2 2 2	6 4 3 4	8 6 6 4	12 8 6 6

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

**TOP 3**:

 $\checkmark$ 

 $\checkmark$ 

(alphabetical)

SBS

**Origin Energy** 

Salesforce



	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
A	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
TOP 3:	Section 7: Data Collection & Reporting	0	3	3	6	6
	Section 8: Community Engagement	0	3	4	6	6
(alphabetical)	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
<ul> <li>Capgemini</li> </ul>		Lowest	25th percentile	50th percentile	75th percentile	Highest
✓ Deloitte	Section 1: Standing Submission: HR Policies & Practice	1	9	16	20	20
✓ MinterEllison	Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support	0	5	10	13	14
• IVIInterEllison	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
					11	15
	Section 10: Additional Work	0	3		11	1 15

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



	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
Р 3:	Section 7: Data Collection & Reporting	0	4	5	6	6
	Section 8: Community Engagement	2	4	4	6	6
phabetical)	Section 9: Optional Survey	0	2	2	2	2
	Section 10: Additional Work	0	9	10	15	15
Calaa	Total AWEI Score	36	132	140	189	200
Coles		Lowest	25th percentile	50th percentile	75th percentile	Highest
NAB	Section 1: Standing Submission: HR Policies & Practice	0	11	17	19	20
University of Sydney	Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support	0	7	10	14	14
				16	21	27
onversity of Syuney	Section 1: Standing Submission: Trans / Gender Diverse Inclusion	1	8	16	21	
onversity of Sydney	Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus	<u> </u>	8	16	21 18	18
oniversity of Sydney		1 2 9				
	Section 1: Standing Submission: Strategic Focus		11	14	18	18
oniversity of Sydney	Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability	9	11 13	14 16	18 19	18 20
oniversity of Sydney	Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups	9 7	11 13 18	14 16 22	18 19 29	18 20 33
oniversity of Sydney	Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development	9 7 4	11 13 18	14 16 22 13	18 19 29 14	18 20 33 16
Shiversity of Sydney	Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion	9 7 4 2	11 13 18 11 4	14 16 22 13	18 19 29 14 10	18 20 33 16 12
oniversity of Sydney	Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development Section 6: Executive Leadership & Engagement Section 7: Data Collection & Reporting	9 7 4 2 0	11 13 18 11 4 3	14 16 22 13	18 19 29 14 10	18 20 33 16 12 8
Shiversity of Sydney	Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development Section 6: Executive Leadership & Engagement Section 7: Data Collection & Reporting Section 8: Community Engagement	9 7 4 2 0 0 0	11 13 18 11 4 3 3	14 16 22 13	18 19 29 14 10	18 20 33 16 12 8 6 6
Shiversity of Sydney	Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development Section 6: Executive Leadership & Engagement Section 7: Data Collection & Reporting	9 7 4 2 0 0 2	11 13 18 11 4 3 3 2	14 16 22 13 8 4 5 4	18 19 29 14 10 5 6 6	18 20 33 16 12 8 6

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

**TOP 3**:

 $\checkmark$ 

 $\checkmark$ 

(alphabetical)



2022 RESULTS STANDARD EMPLOYERS

Sector Benchmarks



	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
TOP 3:	Section 7: Data Collection & Reporting	0	3	3	6	6
	Section 8: Community Engagement	0	3	4	6	6
(alphabetical)	Section 9: Optional Survey	2	2	2	2	2
	Section 10: Additional Work	0	7	6	15	15
V Cangomini	Total AWEI Score	26	118	118	199	200
<ul> <li>Capgemini</li> </ul>		Lowest	25th percentile	50th percentile	75th percentile	-
✓ Deloitte	Section 1: Standing Submission: HR Policies & Practice	0	9	15	20	20
✓ MinterEllison	Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support	0	5	8	13	14
• WITTELLIISOT	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

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



	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
TOP 3:	Section 7: Data Collection & Reporting	0	3	3	6	6
	Section 8: Community Engagement	0	2	1	4	6
(alphabetical)	Section 9: Optional Survey	2	2	2	2	2
	Section 10: Additional Work	1	6	5	11	15
Australian Supar	Total AWEI Score	28	81	81	136	200
<ul> <li>Australian Super</li> </ul>		Lowest	25th percentile	50th percentile	75th percentile	Highest
1 if Alith out Dorriors	Section 1: Standing Submission: HR Policies & Practice	3	5	12	17	18
<ul> <li>Life Without Barriers</li> </ul>	Section 1. Standing Submission. The folicies & Fractice					
	Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support	0	2	4	6	7
✓ Settlement Services		0	2	4 7	6 12	_
	Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support	, i i i i i i i i i i i i i i i i i i i	2 4 1	4	6	7
✓ Settlement Services	Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion	2	2 4 1 5	4 7	6 12	7 16
✓ Settlement Services	Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability	2 0	2 4 1 5 6	4 7 6	6 12 12	7 16 13
✓ Settlement Services	Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus	2 0 3	4 1 5	4 7 6 10	6 12 12 12 15	7 16 13 15
✓ Settlement Services	Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups	2 0 3 6	4 1 5 6	4 7 6 10 13	6 12 12 15 22	7 16 13 15 29
✓ Settlement Services	Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion	2 0 3 6 6	4 1 5 6 6	4 7 6 10 13	6 12 12 15 22	7 16 13 15 29 12
✓ Settlement Services	Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development Section 6: Executive Leadership & Engagement	2 0 3 6 6 0	4 1 5 6 6 2	4 7 6 10 13	6 12 12 15 22	7 16 13 15 29 12 10
✓ Settlement Services	Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development	2 0 3 6 6 0 0	4 1 5 6 6 2 3	4 7 6 10 13 8 4 5	6 12 12 15 22	7 16 13 15 29 12 10 8
✓ Settlement Services	Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development Section 6: Executive Leadership & Engagement Section 7: Data Collection & Reporting Section 8: Community Engagement	2 0 3 6 6 0 0 0	4 1 5 6 6 2 3 2	4 7 6 10 13 8 4 5	6 12 12 15 22	7 16 13 15 29 12 10 8
✓ Settlement Services	Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development Section 6: Executive Leadership & Engagement Section 7: Data Collection & Reporting	2 0 3 6 6 0 0 0 0 0	4 1 5 6 2 3 2 0	4 7 6 10 13 8 4 5 3 1	6 12 12 15 22 11 7 7 4 3	7 16 13 15 29 12 10 8 6 4



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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	Highes
Section 1: Standing Submission: HR Policies & Practice	Lowest 9	25th percentile 12	50th percentile 15	75th percentile 20	Highes 20
Section 1: Standing Submission: HR Policies & Practice Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion	9	12	15	20	20
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support	9 2	12 6	15 10	20 13	20 14
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion	9 2 1	12 6 14	15 10 17	20 13 22	20 14 26
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus	9 2 1 0	12 6 14 10	15 10 17 14	20 13 22 17	20 14 26 18
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups	9 2 1 0	12 6 14 10 16	15 10 17 14 18	20 13 22 17 20	20 14 26 18 22
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability	9 2 1 0 6 1	12 6 14 10 16 18	15 10 17 14 18 26	20 13 22 17 20 30	20 14 26 18 22 30
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion	9 2 1 0 6 1 6	12 6 14 10 16 18 10	15 10 17 14 18 26 15	20 13 22 17 20 30 16	20 14 26 18 22 30 16
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development	9 2 1 0 6 1 6 2	12 6 14 10 16 18 10 6	15 10 17 14 18 26 15 6	20 13 22 17 20 30 16 10	20 14 26 18 22 30 16 12
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development Section 6: Executive Leadership & Engagement	9 2 1 0 6 1 6 2 0	12 6 14 10 16 18 10 6 2	15 10 17 14 18 26 15 6 4	20 13 22 17 20 30 16 10 5	20 14 26 18 22 30 16 12 8
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development Section 6: Executive Leadership & Engagement Section 7: Data Collection & Reporting	9 2 1 0 6 1 6 2 0 0 0	12 6 14 10 16 18 10 6 2 2 2	15 10 17 14 18 26 15 6 4 3	20 13 22 17 20 30 16 10 5 6	20 14 26 18 22 30 16 12 8 8 6
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development Section 6: Executive Leadership & Engagement Section 7: Data Collection & Reporting Section 8: Community Engagement	9 2 1 0 6 1 6 2 0 0 0 0 0	12 6 14 10 16 18 10 6 2 2 2 3	15 10 17 14 18 26 15 6 4 3 4	20 13 22 17 20 30 16 10 5 6 6 6	20 14 26 18 22 30 16 12 8 6 6



	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
A	Section 2: Strategy & Accountability	6	14	16	22	22
57	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
TOP 3:	Section 7: Data Collection & Reporting	1	5	6	6	6
(alphabetical)	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
✓ ABC	Total AWEI Score	57	135	149	179	200
✓ SBS		Lowest	25th percentile	50th percentile	75th percentile	Highest
✓ Services Australia	Section 1: Standing Submission: HR Policies & Practice	5	15	17	20	20
• Services Australia	Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support	3	10	12	13	14
		2	9	17	22	27
	Section 1: Standing Submission: Trans / Gender Diverse Inclusion	2	9			<u> </u>
	Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus	5	13	16	18	18
			-			
	Section 1: Standing Submission: Strategic Focus	5	13	16	18	18
	Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability	5	13 10	16 16	18 18	18 22
	Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups	5 6 8	13 10 18	16 16 25	18 18 30	18 22 32
	Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion	5 6 8 3	13 10 18 9	16 16 25 14	18 18 30 15	18 22 32 16
	Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development	5 6 8 3 0	13 10 18 9 6	16 16 25 14 8	18 18 30 15	18 22 32 16 12
	Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development Section 6: Executive Leadership & Engagement	5 6 8 3 0	13 10 18 9 6 3	16 16 25 14 8 4	18 18 30 15 10 6	18 22 32 16 12 8
	Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development Section 6: Executive Leadership & Engagement Section 7: Data Collection & Reporting	5 6 8 3 0 0 1	13 10 18 9 6 3 5	16 16 25 14 8 4 6	18 18 30 15 10 6 6	18           22           32           16           12           8           6
	Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development Section 5: Training, Awareness & Engagement Section 6: Executive Leadership & Engagement Section 7: Data Collection & Reporting Section 8: Community Engagement	5 6 8 3 0 0 1 0	13 10 18 9 6 3 5 2	16 16 25 14 8 4 6 2	18 18 30 15 10 6 6 4	18 22 32 16 12 8 6 6



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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
		0.5.1			
	Lowest	25th percentile	50th percentile	75th percentile	Highest
Section 1: Standing Submission: HR Policies & Practice	Lowest 0	25th percentile 7	9	14	Highest 20
Section 1: Standing Submission: HR Policies & Practice Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support		•		•	
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support	0	7	9	14	20
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion	0	7 3	9	14 9	20 12
•	0 0 0	7 3 6	9 5 9	14 9 14	20 12 22
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability	0 0 0 1	7 3 6 3	9 5 9 6	14 9 14 13	20 12 22 18
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups	0 0 0 1 0	7 3 6 3 6	9 5 9 6 9	14 9 14 13 12	20 12 22 18 21
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion	0 0 0 1 0 4	7 3 6 3 6 7	9 5 9 6 9 11	14 9 14 13 12 23	20 12 22 18 21 33
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development	0 0 1 0 4 4	7 3 6 3 6 7 10	9 5 9 6 9 11 11	14 9 14 13 12 23 12	20 12 22 18 21 33 15
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus	0 0 1 0 4 4 0	7 3 6 3 6 7 10 2	9 5 9 6 9 11 11 4	14 9 14 13 12 23 12 6	20 12 22 18 21 33 15 10
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development Section 6: Executive Leadership & Engagement	0 0 1 0 4 4 0 0 0	7 3 6 3 6 7 10 2 0	9 5 9 6 9 11 11 4 2	14 9 14 13 12 23 12 6 4	20 12 22 18 21 33 15 10 8
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development Section 6: Executive Leadership & Engagement Section 7: Data Collection & Reporting	0 0 1 0 4 4 0 0 0 0 0	7 3 6 3 6 7 10 2 0 2	9 5 9 6 9 11 11 4 2 3	14 9 14 13 12 23 12 6 4 4	20 12 22 18 21 33 15 10 8 6
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development Section 6: Executive Leadership & Engagement Section 7: Data Collection & Reporting Section 8: Community Engagement	0 0 1 0 4 4 4 0 0 0 0 0 0	7 3 6 3 6 7 10 2 0 2 1	9 5 9 6 9 11 11 11 4 2 3 2	14 9 14 13 12 23 12 6 4 4 4 4	20 12 22 18 21 33 15 10 8 6 4



**2022** RESULTS STANDARD EMPLOYERS

# Industry Benchmarks



	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
2.	Section 6: Executive Leadership & Engagement	4	5	5	8	8
P 3:	Section 7: Data Collection & Reporting	3	5	5	6	6
phabetical)	Section 8: Community Engagement	2	4	4	6	6
	Section 9: Optional Survey	2	2	2	2	2
Rupa	Section 10: Additional Work	1	8	9	15	15
Вира	Total AWEI Score	65	135	147	166	200
Department of Health (Aust		Lowest	25th percentile	50th percentile	75th percentile	Highest
Gov)	Section 1: Standing Submission: HR Policies & Practice	5	19	20	20	20
		3	7	9	10	14
,	Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support	3	/	5	12	
Life without Barriers	Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion	5	12	15	12	24
			/	5		
	Section 1: Standing Submission: Trans / Gender Diverse Inclusion	5	12	15	17	24
	Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus	5	12 12	15 17	17 18	24 18
	Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability	5 8 10	12 12 12 15	15 17 16	17 18 18	24 18 22
	Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups	5 8 10 9	12 12 15 19	15 17 16 22	17 18 18 26	24 18 22 30
	Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion	5 8 10 9 6	12 12 15 19 12	15 17 16 22 13	17 18 18 26 15	24 18 22 30 16
	Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development	5 8 10 9 6 2	12 12 15 19 12	15 17 16 22 13	17 18 18 26 15 8	24 18 22 30 16 10
,	Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development Section 6: Executive Leadership & Engagement	5 8 10 9 6 2 4	12 12 15 19 12	15 17 16 22 13	17 18 18 26 15 8 6	24 18 22 30 16 10
	Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development Section 6: Executive Leadership & Engagement Section 7: Data Collection & Reporting	5 8 10 9 6 2 4 3	12 12 15 19 12	15 17 16 22 13	17 18 18 26 15 8 6 6	24 18 22 30 16 10 8 6
·	Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development Section 5: Training, Awareness & Professional Development Section 6: Executive Leadership & Engagement Section 7: Data Collection & Reporting Section 8: Community Engagement	5 8 10 9 6 2 4 3 2	7 12 12 15 19 12 6 4 4 4 4	15 17 16 22 13 6 5 5 4	17 18 18 26 15 8 6 6 6 4	24 18 22 30 16 10 8 6 6

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

**TOP 3:** 

 $\checkmark$ 

 $\checkmark$ 

 $\checkmark$ 

(alphabetical)



	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
A.	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
TOP 3:	Section 8: Community Engagement	0	4	4	6	6
(alphabetical)	Section 9: Optional Survey	2	2	2	2	2
(alphabetical)	Section 10: Additional Work	0	9	9	15	15
	Total AWEI Score	72	141	154	189	200
✓ Coles		Lowest	25th percentile	50th percentile	75th percentile	Highest
✓ NAB	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
✓ QBE	Section 1: Standing Submission: Trans / Gender Diverse Inclusion	3	13	20	24	27
	Section 1. Standing Submission. Trans / Gender Diverse inclusion		-			
	Section 1: Standing Submission: Strategic Focus	4	9	15	18	18
			9 13			18 20
	Section 1: Standing Submission: Strategic Focus	4	_	15	18	-
	Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability	4 5	13	15 17	18 19	20
	Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups	4 5 4	13 19	15 17 24	18 19 31	20 32
	Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion	4 5 4 10	13 19 12	15 17 24 14	18 19 31 15	20 32 16
	Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development	4 5 4 10 2	13 19 12 6	15 17 24 14	18 19 31 15 10	20 32 16 12
	Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development Section 6: Executive Leadership & Engagement	4 5 4 10 2 2	13 19 12 6 2	15 17 24 14 8 4	18 19 31 15 10 6	20 32 16 12 8
	Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development Section 6: Executive Leadership & Engagement Section 7: Data Collection & Reporting	4 5 4 10 2 2 0	13 19 12 6 2 3	15 17 24 14 8 4	18 19 31 15 10 6 6	20 32 16 12 8 6
	Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development Section 6: Executive Leadership & Engagement Section 7: Data Collection & Reporting Section 8: Community Engagement	4 5 4 10 2 2 0 0 0	13 19 12 6 2 3 3 3	15 17 24 14 8 4 3 4	18           19           31           15           10           6           6           6           6           6	20 32 16 12 8 6 6

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



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
		6	_	1 -	15
Section 10: Additional Work	1	6	5	15	15
Section 10: Additional Work Total AWEI Score	<u> </u>	<u> </u>	<u> </u>	191	200
	1 37 Lowest	0	,		_
Total AWEI Score		118	115	191	200
Total AWEI Score Section 1: Standing Submission: HR Policies & Practice	Lowest	118 25th percentile	115 50th percentile	191 75th percentile	200 Highest
Total AWEI Score Section 1: Standing Submission: HR Policies & Practice Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support	Lowest 3	118 25th percentile 13	115 50th percentile 17	191 75th percentile 20	200 Highest 20
Total AWEI Score Section 1: Standing Submission: HR Policies & Practice Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion	Lowest 3 3	118 25th percentile 13 6	115 50th percentile 17 11	191 75th percentile 20 14	200 Highest 20 14
Total AWEI Score Section 1: Standing Submission: HR Policies & Practice Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion	Lowest 3 3 0	118 25th percentile 13 6 8	115 50th percentile 17 11 13	191 75th percentile 20 14 17	200 Highes 20 14 27
Total AWEI Score Section 1: Standing Submission: HR Policies & Practice Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability	Lowest 3 3 0 1	118 25th percentile 13 6 8 11	115 50th percentile 17 11 13 14	191 75th percentile 20 14 17 18	200 Highes 20 14 27 18
Total AWEI Score Section 1: Standing Submission: HR Policies & Practice Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups	Lowest 3 3 0 1 3 3 3 0 1 3 1 3 1 3 1 1 1 3 3 1 1 1 1	118 25th percentile 13 6 8 11 9	115 50th percentile 17 11 13 14 14 14	191 <b>75th percentile</b> 20 14 17 18 17	200 Highes 20 14 27 18 20
Total AWEI Score         Section 1: Standing Submission: HR Policies & Practice         Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support         Section 1: Standing Submission: Trans / Gender Diverse Inclusion         Section 1: Standing Submission: Strategic Focus         Section 2: Strategy & Accountability         Section 3: LGBTQ Employee Networks / Resource Groups         Section 4: Visibility of Inclusion	Lowest 3 3 0 1 3 3 3 0 1 3 1 3 1 3 1 1 1 3 3 1 1 1 1	118 25th percentile 13 6 8 11 9 12	115 50th percentile 17 11 13 14 14 14 19	191 <b>75th percentile</b> 20 14 17 18 17 27	200 Highes 20 14 27 18 20 34
Total AWEI Score         Section 1: Standing Submission: HR Policies & Practice         Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support         Section 1: Standing Submission: Trans / Gender Diverse Inclusion         Section 1: Standing Submission: Strategic Focus         Section 2: Strategy & Accountability         Section 3: LGBTQ Employee Networks / Resource Groups         Section 4: Visibility of Inclusion         Section 5: Training, Awareness & Professional Development	Lowest 3 3 0 1 1 3 6 5	118 25th percentile 13 6 8 11 9 12 8	115 50th percentile 17 11 13 14 14 14 19 13	191 <b>75th percentile</b> 20 14 17 18 17 27 15	200 Highes 20 14 27 18 20 34 34 16
Total AWEI Score         Section 1: Standing Submission: HR Policies & Practice         Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support         Section 1: Standing Submission: Trans / Gender Diverse Inclusion         Section 1: Standing Submission: Strategic Focus         Section 2: Strategy & Accountability         Section 3: LGBTQ Employee Networks / Resource Groups         Section 4: Visibility of Inclusion         Section 5: Training, Awareness & Professional Development         Section 6: Executive Leadership & Engagement	Lowest 3 3 0 1 1 3 6 5 0 0	118 25th percentile 13 6 8 11 9 12 8 4	115 50th percentile 17 11 13 14 14 14 19 13 6	191 <b>75th percentile</b> 20 14 17 18 17 27 15 10	200 Highest 20 14 27 18 20 34 16 12
Total AWEI Score Section 1: Standing Submission: HR Policies & Practice Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development	Lowest 3 3 0 1 1 3 6 5 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	118 25th percentile 13 6 8 11 9 12 8 4 2	115 50th percentile 17 11 13 14 14 14 19 13 6 4	191 75th percentile 20 14 17 18 17 27 15 10 6	200 Highes 20 14 27 18 20 34 16 12 8
Total AWEI Score         Section 1: Standing Submission: HR Policies & Practice         Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support         Section 1: Standing Submission: Trans / Gender Diverse Inclusion         Section 1: Standing Submission: Trans / Gender Diverse Inclusion         Section 1: Standing Submission: Strategic Focus         Section 2: Strategy & Accountability         Section 3: LGBTQ Employee Networks / Resource Groups         Section 4: Visibility of Inclusion         Section 5: Training, Awareness & Professional Development         Section 6: Executive Leadership & Engagement         Section 7: Data Collection & Reporting	Lowest 3 3 0 1 1 3 6 5 0 0 0 0 0 0 0 0 0 0	118 25th percentile 13 6 8 11 9 12 8 4 2 0	115 50th percentile 17 11 13 14 14 14 19 13 6 4 3	191 75th percentile 20 14 17 18 17 27 15 10 6 6 6	200 Highes 20 14 27 18 20 34 16 12 8 8 6
Total AWEI Score         Section 1: Standing Submission: HR Policies & Practice         Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support         Section 1: Standing Submission: Trans / Gender Diverse Inclusion         Section 1: Standing Submission: Trans / Gender Diverse Inclusion         Section 1: Standing Submission: Strategic Focus         Section 2: Strategy & Accountability         Section 3: LGBTQ Employee Networks / Resource Groups         Section 4: Visibility of Inclusion         Section 5: Training, Awareness & Professional Development         Section 6: Executive Leadership & Engagement         Section 7: Data Collection & Reporting         Section 8: Community Engagement	Lowest 3 3 0 1 1 3 6 5 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	118 25th percentile 13 6 8 11 9 12 8 4 2 0 2	115 50th percentile 17 11 13 14 14 14 19 13 6 4 3 2	191 75th percentile 20 14 17 18 17 27 15 10 6 6 6 4	200 Highes 20 14 27 18 20 34 16 12 8 6 6

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

**TOP 3**:

 $\checkmark$ 

 $\checkmark$ 

(alphabetical)

NAB QBE

**KMPG** Australia



TOP 3:	
(alphabetical)	

✓ Department of Health (Aust Gov)

- ✓ Life Without Barriers
- ✓ Settlement Services International

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: HR Policies & Practice Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support			9 4		
	0		9	17	20
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support	0	6	9 4	17 7	20 12
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus	0 0 1	6 1 3	9 4 8	17 7 12	20 12 17
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion	0 0 1 0	6 1 3 4	9 4 8 8	17 7 12 13	20 12 17 17
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups	0 0 1 0 0	6 1 3 4	9 4 8 8 9	17 7 12 13 15	20 12 17 17 22
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion	0 0 1 0 0 0	6 1 3 4 5 7	9 4 8 8 9 16	17 7 12 13 15 27	20 12 17 17 22 30
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development	0 0 1 0 0 0 6	6 1 3 4 5 7 9	9 4 8 8 9 16 11	17 7 12 13 15 27 12	20 12 17 17 22 30 14
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability	0 0 1 0 0 0 6 2	6 1 3 4 5 7 9 6	9 4 8 8 9 16 11 6	17 7 12 13 15 27 12 8	20 12 17 17 22 30 14 12
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development Section 6: Executive Leadership & Engagement	0 0 1 0 0 0 6 2 0	6 1 3 4 5 7 9 6 0	9 4 8 9 16 11 6 4	17 7 12 13 15 27 12 8 6	20 12 17 17 22 30 14 12 8
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development Section 6: Executive Leadership & Engagement Section 7: Data Collection & Reporting	0 0 1 0 0 0 0 6 2 0 0 0	6 1 3 4 5 7 9 6 0	9 4 8 9 16 11 6 4 3	17 7 12 13 15 27 12 8 6 6	20 12 17 17 22 30 14 12 8 6
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development Section 6: Executive Leadership & Engagement Section 7: Data Collection & Reporting Section 8: Community Engagement	0 0 1 0 0 0 0 6 2 0 0 0 0 0	6 1 3 4 5 7 9 6 0 2 1	9 4 8 9 16 11 6 4 3 2	17 7 12 13 15 27 12 8 6 6 6 4	20 12 17 17 22 30 14 12 8 6 6



TOP 3:	
(alphabetical)	

✓ Capgemini Australia

- ✓ Fujitsu Australia
- ✓ Salesforce

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	Lowest 4	25th percentile 11	50th percentile 17	75th percentile 20	Highest 20
Section 1: Standing Submission: HR Policies & Practice Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion	4	11	17	20	20
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support	4 0	11 4	17 14	20 14	20 14
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion	4 0 2	11 4 8	17 14 17	20 14 25	20 14 26
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus	4 0 2 2	11 4 8 9	17 14 17 15	20 14 25 18	20 14 26 18
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups	4 0 2 2 4	11 4 8 9 12	17 14 17 15 17	20 14 25 18 22	20 14 26 18 22
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability	4 0 2 2 4 2	11 4 8 9 12 17	17 14 17 15 17 28	20 14 25 18 22 32	20 14 26 18 22 34
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion	4 0 2 2 4 2 7	11 4 8 9 12 17 12	17 14 17 15 17 28 16	20 14 25 18 22 32 16	20 14 26 18 22 34 16
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development Section 6: Executive Leadership & Engagement	4 0 2 2 4 2 7 0	11 4 8 9 12 17 12 6	17 14 17 15 17 28 16 8	20 14 25 18 22 32 16 12	20 14 26 18 22 34 16 12
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development	4 0 2 2 4 2 7 0 0 0	11 4 8 9 12 17 12 6 2	17 14 17 15 17 28 16 8 8 8	20 14 25 18 22 32 16 12 8	20 14 26 18 22 34 16 12 8
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development Section 6: Executive Leadership & Engagement Section 7: Data Collection & Reporting	4 0 2 2 4 2 4 2 7 0 0 0 0 0	11 4 8 9 12 17 12 6 6 2 2 2	17 14 17 15 17 28 16 8 8 8 3	20 14 25 18 22 32 16 12 8 6	20 14 26 18 22 34 16 12 8 6
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development Section 6: Executive Leadership & Engagement Section 7: Data Collection & Reporting Section 8: Community Engagement	4 0 2 2 4 2 4 2 7 0 0 0 0 2	11 4 8 9 12 17 12 6 2 2 2 2 2	17 14 17 15 17 28 16 8 8 3 3 4	20 14 25 18 22 32 16 12 8 6 5	20 14 26 18 22 34 16 12 8 6 6



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: HR Policies & Practice Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support	7 0	16 6	20 10	20 11	20 14
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support	0	6	10	11	14
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion	0	6 10	10 16	11 23	14 26
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus	0 3 0	6 10 11	10 16 14	11 23 17	14 26 18
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups	0 3 0 3	6 10 11 14	10 16 14 17	11 23 17 19	14 26 18 19
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability	0 3 0 3 0	6 10 11 14 18	10 16 14 17 23	11 23 17 19 25	14 26 18 19 31
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion	0 3 0 3 0 3 0 9	6 10 11 14 18 13	10 16 14 17 23 14	11 23 17 19 25 16	14 26 18 19 31 16
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development	0 3 0 3 0 3 0 9 4	6 10 11 14 18 13 6	10 16 14 17 23 14 6	11 23 17 19 25 16 8	14 26 18 19 31 16 10
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development Section 6: Executive Leadership & Engagement	0 3 0 3 0 9 4 0	6 10 11 14 18 13 6 3	10 16 14 17 23 14 6 4	11 23 17 19 25 16 8 4	14 26 18 19 31 16 10 8
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development Section 6: Executive Leadership & Engagement Section 7: Data Collection & Reporting	0 3 0 3 0 9 4 0 2	6 10 11 14 18 13 6 3 3 3	10 16 14 17 23 14 6 4 3	11 23 17 19 25 16 8 4 5	14 26 18 19 31 16 10 8 6
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development Section 6: Executive Leadership & Engagement Section 7: Data Collection & Reporting Section 8: Community Engagement	0 3 0 3 0 9 4 0 2 2	6 10 11 14 18 13 6 3 3 3 2	10 16 14 17 23 14 6 4 3 3 3	11 23 17 19 25 16 8 4 5 4	14 26 18 19 31 16 10 8 6 6



	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
TOP 3:	Section 3: LGBTQ Employee Networks / Resource Groups	1	23	27	33	34
(alphabetical)	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
<ul> <li>Department of Education</li> </ul>	Section 7: Data Collection & Reporting	0	4	5	6	6
Queensland	Section 8: Community Engagement	0	4	4	6	6
	Section 9: Optional Survey	0	2	2	2	2
<ul> <li>Macquarie University</li> </ul>	Section 10: Additional Work	1	10	11	15	15
<ul> <li>University of NSW</li> </ul>	Total AWEI Score	46	137	150	183	200
✓ University of Oueensland		Lowest	25th percentile	50th percentile	75th percentile	Highest
<ul> <li>University of Queensland</li> </ul>	Section 1: Standing Submission: HR Policies & Practice	5	25th percentile 12	50th percentile 17	75th percentile 20	Highest 20
<ul><li>✓ University of Queensland</li><li>✓ University of Sydney</li></ul>	Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support		12 6	17 10	20 11	20 14
<ul> <li>University of Sydney</li> </ul>	Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion	5 2 1	12 6 11	17 10 18	20 11 22	20 14 26
2	Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus	5 2 1 0	12 6 11 9	17 10 18 15	20 11 22 18	20 14 26 18
<ul> <li>University of Sydney</li> </ul>	Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability	5 2 1	12 6 11 9 16	17 10 18 15 19	20 11 22 18 20	20 14 26 18 22
<ul> <li>University of Sydney</li> </ul>	Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups	5 2 1 0 6 1	12 6 11 9 16 18	17 10 18 15 19 27	20 11 22 18 20 30	20 14 26 18 22 33
<ul> <li>University of Sydney</li> <li>Victoria University</li> <li>* More than one organisation received the</li> </ul>	Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion	5 2 1 0 6 1 6	12 6 11 9 16 18 10	17 10 18 15 19	20 11 22 18 20 30 16	20 14 26 18 22 33 16
<ul><li>✓ University of Sydney</li><li>✓ Victoria University</li></ul>	Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development	5 2 1 0 6 1	12 6 11 9 16 18	17 10 18 15 19 27	20 11 22 18 20 30	20 14 26 18 22 33
<ul> <li>University of Sydney</li> <li>Victoria University</li> <li>* More than one organisation received the</li> </ul>	Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion	5 2 1 0 6 1 6 2 0	12 6 11 9 16 18 10 6 2	17 10 18 15 19 27 14 7 4	20 11 22 18 20 30 16	20 14 26 18 22 33 16 12 8
<ul> <li>University of Sydney</li> <li>Victoria University</li> <li>* More than one organisation received the</li> </ul>	Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development Section 6: Executive Leadership & Engagement Section 7: Data Collection & Reporting	5 2 1 0 6 1 6 2 0 0 0	12 6 11 9 16 18 10 6	17 10 18 15 19 27 14 7	20 11 22 18 20 30 16 10 6 6 6	20 14 26 18 22 33 16 12 8 6
<ul> <li>University of Sydney</li> <li>Victoria University</li> <li>* More than one organisation received the</li> </ul>	Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development Section 6: Executive Leadership & Engagement Section 7: Data Collection & Reporting Section 8: Community Engagement	5 2 1 0 6 1 6 2 0 0 0 0 0	12 6 11 9 16 18 10 6 2 2 2 4	17 10 18 15 19 27 14 7 4 5 4	20 11 22 18 20 30 16 10 6 6 6 6	20 14 26 18 22 33 16 12 8 6 6 6
<ul> <li>University of Sydney</li> <li>Victoria University</li> <li>* More than one organisation received the</li> </ul>	Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development Section 5: Training, Awareness & Professional Development Section 6: Executive Leadership & Engagement Section 7: Data Collection & Reporting Section 8: Community Engagement Section 9: Optional Survey	5 2 1 0 6 1 6 2 0 0 0	12 6 11 9 16 18 10 6 2 2 2 4 2 4 2	17 10 18 15 19 27 14 7 4 5 4 2	20 11 22 18 20 30 16 10 6 6 6 6 2	20 14 26 18 22 33 16 12 8 6 6 6 2
<ul> <li>University of Sydney</li> <li>Victoria University</li> <li>* More than one organisation received the</li> </ul>	Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development Section 6: Executive Leadership & Engagement Section 7: Data Collection & Reporting Section 8: Community Engagement	5 2 1 0 6 1 6 2 0 0 0 0 0	12 6 11 9 16 18 10 6 2 2 2 4	17 10 18 15 19 27 14 7 4 5 4	20 11 22 18 20 30 16 10 6 6 6 6	20 14 26 18 22 33 16 12 8 6 6 6

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



	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
A	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
P 3:	Section 8: Community Engagement	0	2	2	6	6
phabetical)	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
				<b>FOUL</b> (1)		
BHP		Lowest	25th percentile	50th percentile	75th percentile	Highest
	Section 1: Standing Submission: HR Policies & Practice	Lowest 6	25th percentile 7	50th percentile 11	75th percentile 14	20
Energy Australia	Section 1: Standing Submission: HR Policies & Practice Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support		25th percentile 7 4			
Energy Australia Energy Queensland		6	7	11	14	20
Energy Australia Energy Queensland	Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support	6 0	7	11 6	14 10	20 14
Energy Australia	Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion	6 0 3	7 4 5	11 6 8	14 10 18	20 14 24
Energy Australia Energy Queensland	Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus	6 0 3 0	7 4 5	11 6 8 13	14 10 18 14	20 14 24 15
Energy Australia Energy Queensland	Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability	6 0 3 0 2	7 4 5 6 6	11 6 8 13 11	14 10 18 14 13	20 14 24 15 19
Energy Australia Energy Queensland	Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups	6 0 3 0 2 0	7 4 5 6 6 9	11 6 8 13 11 21	14 10 18 14 13 22	20 14 24 15 19 32
Energy Australia Energy Queensland	Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion	6 0 3 0 2 0 8	7 4 5 6 6 9	11 6 8 13 11 21 12	14 10 18 14 13 22 12	20 14 24 15 19 32 16
Energy Australia Energy Queensland	Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development	6 0 3 0 2 0 8 0	7 4 5 6 6 9 11 4	11 6 8 13 11 21 12 6	14 10 18 14 13 22 12 8	20 14 24 15 19 32 16 12
Energy Australia Energy Queensland	Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development Section 6: Executive Leadership & Engagement	6 0 3 0 2 0 8 0 0 0	7 4 5 6 6 9 11 4 2	11 6 8 13 11 21 12 6 4	14 10 18 14 13 22 12 8	20 14 24 15 19 32 16 12 8
Energy Australia Energy Queensland	Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development Section 6: Executive Leadership & Engagement Section 7: Data Collection & Reporting	6 0 3 0 2 0 0 8 0 0 0 0 0	7 4 5 6 6 9 11 4 2 0	11 6 8 13 11 21 12 6 4 2	14 10 18 14 13 22 12 8	20 14 24 15 19 32 16 12 8 6
Energy Australia Energy Queensland	Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development Section 6: Executive Leadership & Engagement Section 7: Data Collection & Reporting Section 8: Community Engagement	6 0 3 0 2 0 0 8 0 0 0 0 0 0 0	7 4 5 6 9 11 4 2 0 2	11 6 8 13 11 21 12 6 4 2 2	14 10 18 14 13 22 12 8 6 3 4	20 14 24 15 19 32 16 12 8 6 6 6

Lowest

Average

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

**TOP 3**:

 $\checkmark$ 

(alphabetical)

Energy / Utilities (n13)



Available

Highest

Median

<b>TOP 3:</b>	
(alphabetical)	

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

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
		7 4			
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support	3	7	9	17	20
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion	3	7 4	9	17 8	20 14
Section 1: Standing Submission: HR Policies & Practice Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability	3 2 0	7 4 5	9 6 7	17 8 16	20 14 26
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability	3 2 0 0	7 4 5 6	9 6 7 9	17 8 16 12	20 14 26 15
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups	3 2 0 0 6	7 4 5 6 8	9 6 7 9 12	17 8 16 12 15	20 14 26 15 19
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion	3 2 0 0 6 4	7 4 5 6 8 9	9 6 7 9 12 17	17 8 16 12 15 21	20 14 26 15 19 27
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus	3 2 0 0 6 4 8	7 4 5 6 8 9 11	9 6 7 9 12 17 13	17 8 16 12 15 21 14	20 14 26 15 19 27 16
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development	3 2 0 0 6 4 8 0	7 4 5 6 8 9 11 4	9 6 7 9 12 17 13 4	17 8 16 12 15 21 14 8	20 14 26 15 19 27 16 10
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development Section 6: Executive Leadership & Engagement	3 2 0 0 6 4 8 0 0 0	7 4 5 6 8 9 11 4 3	9 6 7 9 12 17 13 4 4	17 8 16 12 15 21 14 8 4	20 14 26 15 19 27 16 10 8
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development Section 6: Executive Leadership & Engagement Section 7: Data Collection & Reporting	3 2 0 0 6 4 8 0 0 0 0 0	7 4 5 6 8 9 11 4 3 0	9 6 7 9 12 17 13 4 4 4 3	17 8 16 12 15 21 14 8 4 5	20 14 26 15 19 27 16 10 8 6
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development Section 6: Executive Leadership & Engagement Section 7: Data Collection & Reporting Section 8: Community Engagement	3 2 0 0 6 4 8 0 0 0 0 0 0 0	7 4 5 6 8 9 11 4 3 0 0 0	9 6 7 9 12 17 13 4 4 3 2	17 8 16 12 15 21 14 8 4 5 4	20 14 26 15 19 27 16 10 8 6 6



	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
$\sum$	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
Р 3:	Section 8: Community Engagement	0	3	2	6	6
phabetical)	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
Department of Health		Lowest	25th percentile	50th percentile	75th percentile	Highest
Вира	Section 1: Standing Submission: HR Policies & Practice	6	8	10	18	20
			-	7	0	12
-	Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support	0	5	1	8	16
Settlement Services	Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion	0	5	10	8	16
•				/		
Settlement Services	Section 1: Standing Submission: Trans / Gender Diverse Inclusion	1	5	10	12	16
Settlement Services	Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus	1 0	5	10 9	12 13	16 18
Settlement Services	Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability	1 0 5	5 8 12	10 9 15	12 13 16	16 18 22
Settlement Services	Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups	1 0 5 3	5 8 12 8	10 9 15 19	12 13 16 22	16 18 22 30
Settlement Services	Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion	1 0 5 3 6	5 8 12 8 10	7 10 9 15 19 12	12 13 16 22 12	16 18 22 30 14
Settlement Services	Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development	1 0 5 3 6 0	5 8 12 8 10 6	7 10 9 15 19 12	12 13 16 22 12 8	16 18 22 30 14 10
Settlement Services	Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development Section 6: Executive Leadership & Engagement	1 0 5 3 6 0 0	5 8 12 8 10 6 2	7 10 9 15 19 12	12 13 16 22 12 8	16 18 22 30 14 10 8
Settlement Services	Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development Section 6: Executive Leadership & Engagement Section 7: Data Collection & Reporting	1 0 5 3 6 0 0 0	5 8 12 8 10 6 2 2 2	7 10 9 15 19 12 6 4 3	12 13 16 22 12 8	16 18 22 30 14 10 8 6
Settlement Services	Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development Section 6: Executive Leadership & Engagement Section 7: Data Collection & Reporting Section 8: Community Engagement	1 0 5 3 6 0 0 0 0 0 0	5 8 12 8 10 6 2 2 2 2 2	7 10 9 15 19 12 6 4 3 2	12 13 16 22 12 8 6 5 4	16 18 22 30 14 10 8 6 6

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

**TOP 3**:

 $\checkmark$ 

 $\checkmark$ 

(alphabetical)



	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
TOP 3:	Section 8: Community Engagement	0	3	4	6	6
(alphabetical)	Section 9: Optional Survey	2	2	2	2	2
-	Section 10: Additional Work	0	4	3	15	15
• The Star Entertainment	Total AWEI Score	31	87	65	189	200
Group		Lowest	25th percentile	50th percentile	75th percentile	Highest
<ul> <li>TOP 3: (alphabetical)</li> <li>✓ The Star Entertainment Group</li> <li>✓ Endeavour Group (BWS)</li> </ul>	Section 1: Standing Submission: HR Policies & Practice	Lowest 5	25th percentile 7	50th percentile 9	75th percentile 12	Highest 19
✓ Endeavour Group (BWS)	Section 1: Standing Submission: HR Policies & Practice Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support	5 0	25th percentile 7 3	50th percentile 9 3		19 14
		5	7	50th percentile 9 3 7	12	19
✓ Endeavour Group (BWS)	Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support	5 0	7	50th percentile 9 3 7 8	12 7	19 14
✓ Endeavour Group (BWS)	Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability	5 0 3	7	9 3 7	12 7 14	19 14 23
✓ Endeavour Group (BWS)	Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus	5 0 3 0	7 3 5 4	9 3 7 8	12 7 14 8	19 14 23 17
✓ Endeavour Group (BWS)	Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion	5 0 3 0 3	7 3 5 4	9 3 7 8 10	12 7 14 8 17	19 14 23 17 20
✓ Endeavour Group (BWS)	Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups	5 0 3 0 3 0 3 0	7 3 5 4 6 0	9 3 7 8 10 9	12 7 14 8 17 15	19 14 23 17 20 31
✓ Endeavour Group (BWS)	Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development Section 6: Executive Leadership & Engagement	5 0 3 0 3 0 6 2 0	7 3 5 4 6 0 8 2 2 2	9 3 7 8 10 9 9 9 4 2	12 7 14 8 17 15 12	19 14 23 17 20 31 16
✓ Endeavour Group (BWS)	Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development	5 0 3 0 3 0 3 0 6 2	7 3 5 4 6 0 8 2	9 3 7 8 10 9 9 9 4	12 7 14 8 17 15 12	19 14 23 17 20 31 16 12
✓ Endeavour Group (BWS)	Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development Section 6: Executive Leadership & Engagement	5 0 3 0 3 0 6 2 0 2 0 2 0 2 0	7 3 5 4 6 0 8 2 2 2 2 2 2	9 3 7 8 10 9 9 9 9 4 2 3 4	12 7 14 8 17 15 12 4 5 5 5 4	19 14 23 17 20 31 16 12 8 6 6 6
✓ Endeavour Group (BWS)	Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development Section 6: Executive Leadership & Engagement Section 7: Data Collection & Reporting	5 0 3 0 3 0 6 2 0 2 0 2	7 3 5 4 6 0 8 2 2 2 2	9 3 7 8 10 9 9 9 4 2	12 7 14 8 17 15 12	19 14 23 17 20 31 16 12 8 6
✓ Endeavour Group (BWS)	Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development Section 6: Executive Leadership & Engagement Section 7: Data Collection & Reporting Section 8: Community Engagement	5 0 3 0 3 0 6 2 0 2 0 2 0 2 0	7 3 5 4 6 0 8 2 2 2 2 2 2	9 3 7 8 10 9 9 9 9 4 2 3 4	12 7 14 8 17 15 12 4 5 5 5 4	19 14 23 17 20 31 16 12 8 6 6 6

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



# 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
Total AWEI Score	24 Lowest	104 25th percentile	93 50th percentile	199 75th percentile	
Section 1: Standing Submission: HR Policies & Practice	Lowest	25th percentile	50th percentile	75th percentile	Highes
Section 1: Standing Submission: HR Policies & Practice Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support	Lowest 0	25th percentile 6	50th percentile 11	75th percentile 19	Highes 20
Section 1: Standing Submission: HR Policies & Practice	Lowest 0 0	25th percentile 6 3	50th percentile 11 8	75th percentile 19 14	Highes 20 14
Section 1: Standing Submission: HR Policies & Practice Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion	Lowest           0           0           0           0	25th percentile 6 3 2	50th percentile 11 8 9	75th percentile 19 14 19	Highes 20 14 26
Section 1: Standing Submission: HR Policies & Practice Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus	Lowest           0           0           0           0           2	25th percentile 6 3 2 5	50th percentile 11 8 9 7	75th percentile 19 14 19 16	Highes 20 14 26 18
Section 1: Standing Submission: HR Policies & Practice Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability	Lowest           0           0           0           2           0	25th percentile 6 3 2 5 7	50th percentile 11 8 9 7 12	75th percentile 19 14 19 16 18	Highes 20 14 26 18 22
Section 1: Standing Submission: HR Policies & Practice Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion	Lowest           0           0           0           0           0           0           0           0           2           0           2           0           2	25th percentile 6 3 2 5 7 4	50th percentile 11 8 9 7 12 13	75th percentile 19 14 19 16 18 29	Highes 20 14 26 18 22 34
Section 1: Standing Submission: HR Policies & Practice Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development	Lowest 0 0 0 0 2 0 2 0 7	25th percentile 6 3 2 5 7 4 11	50th percentile 11 8 9 7 12 13 13	75th percentile 19 14 19 16 16 18 29 16	Highes 20 14 26 18 22 34 16
Section 1: Standing Submission: HR Policies & Practice Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups	Lowest 0 0 0 0 2 0 2 0 2 7 2 2	25th percentile 6 3 2 5 7 4 11	50th percentile 11 8 9 7 12 13 13 6	75th percentile 19 14 19 16 18 29 16 9	Highes 20 14 26 18 22 34 16 12
Section 1: Standing Submission: HR Policies & Practice Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development Section 6: Executive Leadership & Engagement	Lowest 0 0 0 0 2 0 2 0 2 7 2 0 0 0 0 0 0 0 0 0	25th percentile 6 3 2 5 7 4 11 4 11 4 1	50th percentile 11 8 9 7 12 13 13 6 3	75th percentile 19 14 19 16 18 29 16 9	Highes 20 14 26 18 22 34 16 12 8
Section 1: Standing Submission: HR Policies & Practice Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development Section 6: Executive Leadership & Engagement Section 7: Data Collection & Reporting	Lowest 0 0 0 0 2 0 2 0 2 7 2 0 0 0 0 0 0 0 0 0	25th percentile 6 3 2 5 7 4 11 4 11 4 1 0	50th percentile 11 8 9 7 12 13 13 6 3 3 3	75th percentile 19 14 19 16 18 29 16 9 8 5	Highes 20 14 26 18 22 34 16 12 8 8 6
Section 1: Standing Submission: HR Policies & Practice Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development Section 6: Executive Leadership & Engagement Section 7: Data Collection & Reporting Section 8: Community Engagement	Lowest 0 0 0 0 0 2 0 2 0 2 0 0 2 0 0 0 0 0 0	25th percentile 6 3 2 5 7 4 11 4 11 4 1 0 2	50th percentile 11 8 9 7 12 13 13 6 3 3 3 2	75th percentile 19 14 19 16 18 29 16 9 16 9 8 5 4	Highes 20 14 26 18 22 34 16 12 8 6 6

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

**TOP 3**:

 $\checkmark$ 

 $\checkmark$ 

(alphabetical)

Accenture

Capgemini Fujitsu



	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
A	Section 3: LGBTQ Employee Networks / Resource Groups	7	21	20	32	34
	Section 4: Visibility of Inclusion	8	13	14	16	16
$\sum$	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
P 3:	Section 8: Community Engagement	0	3	2	6	6
phabetical)	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
Allianz		Lowest	25th percentile	50th percentile	75th percentile	Highest
Hollard Insurance	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
QBE Insurance	Section 1: Standing Submission: Trans / Gender Diverse Inclusion	0	17	19	22	27
	Section 1. Standing Submission. Trans / Gender Diverse metasion	v				1
Zurich Australia	Section 1: Standing Submission: Strategic Focus	6	12	14	18	18
		6 8	12 10	14 13	18 18	18 20
	Section 1: Standing Submission: Strategic Focus	6 8 7				
	Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability	-	10	13	18	20
	Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups	7	10 17	13 20	18 29	20 32
	Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion	7	10 17 12	13 20 14	18 29 16	20 32 16
	Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development	7 8 4	10 17 12	13 20 14	18 29 16	20 32 16 10
	Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development Section 6: Executive Leadership & Engagement	7 8 4 2	10 17 12	13 20 14 8 4	18 29 16	20 32 16 10 8
	Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development Section 6: Executive Leadership & Engagement Section 7: Data Collection & Reporting	7 8 4 2	10 17 12	13 20 14 8 4	18 29 16	20 32 16 10 8
	Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development Section 6: Executive Leadership & Engagement Section 7: Data Collection & Reporting Section 8: Community Engagement	7 8 4 2 0 0	10 17 12	13 20 14 8 4	18 29 16	20 32 16 10 8 6 6

Average

Lowest

Median

Highest

Available

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

**TOP 3**:

 $\checkmark$ 

 $\checkmark$ 

(alphabetical)

Insurance (n9)



C 7

#### TOP 3: (alphabetical)

A

- ✓ 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
		107	100	140	200
Total AWEI Score	36	107	120	149	200
Total AWEI Score	36 Lowest	25th percentile	50th percentile	75th percentile	Highest
					Highest 18
Section 1: Standing Submission: HR Policies & Practice	Lowest	25th percentile	50th percentile	75th percentile	Highest
Total AWEI Score Section 1: Standing Submission: HR Policies & Practice Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion	Lowest 0	25th percentile 12	50th percentile 15	75th percentile 17	Highest 18
Section 1: Standing Submission: HR Policies & Practice Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion	Lowest00	25th percentile 12 10	50th percentile 15 11	75th percentile 17 12	Highest 18 13
Section 1: Standing Submission: HR Policies & Practice Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus	Lowest           0           0           5	25th percentile 12 10 8	50th percentile 15 11 16	75th percentile 17 12 17	Highest           18           13           17
Section 1: Standing Submission: HR Policies & Practice Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability	Lowest 0 0 5 2	25th percentile 12 10 8 11	50th percentile 15 11 16 14	75th percentile 17 12 17 17 16	Highest 18 13 17 17
Section 1: Standing Submission: HR Policies & Practice Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups	Lowest 0 0 5 2 9	25th percentile 12 10 8 11 10	50th percentile 15 11 16 14 13	75th percentile 17 12 17 16 16 16	Highest 18 13 17 17 17 17
Section 1: Standing Submission: HR Policies & Practice Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion	Lowest 0 0 5 2 9 7	25th percentile 12 10 8 11 10	50th percentile 15 11 16 14 13 18	75th percentile 17 12 17 16 16 27	Highest 18 13 17 17 17 29
Section 1: Standing Submission: HR Policies & Practice Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support	Lowest 0 0 5 2 9 7 3	25th percentile 12 10 8 11 10 10 5	50th percentile 15 11 16 14 13 18	75th percentile 17 12 17 16 16 27 12	Highest 18 13 17 17 17 29 14
Section 1: Standing Submission: HR Policies & Practice Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development	Lowest 0 0 5 2 9 7 3 0	25th percentile 12 10 8 11 10 10 5	50th percentile 15 11 16 14 13 18 8 4	75th percentile 17 12 17 16 16 27 12 9	Highest 18 13 17 17 17 17 29 14 12
Section 1: Standing Submission: HR Policies & Practice Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development Section 6: Executive Leadership & Engagement	Lowest 0 0 5 2 9 7 3 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	25th percentile 12 10 8 11 10 10 5 3 1	50th percentile 15 11 16 14 13 18 8 4 3	75th percentile 17 12 17 16 16 27 12 9 4	Highest 18 13 17 17 17 17 29 14 12 6
Section 1: Standing Submission: HR Policies & Practice Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development Section 6: Executive Leadership & Engagement Section 7: Data Collection & Reporting Section 8: Community Engagement	Lowest 0 0 5 2 9 7 3 0 0 0 1 1	25th percentile 12 10 8 11 10 10 5 3 1 3 1 3	50th percentile 15 11 16 14 13 18 8 4 3 3 3	75th percentile 17 12 17 16 16 27 12 9 4 5	Highest 18 13 17 17 17 29 14 12 6 6 6
Section 1: Standing Submission: HR Policies & Practice Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development Section 6: Executive Leadership & Engagement Section 7: Data Collection & Reporting	Lowest 0 0 0 5 2 9 7 3 0 0 0 1 2 1 2 2 2 2 2 2 2 2 2 2 2 2 2 2	25th percentile 12 10 8 11 10 10 5 3 1 3 2	50th percentile 15 11 16 14 13 18 8 4 3 3 2	75th percentile 17 12 17 16 16 27 12 9 4 5 2	Highest 18 13 17 17 17 29 14 12 6 6 4



TOP 3:	
(alphabetical)	

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

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	Lowest 12	25th percentile 14	50th percentile 19	75th percentile 20	Highest 20
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support	12	14	19	20	20
Section 1: Standing Submission: HR Policies & Practice Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus	12 4	14 9	19 12	20 14	20 14
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus	12 4 5	14 9 9	19 12 17	20 14 20	20 14 27
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability	12 4 5 4	14 9 9 11	19 12 17 15	20 14 20 18	20 14 27 18
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups	12 4 5 4 10	14 9 9 11 13	19 12 17 15 16	20 14 20 18 18	20 14 27 18 21
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion	12 4 5 4 10 15	14 9 9 11 13 18	19 12 17 15 16 19	20 14 20 18 18 27	20 14 27 18 21 34
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion	12 4 5 4 10 15 8	14 9 9 11 13 18 11	19 12 17 15 16 19 12	20 14 20 18 18 27 15	20 14 27 18 21 34 16
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development	12 4 5 4 10 15 8 4	14 9 9 11 13 18 11 4	19 12 17 15 16 19 12 6	20 14 20 18 18 27 15 9	20 14 27 18 21 34 16 12
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development Section 6: Executive Leadership & Engagement	12 4 5 4 10 15 8 4 2	14 9 9 11 13 18 11 4 4	19 12 17 15 16 19 12 6 4	20 14 20 18 18 27 15 9 8	20 14 27 18 21 34 16 12 8
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development Section 6: Executive Leadership & Engagement Section 7: Data Collection & Reporting	12 4 5 4 10 15 8 4 2 0	14 9 9 11 13 18 11 4 4 5	19 12 17 15 16 19 12 6 4 6	20 14 20 18 18 27 15 9 8 8 6	20 14 27 18 21 34 16 12 8 6
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development Section 6: Executive Leadership & Engagement Section 7: Data Collection & Reporting Section 8: Community Engagement	12 4 5 4 10 15 8 4 2 0 2	14 9 9 11 13 18 11 4 4 5 2	19 12 17 15 16 19 12 6 4 6 4 6 4	20 14 20 18 18 27 15 9 8 6 5	20 14 27 18 21 34 16 12 8 6 6 6



W		

#### TOP 3: (alphabetical)

A

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

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
	LOwest	25th percentile	Juit percentile	75th percentile	nignest
Section 1: Standing Submission: HR Policies & Practice	3	7	10	15	20
Section 1: Standing Submission: HR Policies & Practice Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support		7 3			
	3	7	10	15	20
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support	3 2	7	10 7	15 7	20 14
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion	3 2 0	7 3 4	10 7 8	15 7 11	20 14 26
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus	3 2 0 0	7 3 4 3	10 7 8 9	15 7 11 12	20 14 26 17
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability	3 2 0 0 6	7 3 4 3 9	10 7 8 9 11	15 7 11 12 12	20 14 26 17 15
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups	3 2 0 0 6 4	7 3 4 3 9 8	10 7 8 9 11 12	15 7 11 12 12 22	20 14 26 17 15 27
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion	3 2 0 0 6 4 8	7 3 4 3 9 8 9	10 7 8 9 11 12 12	15 7 11 12 12 22 14	20 14 26 17 15 27 16
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development	3 2 0 0 6 4 8 0	7 3 4 3 9 8 9 3	10 7 8 9 11 12 12 4	15 7 11 12 12 22 14 6	20 14 26 17 15 27 16 8
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development Section 6: Executive Leadership & Engagement	3 2 0 0 6 4 8 0 0 0	7 3 4 3 9 8 9 8 9 3 3 3	10 7 8 9 11 12 12 4 4 4	15 7 11 12 12 22 14 6 4	20 14 26 17 15 27 16 8 4
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development Section 6: Executive Leadership & Engagement Section 7: Data Collection & Reporting	3 2 0 0 6 4 8 0 0 0 0 0	7 3 4 3 9 8 9 3 3 3 2	10 7 8 9 11 12 12 4 4 4 3	15 7 11 12 12 22 14 6 4 3	20 14 26 17 15 27 16 8 4 6
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development Section 6: Executive Leadership & Engagement Section 7: Data Collection & Reporting Section 8: Community Engagement	3 2 0 6 4 8 0 0 0 0 0 0	7 3 4 3 9 8 9 3 3 3 2 1	10 7 8 9 11 12 12 4 4 3 3 3	15 7 11 12 12 22 14 6 4 3 4	20 14 26 17 15 27 16 8 4 6 6



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	Lowest 9	25th percentile 9	50th percentile 18	75th percentile 20	Highest 20
Section 1: Standing Submission: HR Policies & Practice Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support	9 3	25th percentile 9 8			
	9	9	18	20	20
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support	9 3	9 8	18 10	20 11	20 13
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion	9 3 10	9 8 14	18 10 18	20 11 21	20 13 27
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus	9 3 10 4	9 8 14	18 10 18 11	20 11 21 17	20 13 27 18
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability	9 3 10 4 5	9 8 14 8 7	18 10 18 11 11	20 11 21 17 15	20 13 27 18 18
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups	9 3 10 4 5 4	9 8 14 8 7 15	18 10 18 11 11 18	20 11 21 17 15 24	20 13 27 18 18 28
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion	9 3 10 4 5 4 6	9 8 14 8 7 15 9	18         10         18         11         11         18         10	20 11 21 17 15 24 15	20 13 27 18 18 28 16
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development	9 3 10 4 5 4 6 2	9 8 14 8 7 15 9 3	18 10 18 11 11 18 10 6	20 11 21 17 15 24 15 8	20 13 27 18 18 28 16 10
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development Section 6: Executive Leadership & Engagement	9 3 10 4 5 4 6 2 0	9 8 14 8 7 15 9 3 2	18 10 18 11 11 18 10 6 6 6	20 11 21 17 15 24 15 8	20 13 27 18 18 28 16 10 8
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development Section 6: Executive Leadership & Engagement Section 7: Data Collection & Reporting	9 3 10 4 5 4 6 2 0 0 2	9 8 14 8 7 15 9 3 2 3	18         10         18         11         11         18         10         6         6         3	20 11 21 17 15 24 15 8 6 5	20 13 27 18 18 28 16 10 8 6
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development Section 6: Executive Leadership & Engagement Section 7: Data Collection & Reporting Section 8: Community Engagement	9 3 10 4 5 4 6 2 0 2 0 2 0 0	9 8 14 8 7 15 9 3 2 3 2 2	18         10         18         11         11         18         10         6         3         4	20 11 21 17 15 24 15 8 6 5 4	20 13 27 18 18 28 16 10 8 6 6 6

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

**TOP 3**:

✓ ABC

SBS

 $\checkmark$ 

(alphabetical)

Domain Group



	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: HR Policies & Practice Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support	5	16 6	20 10	20 11	20 14
			_			
	Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support	3	6	10	11	14
	Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion	3 5	6 10	10 16	11 23	14 26
	Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus	3 5 8	6 10 11	10 16 14	11 23 17	14 26 18
	Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability	3 5 8 10	6 10 11 14	10 16 14 17	11 23 17 19	14 26 18 19
	Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups	3 5 8 10 9	6 10 11 14 18	10 16 14 17 23	11 23 17 19 25	14 26 18 19 31
	Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion	3 5 8 10 9 6	6 10 11 14 18 13	10 16 14 17 23 14	11 23 17 19 25 16	14 26 18 19 31 16
	Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development	3 5 8 10 9 6 2	6 10 11 14 18 13 6	10 16 14 17 23 14 6	11 23 17 19 25 16 8	14 26 18 19 31 16 10
	Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development Section 6: Executive Leadership & Engagement	3 5 8 10 9 6 2 4	6 10 11 14 18 13 6 3	10 16 14 17 23 14 6 4	11 23 17 19 25 16 8	14 26 18 19 31 16 10 8
	Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development Section 6: Executive Leadership & Engagement Section 7: Data Collection & Reporting	3 5 8 10 9 6 2 4 3	6 10 11 14 18 13 6 3 3 3	10 16 14 17 23 14 6 4 3	11 23 17 19 25 16 8 4 5	14 26 18 19 31 16 10 8 6
	Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development Section 6: Executive Leadership & Engagement Section 7: Data Collection & Reporting Section 8: Community Engagement	3 5 8 10 9 6 2 4 3 2	6 10 11 14 18 13 6 3 3 2	10 16 14 17 23 14 6 4 3 3 3	11 23 17 19 25 16 8 4 5 4	14 26 18 19 31 16 10 8 6 6

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

**TOP 3**:

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(alphabetical)

BHP

Rio Tinto

Shell Australia

Alcoa of Australia



Professional Services & Consulting (n22)	Lowest	Average	Median	Highest	Available
Section 1: Standing Submission: HR Policies & P	ractice 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 / Resourc	e Groups 9	23	27	33	34
Section 4: Visibility of Inclusion	6	13	14	16	16
Section 5: Training, Awareness & Professional De	evelopment 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
Total / WEI Score					
	Lowest	25th percentile	50th percentile	75th percentile	Highest
Section 1: Standing Submission: HR Policies & P		25th percentile 12	50th percentile 17	75th percentile 20	Highest 20
	ractice 5				
Section 1: Standing Submission: HR Policies & P	ractice 5 / Harassment & Support 3	12	17	20	20
Section 1: Standing Submission: HR Policies & P Section 1: Standing Submission: LGBTQ Bullying	ractice 5 / Harassment & Support 3 Diverse Inclusion 5	12 6	17 10	20 11	20 14
Section 1: Standing Submission: HR Policies & P Section 1: Standing Submission: LGBTQ Bullying Section 1: Standing Submission: Trans / Gender	ractice 5 / Harassment & Support 3 Diverse Inclusion 5	12 6 11	17 10 18	20 11 22	20 14 26
Section 1: Standing Submission: HR Policies & P Section 1: Standing Submission: LGBTQ Bullying Section 1: Standing Submission: Trans / Gender Section 1: Standing Submission: Strategic Focus	ractice 5 / Harassment & Support 3 Diverse Inclusion 5 8 10	12 6 11 9	17 10 18 15	20 11 22 18	20 14 26 18
Section 1: Standing Submission: HR Policies & P Section 1: Standing Submission: LGBTQ Bullying Section 1: Standing Submission: Trans / Gender Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability	ractice 5 / Harassment & Support 3 Diverse Inclusion 5 8 10	12 6 11 9 16	17 10 18 15 19	20 11 22 18 20	20 14 26 18 22
Section 1: Standing Submission: HR Policies & P Section 1: Standing Submission: LGBTQ Bullying Section 1: Standing Submission: Trans / Gender Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource	ractice 5 / Harassment & Support 3 Diverse Inclusion 5 8 10 e Groups 9 6	12 6 11 9 16 18	17 10 18 15 19 27	20 11 22 18 20 30	20 14 26 18 22 33
Section 1: Standing Submission: HR Policies & P Section 1: Standing Submission: LGBTQ Bullying Section 1: Standing Submission: Trans / Gender Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resourc Section 4: Visibility of Inclusion	ractice 5 / Harassment & Support 3 Diverse Inclusion 5 8 10 e Groups 9 6	12 6 11 9 16 18 10	17 10 18 15 19 27 14	20 11 22 18 20 30 16	20 14 26 18 22 33 16
Section 1: Standing Submission: HR Policies & P Section 1: Standing Submission: LGBTQ Bullying Section 1: Standing Submission: Trans / Gender Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resourc Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional D	ractice 5 / Harassment & Support 3 Diverse Inclusion 5 8 10 e Groups 9 6 evelopment 2 4 3	12 6 11 9 16 18 10 6	17 10 18 15 19 27 14 7	20 11 22 18 20 30 16 10	20 14 26 18 22 33 16 12
Section 1: Standing Submission: HR Policies & P Section 1: Standing Submission: LGBTQ Bullying Section 1: Standing Submission: Trans / Gender Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resourc Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Do Section 6: Executive Leadership & Engagement	ractice 5 / Harassment & Support 3 Diverse Inclusion 5 8 10 e Groups 9 6 evelopment 2 4	12 6 11 9 16 18 10 6 2	17 10 18 15 19 27 14 7	20 11 22 18 20 30 16 10 6	20 14 26 18 22 33 16 12 8
Section 1: Standing Submission: HR Policies & P Section 1: Standing Submission: LGBTQ Bullying Section 1: Standing Submission: Trans / Gender Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resourc Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Do Section 6: Executive Leadership & Engagement Section 7: Data Collection & Reporting	ractice 5 / Harassment & Support 3 Diverse Inclusion 5 8 10 e Groups 9 6 evelopment 2 4 3	12 6 11 9 16 18 10 6 2	17 10 18 15 19 27 14 7 4 5	20 11 22 18 20 30 16 10 6 6 6	20 14 26 18 22 33 16 12 8 6
Section 1: Standing Submission: HR Policies & P Section 1: Standing Submission: LGBTQ Bullying Section 1: Standing Submission: Trans / Gender Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resourc Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Du Section 6: Executive Leadership & Engagement Section 7: Data Collection & Reporting Section 8: Community Engagement	ractice 5 / Harassment & Support 3 Diverse Inclusion 5 8 10 e Groups 9 6 evelopment 2 4 3 2	12 6 11 9 16 18 10 6 2 2 2 4	17 10 18 15 19 27 14 7 4 5 4	20 11 22 18 20 30 16 10 6 6 6 6	20 14 26 18 22 33 16 12 8 6 6

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

**TOP 3:** 

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(alphabetical)

IBM

Capgemini Australia

Deloitte Australia

Fujitsu Australia

**KPMG** Australia

Norton Rose Fulbright



TOP 3:	
(alphabetical)	

$\checkmark$	Dexus	Hol	dinas

- ✓ Domain Group
- ✓ Lendlease
- ✓ Scentre Group
- ✓ Stockland

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	1	11	14	20
	5 3	4	<u>11</u> 6	14 10	20 14
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support	5 3 5	7 4 5			
Section 1: Standing Submission: HR Policies & Practice Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus	-	•	6	10	14
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus	5	5	6 8	10 18	14 24
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion	5	5	6 8 13	10 18 14	14 24 15
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups	5 8 10	5 6 6	6 8 13 11	10 18 14 13	14 24 15 19
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability	5 8 10 9	5 6 6 9	6 8 13 11 21	10 18 14 13 22	14 24 15 19 32
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion	5 8 10 9 6	5 6 6 9 11	6 8 13 11 21 12	10 18 14 13 22 12	14 24 15 19 32 16
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development	5 8 10 9 6 2	5 6 6 9 11 4	6 8 13 11 21 12 6	10 18 14 13 22 12 8	14 24 15 19 32 16 12
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development Section 6: Executive Leadership & Engagement	5 8 10 9 6 2 4	5 6 6 9 11 4 2	6 8 13 11 21 12 6 4	10 18 14 13 22 12 8 6	14 24 15 19 32 16 12 8
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development Section 6: Executive Leadership & Engagement Section 7: Data Collection & Reporting	5 8 10 9 6 2 4 3	5 6 9 11 4 2 0	6 8 13 11 21 12 6 4 2	10 18 14 13 22 12 8 6 3	14 24 15 19 32 16 12 8 6
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development Section 6: Executive Leadership & Engagement Section 7: Data Collection & Reporting Section 8: Community Engagement	5 8 10 9 6 2 4 3 2	5 6 9 11 4 2 0 2	6 8 13 11 21 12 6 4 2 2	10 18 14 13 22 12 8 6 3 4	14 24 15 19 32 16 12 8 6 6



TOP 3:	
(alphabetical)	

#### ✓ Australia Post

- Pacific National
- Transdev Australasia

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	Lowest 1	25th percentile 1	50th percentile 9	75th percentile 17	Highest 18
Section 1: Standing Submission: HR Policies & Practice Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support	Lowest 1 1	25th percentile 1 2	50th percentile 9 3		
	1	1	9	17	18
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support	1	1	9	17	18 8
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion	1 1 0	1 2 1	9	17 5 7	18 8 24
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability	1 1 0 2	1 2 1 4	9 3 5 4	17 5 7 11	18 8 24 15
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups	1 1 0 2 6	1 2 1 4 6	9 3 5 4 8	17 5 7 11 16	18 8 24 15 19
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion	1 1 0 2 6 0	1 2 1 4 6 2	9 3 5 4 8 9	17 5 7 11 16 10	18 8 24 15 19 17
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development	1 1 0 2 6 0 5	1 2 1 4 6 2 7	9 3 5 4 8 9	17 5 7 11 16 10 10	18 8 24 15 19 17 13
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus	1 1 0 2 6 0 5 0	1 2 1 4 6 2 7 2	9 3 5 4 8 9 8 4 4	17 5 7 11 16 10 10 4	18           8           24           15           19           17           13           8
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development Section 6: Executive Leadership & Engagement	1 1 0 2 6 0 5 0 0 0	1 2 1 4 6 2 7 2 0	9 3 5 4 8 9 8 4 4	17 5 7 11 16 10 10 4 3	18           8           24           15           19           17           13           8           4
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development Section 6: Executive Leadership & Engagement Section 7: Data Collection & Reporting	1 1 0 2 6 0 5 0 0 0 0 0	1 2 1 4 6 2 7 2 0 2	9 3 5 4 8 9 8 4 2 2 2	17 5 7 11 16 10 10 4 3 2	18           8           24           15           19           17           13           8           4           6
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development Section 6: Executive Leadership & Engagement Section 7: Data Collection & Reporting Section 8: Community Engagement	1 1 0 2 6 0 5 0 0 0 0 0 0 0 0	1 2 1 4 6 2 7 2 0 2 0 2 0 0	9 3 5 4 8 9 8 9 8 4 2 2 2 0	17 5 7 11 16 10 10 4 3 2 2 2	18           8           24           15           19           17           13           8           4           6           6           6



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
	LOWCSU	Lotti percentile	Jour percentile	75th percentile	riignest
Section 1: Standing Submission: HR Policies & Practice	8	9	10	16	20
Section 1: Standing Submission: HR Policies & Practice Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support					
	8	9	10	16	20
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support	8	9 5	10 8	16 12	20 14
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion	8 3 1	9 5 12	10 8 13	16 12 17	20 14 26
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus	8 3 1 6	9 5 12 9	10 8 13 10	16 12 17 13	20 14 26 18
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability	8 3 1 6 6	9 5 12 9 13	10 8 13 10 15	16 12 17 13 19	20 14 26 18 19
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups	8 3 1 6 6 3	9 5 12 9 13 16	10 8 13 10 15 20	16 12 17 13 19 25	20 14 26 18 19 27
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion	8 3 1 6 6 3 8	9 5 12 9 13 16 11	10 8 13 10 15 20 13	16 12 17 13 19 25 16	20 14 26 18 19 27 16
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development	8 3 1 6 6 3 8 8 4	9 5 12 9 13 16 11 6	10 8 13 10 15 20 13 6	16 12 17 13 19 25 16 9	20 14 26 18 19 27 16 12
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development Section 6: Executive Leadership & Engagement	8 3 1 6 6 3 8 4 0	9 5 12 9 13 16 11 6 2	10 8 13 10 15 20 13 6	16 12 17 13 19 25 16 9 4	20 14 26 18 19 27 16 12 6
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development Section 6: Executive Leadership & Engagement Section 7: Data Collection & Reporting	8 3 1 6 6 3 8 4 0 0 0	9 5 12 9 13 16 11 6 2 2 2	10 8 13 10 15 20 13 6 4 4 4	16 12 17 13 19 25 16 9 4 6	20 14 26 18 19 27 16 12 6 6
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development Section 6: Executive Leadership & Engagement Section 7: Data Collection & Reporting Section 8: Community Engagement	8 3 1 6 6 3 8 8 4 0 0 0 0 0	9 5 12 9 13 16 11 6 2 2 2 2 2	10 8 13 10 15 20 13 6 4 4 3	16 12 17 13 19 25 16 9 4 6 5	20 14 26 18 19 27 16 12 6 6 6 6



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

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

**TOP 3**:

 $\checkmark$ 

 $\checkmark$ 

(alphabetical)

Coles

TPG Telecom Origin Energy



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	Lowest 3	25th percentile 9	50th percentile 17	75th percentile 19	
Section 1: Standing Submission: HR Policies & Practice Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support		25th percentile 9 7			Highest
	3	9	17	19	Highest 20
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support	3 0	9 7	17 10	19 14	Highest 20 14
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion	3 0 2	9 7 12	17 10 17	19 14 24	Highest 20 14 27
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus	3 0 2 2	9 7 12 10	17 10 17 14	19 14 24 17	Highest 20 14 27 18
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability	3 0 2 2 4	9 7 12 10 11	17 10 17 14 16	19 14 24 17 19	Highest 20 14 27 18 22
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups	3 0 2 2 4 2	9 7 12 10 11 18	17 10 17 14 16 25	19 14 24 17 19 29	Highest 20 14 27 18 22 34
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion	3 0 2 2 4 2 5	9 7 12 10 11 18 11	17 10 17 14 16 25 14	19 14 24 17 19 29 16	Highest 20 14 27 18 22 34 16
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development	3 0 2 2 4 2 5 5 0	9 7 12 10 11 18 11 4	17 10 17 14 16 25 14	19 14 24 17 19 29 16 12	Highest 20 14 27 18 22 34 16 12
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development Section 6: Executive Leadership & Engagement	3 0 2 2 4 2 5 5 0 0 0	9 7 12 10 11 18 11 4 2	17 10 17 14 16 25 14 8 4	19         14         24         17         19         29         16         12         8	Highest 20 14 27 18 22 34 16 12 8
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development Section 6: Executive Leadership & Engagement Section 7: Data Collection & Reporting	3 0 2 2 4 2 5 0 0 0 0 0	9 7 12 10 11 11 18 11 4 2 3	17 10 17 14 16 25 14 8 4 3	19         14         24         17         19         29         16         12         8	Highest 20 14 27 18 22 34 16 12 8 6
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development Section 6: Executive Leadership & Engagement Section 7: Data Collection & Reporting Section 8: Community Engagement	3 0 2 2 4 2 5 0 0 0 0 0 0 0	9 7 12 10 11 11 18 11 4 2 3 2	17 10 17 14 16 25 14 8 4 3 4 3 4	19         14         24         17         19         29         16         12         8         6         4	Highest 20 14 27 18 22 34 16 12 8 6 6 6

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

**TOP 3**:

 $\checkmark$ 

 $\checkmark$ 

(alphabetical)

Accenture

IBM Australia Salesforce



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	Lowest 2	25th percentile 7	50th percentile 13	75th percentile 19	Highest 20
Section 1: Standing Submission: HR Policies & Practice Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support		25th percentile 7 3			
	2	7	13	19	20
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support	2 0	7 3	13 5	19 7	20 12
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus	2 0 0	7 3 4	13 5 6	19 7 10	20 12 17
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion	2 0 0 0	7 3 4 5	13 5 6 9	19 7 10 11	20 12 17 12
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups	2 0 0 0 2	7 3 4 5	13 5 6 9 9	19 7 10 11 12	20 12 17 12 12 16
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability	2 0 0 2 3	7 3 4 5 7 7 7	13 5 6 9 9 9 9	19 7 10 11 12 15	20 12 17 12 16 30
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion	2 0 0 0 2 3 4	7 3 4 5 7 7 9	13 5 6 9 9 9 9 9 11	19 7 10 11 12 15 12	20 12 17 12 16 30 13
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development Section 6: Executive Leadership & Engagement	2 0 0 2 3 4 0	7 3 4 5 7 7 9 3	13 5 6 9 9 9 9 11 4	19 7 10 11 12 15 12 5	20 12 17 12 16 30 13 6
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development	2 0 0 2 3 4 0 1	7 3 4 5 7 7 9 3 3 3	13 5 6 9 9 9 9 11 4	19 7 10 11 12 15 12 5 4	20 12 17 12 16 30 13 6 4
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development Section 6: Executive Leadership & Engagement Section 7: Data Collection & Reporting	2 0 0 2 3 4 0 1 0	7 3 4 5 7 7 9 3 3 3 2	13 5 6 9 9 9 9 9 11 4 4 4 4	19 7 10 11 12 15 12 5 4 6	20 12 17 12 16 30 13 6 4 6
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development Section 6: Executive Leadership & Engagement Section 7: Data Collection & Reporting Section 8: Community Engagement	2 0 0 2 3 4 0 1 0 0 0 0	7 3 4 5 7 7 9 3 3 3 2 2 2	13 5 6 9 9 9 9 9 11 4 4 4 4 2	19 7 10 11 12 15 12 5 4 6 3	20 12 17 12 16 30 13 6 4 6 6 6

