

22



AUSTRALIAN LGBTQ INCLUSION AWARDS



2022 Platinum Sponsor



ACKNOWLEDGEMENT OF COUNTRY

We recognise the diversity of Aboriginal and Torres Strait Islander people, their experiences, cultures, languages and practices, and the richness of their contributions to the places where we work, live and play.

We acknowledge the Traditional Owners of Country across Australia and their continuing connection to lands, waters, skies and communities. Today we meet on the land of the Gadigal people of the Eora Nation.

We pay respect to Elders past, present and emerging, and extend this to all Aboriginal and Torres Strait Islander people celebrating with us today.





WELCOME FROM ACON'S PRIDE INCLUSION PROGRAMS



DAWN EMSEN-HOUGH
DIRECTOR
ACON'S PRIDE
INCLUSION PROGRAMS



PRIDE
INCLUSION
PROGRAMS

On behalf of ACON and the Pride Inclusion Programs team, I would like to welcome you to the 2022 Australian LGBTQ Inclusion Awards.

I would like to acknowledge that while we celebrate the great work of LGBTQ inclusion here today, it has been an incredibly difficult year for many. If the ongoing restrictions and difficulties imposed by a continuing pandemic were not enough to contend with, our heart goes out to those who are still coming to terms with the impact of recent floods. And while these events in themselves are more than enough to tear away at our resilience, the LGBTQ community and in particular our trans family, friends and colleagues have had to endure a heightened level of hurtful public debate.

It goes without saying that the work we all do in this space, is so critically important.

Without diminishing the substantial impacts that our community still face, we will continue to champion inclusion so let's today celebrate your achievements, the progress you have helped to bring about and the very

real difference that you are making to your workplaces and people's lives.

I would like to thank this year's sponsors: Capgemini Australia, KPMG Australia, American Express, Clifford Chance, Australian Taxation Office, Baker McKenzie, Deutsche Bank Australia, IBM Australia, Amazon Web Services, SBS, Out Leadership, and BHP for their support without which, this event would not be possible. I also wish to thank every person in this room for their contribution. Whether you are picking up an award, excelling in this work or perhaps just starting, every step is a step in the right direction and every action counts.

Finally, I would like to thank each and every person within the Pride Inclusion Programs team for the contribution they make daily: Mark, Elaine, Chris, Nicki, Adrian, Jess, Brett, Fin, Kristie, Michelle, Tam, Colin, Andrew H, Andrew G, Elisabeth, Alyce, Ellie, Tom, Penny, Claire. Thank you for all you do, everyday. It is an honour to work with each and every one of you.

I hope that you enjoy today's event.



JUST BE YOU!

Growing clients' businesses while building a more sustainable, inclusive future is a tough ask!

But when you join Capgemini, you join a thriving company and become part of a diverse collective of free-thinkers, entrepreneurs and industry experts. We strive to break down barriers, challenge inequality and foster belonging for all.

It's why, together, we seek out opportunities that will transform businesses and society. And it's how you'll gain the experiences and connections you need to shape your future.

So, it might not always be easy, but making the world a better place rarely is.

capgemini.com.au/careers

Capgemini. Get The Future You Want



WELCOME FROM OUR 2022 PLATINUM SPONSOR – CAPGEMINI



KAYLENE O'BRIEN
MANAGING DIRECTOR
CAPGEMINI AUSTRALIA
AND NEW ZEALAND



Capgemini is proud to be the Platinum Sponsor of the Australian LGBTQ Inclusion Awards for the past three years.

It is essential that we have organisations such as Pride in Diversity to assist the progression towards all workplaces being inclusive. Since joining in 2018, we have driven the shift in our own culture as we have embraced genuine curiosity and understanding of each other, and created a more inclusive and progressive culture.

As a leader in the technology industry, our responsibility and our strategy are to make a positive impact. The rapid evolution in technology has transformed society and business alike. And we have a crucial role in ensuring that the future lives up to its promises with these transformations. In all we do, we think about the impact of our work – on our clients' businesses, on our people, and on society at large, from our environmental footprint to how we're fostering inclusivity within our company and our communities.

We have found that our communities and allies play an essential role in this commitment. These passionate colleagues work together to advance diversity, equity and inclusion in the workplace and society. As a leader, I have committed to being an ally for all marginalised groups to break down barriers, challenge inequality, and foster belonging for our people – creating safe spaces that cultivate progress. These like-minded groups and allies support each other and amplify voices, collaborating to implement ways we can make a real impact through our work and are at the heart of our innovation powerhouse.

We congratulate all the award winners and members of Pride in Diversity today. Each one of us is making a difference to people's lives, helping them lead a life that is authentic in themselves and with others.

We look forward to celebrating together all the success we have achieved in 2022 in making the world a more inclusive and sustainable one.



PROUD TO CHAMPION ALL PEOPLE.

At KPMG Australia, our people-first culture, whatever the background, experience and perspective, has always been a focus and a passion. It's why we never stop championing all our employees, including those within the LGBTQ+ community. We believe our safe, supportive workplace has contributed to our success in more ways than one.

We are proud to have a workplace that is inclusive for everyone. We absolutely welcome the opportunity to be a sponsor at the Australian Workplace Equality Index.

We couldn't be prouder of our people.

[KPMG.com.au](https://www.kpmg.com.au)





WELCOME FROM THE PRIDE IN DIVERSITY PATRONS



ALAN JOYCE AC
CEO, QANTAS
CO PATRON, PRIDE IN
DIVERSITY

After another incredibly challenging 12 months in which many of us spent long periods working remotely, it's fantastic that more of us are now able to return to the workplace.

As we all know, supportive and inclusive workplaces play a key part in building social connections for many of us which can have a positive impact on our wellbeing. It has been heart warming to see organisations right across Australia continue to focus on their people despite the continued challenges of the pandemic.

As this year's AWEI benchmarking results underline, organisations have continued to innovate and extend the reach and impact of their LGBTQ inclusion programs during this period, irrespective of their industry, location or size. This progress has only been achieved through the commitment and drive of all the employee networks, human resource practitioners and organisational leaders actively involved.

I extend my sincere thanks for the work you are doing to make Australian workplaces more diverse and inclusive. It is making a difference.



JENNIFER WESTACOTT AO
CEO, BUSINESS COUNCIL
OF AUSTRALIA
CO PATRON, PRIDE IN
DIVERSITY

As Australia continues its path beyond the pandemic, more and more employers recognise the critical importance of their workforces and how central they are to the organisation's success and well-being.

I can see more and more organisations, across all sectors of the Australian society, turn their primary attention on how to attract and retain the very best talent in a post-Covid world. This includes how to appeal to the broadest possible cross-section of the Australian workplace pool; how to train and develop their workforce, especially in critical trades and professions; and to confirm a culture of inclusion and well-being.

The Australian Workplace Equality Index continues to play a central and unique role as a roadmap for all Australian workplaces, irrespective of their size, industry or location. It also provides a rich tool to measure and recognise real work that makes a difference.

I commend all the teams who have driven LGBTQ inclusion so successfully over the last year and congratulate to all participants and awardees within the AWEI 2021.



**WE HAVE AN EXCITING NEW
PROGRAM FOR **WOMEN AND
OTHER MINORITIES** WHO ARE
LOOKING TO GET BACK INTO
THE WORKFORCE **AND WANT
TO UPSKILL IN TECH****

At Capgemini, we see an opportunity to make a real difference for equality in the workplace through reskilling women and other minorities returning to the workforce for the world of tomorrow. To ignite this change, Capgemini has started Relaunch@Capgemini; an exciting new employment pathway targeted at Women and people of transgender experience who wish to transition into Technology Consulting or are returning from a Career Break.

Get The Future You Want

Explore this
new pathway at



Relaunch@Capgemini



AWARDS 2022 PLATINUM SPONSOR

CAPGEMINI AUSTRALIA



We are a collective of more than 325,000 free-thinkers, entrepreneurs, and industry experts who span more than 50 countries and are united by our passion for technology. Together, we are a truly diverse team that brings together our expertise and experience to create

opportunities that can transform the world's leading businesses. We find new ways technology can help reimagine what's possible so our clients, our people, and our communities can get the future they want.

Our people are key to helping us deliver the future we want for our company, our clients, and our world. With our world-class development programs and collaborative culture, we are continuously investing in our people to help them gain the knowledge and experience required to give technology that human touch the world needs. With diversity as one of our biggest strengths, we are continually working to further the representation and advancement of underrepresented groups across the world.

Get The Future You Want | www.capgemini.com.au



AMERICAN EXPRESS

We proudly back those who express themselves in every way.

That's why we're proud Partner of the Australian Workplace Equality Index Awards, the Sydney Gay and Lesbian Mardi Gras, and Sydney WorldPride 2023.



KPMG AUSTRALIA



KPMG Australia is proud once again to be a sponsor of the Australia LGBTQ Inclusion Awards and a founding member of Pride in Diversity. We believe that celebrating the diversity and uniqueness of our workforce enables us all to do our best work.

At KPMG Australia we aim to create a sense of community and belonging through our networks such as Pride@KPMG – our network for LGBTQ+ partners, employees and allies. Pride@KPMG provides an inclusive space for all our extraordinary people to bring their authentic selves to work, and to be advocates for positive change within the workplace and broader community for all LGBTQ+ people.



AMERICAN EXPRESS



At American Express, our vision is to provide the world's best customer experience every day. In fulfilling that vision, we see the diversity of backgrounds, expression and experiences as the fuel to drive the innovation needed to deliver our best for our colleagues, customers and the communities we serve.

For us, it starts with actively cultivating an inclusive and diverse workplace where every voice is valued, teamwork is rewarded and different points of view are celebrated.

We are committed to being a global leader in inclusion and diversity, proudly backing LGBTQIA+ colleagues. American Express has been a champion of LGBTQIA+ inclusion for many years and we're proud to sponsor the Australian LGBTQ Inclusion Awards to recognise organisations that strive to drive positive impact in workplace inclusion and equality initiatives.



Australian Government
Australian Taxation Office

At the ATO Inclusion is for everyone

We want to provide a safe and inclusive workplace where everyone can bring their best selves to work.

We are proud to support the AWEI Awards and everyone who's involved. Good luck to the award contenders and best wishes in your future efforts to continue to be champions of diversity.

DE-45757

C L I F F O R D
C H A N C E

We are proud to sponsor the Australian LGBTQ Inclusion Awards.

At Clifford Chance we see inclusion as a core value of the firm and also of the law. We believe that diversity and inclusion are good for our team, clients, broader network and society.

Scan the QR code below to meet our teams in Australia





AWARDS 2022 SILVER SPONSOR

AUSTRALIAN TAXATION OFFICE



Australian Government
Australian Taxation Office

When your organisation is twenty thousand-strong like ours, a diverse workforce is a given. And we wouldn't have it any other way. People are the reason the ATO is one of the world's leading tax and superannuation administrations. Their expertise and integrity lead us forward every single day. We celebrate all employees for who they are and for the great things we know they will achieve when they feel safe and supported to be their best selves at work.

We're incredibly excited to announce that the ATO has started work on our platinum project and we look forward to sharing our learnings with you in the future.

We're immensely proud of our ongoing sponsorship of the Australian LGBTQ Inclusion Awards. Congratulations to everyone involved from every one of us at the Australian Taxation Office.



AWARDS 2022 SILVER SPONSOR

CLIFFORD CHANCE

C L I F F O R D
C H A N C E

Clifford Chance's goal is to be the global law firm of choice for LGBT+ people and for LGBT+ causes. We have developed a global program of initiatives designed to help deliver greater equality for LGBT+ people in our firm, build the capacity of our clients to be stronger supporters of equality, and drive real change across the world.

Our Australian colleagues have worked continuously to improve LGBT+ diversity and inclusion in our workplace and communities. We are proud to have been recognised with Gold Status at the AWEI Awards.

To learn more about our diversity and inclusion initiatives, please visit: www.cliffordchance.com/inclusion



a world of difference



AWARDS 2022 MEDIA PARTNER

SPECIAL BROADCASTING SERVICE (SBS)



SBS exists to promote the understanding and acceptance of cultural diversity in Australia and explores issues and stories from the LGBTIQ+ community across TV, radio and online, as a part of our commitment to promote a more cohesive and inclusive Australian society.

SBS is incredibly proud to be the ACON Media Partner for the Australian LGBTQ Inclusion Awards, celebrating and awarding Australia's top organisations for LGBTIQ+ Inclusion.

LGBTIQ+ award events are so important to recognise and reward the individuals and networks that have made a significant impact within their workplaces.



AWARDS 2022 DIGITAL SPONSOR

AMAZON WEB SERVICES



Amazon's mission is to be the earth's most customer-centric company as well as to strive to be earth's best employer, and this is central to our work in inclusion, diversity, and equity. Diverse teams help us think bigger, and differently, about the products and services that we build for our customers and the

day-to-day nature of our workplace.

At Amazon we celebrate our affinity groups, including glamazon, our LGBTIQ+ employee affinity group, who passionately and positively impact our company every day. Amazon Web Services is proud to be this year's Digital Sponsor of the Australian LGBTQ Inclusion Awards for the second year.

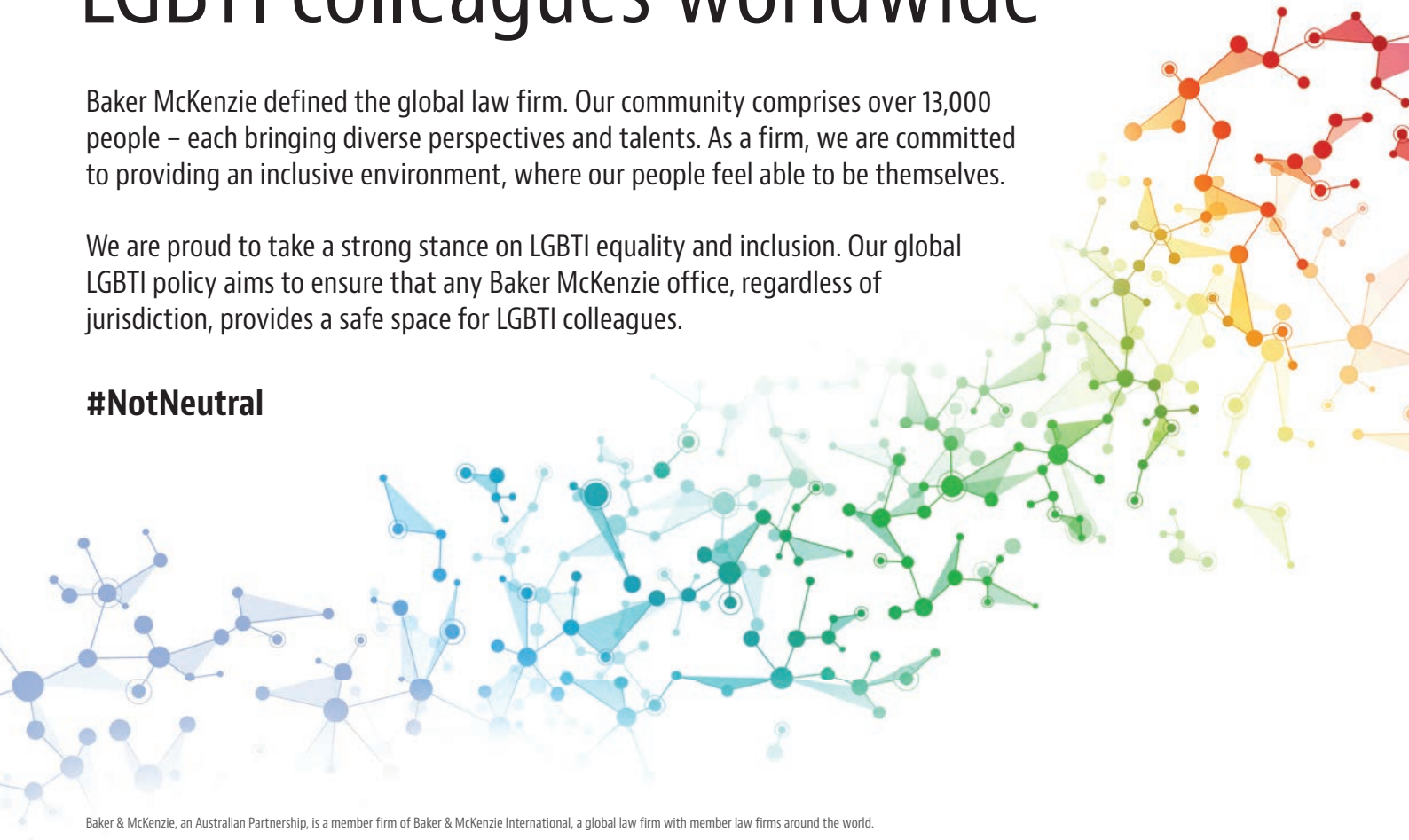


Creating safe spaces for our LGBTI colleagues worldwide

Baker McKenzie defined the global law firm. Our community comprises over 13,000 people – each bringing diverse perspectives and talents. As a firm, we are committed to providing an inclusive environment, where our people feel able to be themselves.

We are proud to take a strong stance on LGBTI equality and inclusion. Our global LGBTI policy aims to ensure that any Baker McKenzie office, regardless of jurisdiction, provides a safe space for LGBTI colleagues.

#NotNeutral





AWARDS 2022 BRONZE SPONSOR

BAKER MCKENZIE



Baker McKenzie believes in creating a firm with individuals from a variety of countries and cultures. This is the only way for Baker McKenzie to remain a strong and truly global law firm.

We are proud to have created a global inclusive culture whereby all individuals, regardless of background, sexual orientation or gender identity and expression, are safe to be themselves at work. This inclusive culture is strongly supported by programs, training, networks, transparent policies and processes, and development opportunities implemented by the firm.

Regardless of what jurisdiction an LGBTQ employee of the firm is located in, Baker McKenzie will always strive to create a safe and inclusive working environment.



AWARDS 2022 BRONZE SPONSOR

DEUTSCHE BANK AUSTRALIA



We are delighted to once again sponsor the Australian LGBTQ Inclusion Awards. We work with sophisticated clients, who expect our teams to reflect their own. We are proud of our respectful and inclusive environment which helps people thrive, and were honoured to be named a 'Gold Small Employer' in 2021, for the third time.

Every year the bar continues to be raised as organisations like ours seek to do more. This event, which recognises those who aspire to bring inclusion and equality into the workplace, is crucial. We would like to congratulate everyone involved in today's event for the role you play in making Australia's workplaces safer and more inclusive.



EQUALITY
DRIVES
BUSINESS

BUSINESS
DRIVES
EQUALITY

Out Leadership is proud to sponsor the 2022 Australian LGBTQ Inclusion Awards.

We're the only global organization that harnesses the power of
business to drive equality. To learn more, visit outleadership.com

OUTLEADERSHIP





AWARDS 2022 BRONZE SPONSOR

IBM AUSTRALIA



For more than 110 years, IBM has helped change the way the world works. From automation to data fabric, hybrid cloud to security, the new creators of today are inspiring change and using our technologies to create solutions that change everything.

Guided by principles of trust and transparency, IBM is committed to helping solve some of the most complex problems facing business and society today, while continuing to shape the technologies of tomorrow.

IBM is proud to be a Foundation Member and Principal Partner of Pride in Diversity and sponsor of the 2022 Australian LGBTQ Inclusion Awards.



AWARDS 2022 INTL PARTNER

OUT LEADERSHIP



Out Leadership is the world's premier global LGBTQ+ business advisory that harnesses the power of business to drive LGBTQ+ equality through talent development, advocacy, research, thought leadership and networking, working closely with many of the world's greatest companies.

Because equality drives business and business drives equality. To enquire about getting involved with or joining Out Leadership contact: info@outleadership.com

C L I F F O R D
C H A N C E

ARCUS PRIDE ART 2022

Our annual Arcus Pride Art exhibition has become one of the largest corporate supported exhibitions of art works by lesbian, gay, bisexual, transgender (LGBT+) and supporter artists. It is a truly global celebration, with events and exhibitions taking place in Perth, Sydney and across our global network in Pride Month in June.

Scan the QR code below to see highlights from last year's Pride Art.





ABOUT THE AUSTRALIAN WORKPLACE EQUALITY INDEX (AWEI)

THE AWEI

The AWEI is the country's national benchmarking instrument for LGBTQ inclusion within Australian workplaces. Based on the rigorous assessment of evidence submitted annually for the AWEI, the following employer recognition tiers are awarded:

Platinum Employer Recognition

Platinum Employer recognition acknowledges the highest levels of performance within the AWEI over a sustained period of time. Employers must first qualify for Platinum recognition by achieving an AWEI score within the current gold range of scores for four out of the last five successive years; or be awarded Employer of the Year twice within that period.

Once an employer qualifies for Platinum Employer recognition, they may then choose to alternate between a workplace project and the AWEI submission. This reduces the full AWEI benchmarking submission to once every three years should the alternative AWEI project offer be taken up.

Platinum Employer recognition must be maintained annually by maintaining the criteria for four of the last five submission cycles. If this criteria is not met, employers drop back to the employer tier dictated by their score. Annual Platinum status is the highest obtainable recognition within the AWEI.

Gold Employer Recognition

Gold recognition is the highest recognition obtainable for the current year outside of the longevity of Platinum Employer recognition. Gold Employers have obtained the highest AWEI submission scores within the current year. This recognition is indicative of a substantial amount of work and activity in the area of LGBTQ inclusion.

Typically, Gold Employer status recognises organisations sitting within the top 10% of scores obtained. Gold recognition is an outstanding achievement and organisations that obtain this recognition should be applauded for their level of activity over the given year.

Silver Employer Recognition

Silver recognition is given to employers who obtained high scores on the AWEI and provided evidence of a substantial amount of sustained or new work in this area. Silver recognition is difficult to obtain and quite often, the difference between the scores for Silver and Gold recognition is minimal.

Employers receiving Silver recognition are considered to have been highly active in LGBTQ inclusion in comparison to the national benchmark for the assessed year.

Typically, Silver recognition is limited to organisations that have obtained a score range between the top 10–20% of employers although this may vary slightly year on year depending on score variations annually.

THERE IS A WAY TO MEASURE
HOW EFFECTIVE YOUR LGBTQ
INCLUSION INITIATIVES ARE!





ABOUT THE AUSTRALIAN WORKPLACE EQUALITY INDEX (AWEI)

Bronze Employer Recognition

Although a larger number of organisations receive Bronze recognition, the work that is required to achieve Bronze should not be underestimated. This is a substantial recognition that acknowledges a great deal of LGBTQ inclusion activity over the assessed year. Employers that receive this recognition are considered active in LGBTQ inclusion as compared to the national benchmark for the assessed year. Bronze Employers typically sit between the top 20–50% of scores obtained.

Employers who receive Bronze or higher recognition, qualify for a profile within the LGBTQ Inclusive Employers website regardless of whether or not they are members. To access, please visit: www.inclusiveemployers.com.au

Participating Employers

Participating employers are those organisations participating in the AWEI with scores outside of the above recognition criteria. It is important to understand that many of these employers are active in LGBTQ inclusion, while some may be just starting work in this area. Many have strategies in place and are engaged in LGBTQ initiatives and policy review. Participating in the AWEI demonstrates a commitment to LGBTQ inclusion and activity in this area is something that is to be both acknowledged and applauded.

Not-For-Publication Employers

All employers submitting to the AWEI have the option of not being publicly listed within Award Tiers or the AWEI publication. We believe that it is important to allow all employers this option to encourage participation no matter their starting point. Employers can nominate at which tier they are happy to be acknowledged. Results are incorporated within the benchmarking data but names withheld for privacy.

Additional Organisational and Individual Acknowledgements

While additional organisational awards or individual awards given at the Awards Luncheon do not form part of the benchmarking data, they are equally assessed against a strict criteria requiring evidence and in many cases, external endorsements. All organisational and individual award submissions are assessed against a predetermined scoring rubric, with multiple markers and discrepancy meetings as required.

Building an inclusive culture

We are a company of builders who bring varying backgrounds, ideas, and points of view to inventing on behalf of our customers.

Our diverse perspectives come from many sources including gender, race, age, national origin, sexual orientation, culture, education, and professional and life experience.

We are committed to diversity and inclusion and always look for ways to scale our impact as we grow.



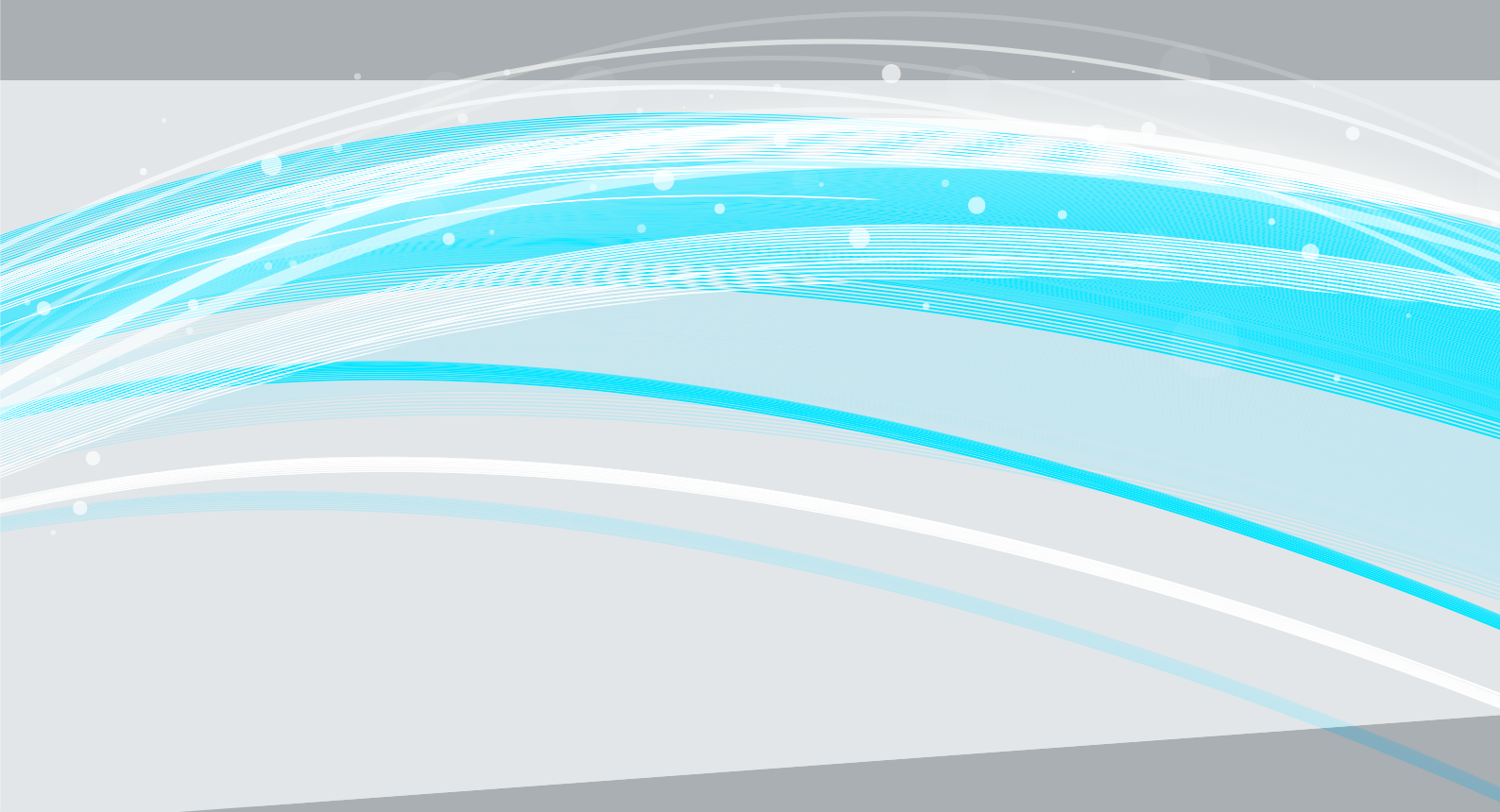
glamazon
AUSTRALIA & NEW ZEALAND



amazon.com.au

aws

2022 RESULTS





Australian Government
Australian Taxation Office

At the ATO **Inclusion** is for everyone

We want to provide a safe and inclusive workplace where everyone can bring their best selves to work.

We are proud to support the AWEI Awards and everyone who's involved. Good luck to the award contenders and best wishes in your future efforts to continue to be champions of diversity.



2022 AWEI EMPLOYER RANKINGS



2022 EMPLOYER OF THE YEAR

- CAPGEMINI AUSTRALIA



2022 SMALL EMPLOYER OF THE YEAR AWARD

- BOSTON CONSULTING GROUP



2022 PLATINUM EMPLOYERS

- ACCENTURE
- CLAYTON UTZ
- EY OCEANIA
- PWC
- RMIT UNIVERSITY



2022 PLATINUM QUALIFIERS

- CAPGEMINI AUSTRALIA
- DELOITTE AUSTRALIA
- NAB
- QBE INSURANCE

PLATINUM PROJECT ACKNOWLEDGEMENTS

- AGL ENERGY
- AUSTRALIAN TAXATION OFFICE
- WOOLWORTHS GROUP

Diversity drives Deutsche

#PositiveImpact

Deutsche Bank was delighted to be named an Australian Workplace Equality Index Gold Small Employer in 2021, for the third time.

We are extremely proud of the impactful work our dbPride committee continues to execute and remain committed to strengthening our inclusive culture in support of the LGBT+ community.

Discover why diversity is a valuable resource at Deutsche Bank. Go to db.com/diversity

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2022 AWEI EMPLOYER RANKINGS



AUSTRALIAN
LGBTQ INCLUSION
AWARDS 2022

AWEI
GOLD
EMPLOYER

2022 GOLD EMPLOYERS

- Australian Broadcasting Corporation (ABC)
- Capgemini Australia
- Coles
- Deloitte Australia
- Fujitsu Australia
- IBM Australia
- KPMG Australia
- Macquarie University
- MinterEllison
- NAB
- Origin Energy
- QBE Insurance
- Queensland Department of Education
- Salesforce
- Services Australia
- Special Broadcasting Service (SBS)
- The Star Entertainment Group
- University of New South Wales
- University of Queensland
- University of Sydney



AUSTRALIAN
LGBTQ INCLUSION
AWARDS 2022

AWEI
GOLD SMALL
EMPLOYER

2022 GOLD SMALL EMPLOYERS

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



AUSTRALIAN
LGBTQ INCLUSION
AWARDS 2022

AWEI
SILVER
EMPLOYER

2022 SILVER EMPLOYERS

- Alcoa of Australia
- Allianz
- American Express Australia
- CSIRO
- Department of Agriculture, Water & the Environment
- Department of Education & Training (Victoria)
- Australian Government Department of Health
- DLA Piper Australia
- EnergyAustralia
- Grant Thornton Australia
- Griffith University
- J.P. Morgan
- Monash University
- NBN Co
- Norton Rose Fulbright
- Scentre Group
- Stockland
- Telstra
- Victoria University
- Zurich Financial Services Australia



AUSTRALIAN
LGBTQ INCLUSION
AWARDS 2022

AWEI
SILVER SMALL
EMPLOYER

2022 SILVER SMALL EMPLOYERS

- Deutsche Bank Australia
- Clifford Chance
- McCullough Robertson Lawyers



2022 AWEI EMPLOYER RANKINGS



AUSTRALIAN
LGBTQ INCLUSION
AWARDS 2022

AWEI
BRONZE
EMPLOYER

2022 BRONZE EMPLOYERS

- Allens
- Amazon
- Ampol
- Arup
- Ashurst
- Aurecon
- Australian Securities & Investments Commission (ASIC)
- BHP
- Bupa
- Charles Sturt University
- Charter Hall Group
- Datacom
- Department of Home Affairs & the Australian Border Force
- Department of Prime Minister & Cabinet
- Australian Government Department of Social Services
- Dexus Holdings
- Domain Group
- Edith Cowan University
- Energy Queensland
- Hollard Insurance
- IAG
- Jacobs
- John Holland
- Lendlease
- Life Without Barriers
- Maddocks
- Mercer Australia
- NRMA
- NSW Police Force
- QIC
- SAP
- Settlement Services International
- Shell
- TPG Telecom
- Treasury Wine Estates
- University of Melbourne
- University of Western Australia
- University of Wollongong
- Westpac



AUSTRALIAN
LGBTQ INCLUSION
AWARDS 2022

AWEI
BRONZE SMALL
EMPLOYER

2022 BRONZE SMALL EMPLOYERS

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



2022 AWEI EMPLOYER RANKINGS



AUSTRALIAN
LGBTQ INCLUSION
AWARDS 2022

AWEI
PARTICIPATING
EMPLOYER

2022 PARTICIPATING EMPLOYERS

- AstraZeneca (Australia and New Zealand)
 - Attorney General's Department (Federal)
 - Australia Post
 - Australia Federal Police
 - Australian Prudential Regulation Authority
 - Australian Securities Exchange
 - AustralianSuper
 - BP Australia
 - Challenger
 - Cisco ANZ
 - Compass group
 - Department of Environment, Land, Water & Planning (VIC)
 - Endeavour Group
 - Essential Energy
 - ExxonMobil
 - GHD
 - Gold Corporation
 - Hatch
 - Jones Lang LaSalle
 - Mackay Regional Council
 - Microsoft
 - Murdoch University
 - National Indigenous Australians Agency (NIAA)
 - Novartis Pharmaceuticals Australia
 - Publicis Group
 - Sanofi
 - Tabcorp
 - Thales Australia
 - Transdev Australasia
 - Transgrid
 - Virtus Health
- +29 not for publication



AUSTRALIAN
LGBTQ INCLUSION
AWARDS 2022

AWEI
PARTICIPATING
SMALL EMPLOYER

2022 PARTICIPATING SMALL EMPLOYERS

- HP Inc Australia
 - Investa Property Group
 - AbbVie
 - Delivering 4 Customers
 - Wodonga City Council
 - Confluence Water
- +7 not for publication

Be Proud Be Equal

Our success in creating an open and welcoming environment—regardless of sexual orientation, gender identity or gender expression—is helping us become the gold standard in good tech and make the world work better.

IBM is proud to be a Foundation Member and Principal Partner of Pride in Diversity and sponsor of the 2022 Australian LGBTQ Inclusion Awards.

beequal.com





2022 AWEI INDIVIDUAL RECOGNITION



AUSTRALIAN
LGBTQ INCLUSION
AWARDS 2022

AWEI
CEO OF
THE YEAR

2022 CEO OF THE YEAR

- DAVID ANDERSON, AUSTRALIAN BROADCASTING CORPORATION (ABC)



AUSTRALIAN
LGBTQ INCLUSION
AWARDS 2022

AWEI
EXECUTIVE
LEADERSHIP AWARD

2022 EXECUTIVE LEADERSHIP AWARD

- ASSISTANT COMMISSIONER GELINA TALBOT, NSW POLICE FORCE



AUSTRALIAN
LGBTQ INCLUSION
AWARDS 2022

AWEI
OUT ROLE
MODEL AWARD

2022 OUT ROLE MODEL AWARD

- KIM LEE, NAB



AUSTRALIAN
LGBTQ INCLUSION
AWARDS 2022

AWEI
SALLY WEBSTER
ALLY AWARD

2022 SALLY WEBSTER ALLY AWARD

- JANANI D'SILVA, CAPGEMINI AUSTRALIA



AUSTRALIAN
LGBTQ INCLUSION
AWARDS 2022

AWEI
NETWORK LEADER
OF THE YEAR

2022 NETWORK LEADER OF THE YEAR

- BENJAMIN VELLA, STOCKLAND



AUSTRALIAN
LGBTQ INCLUSION
AWARDS 2022

AWEI
SAPPHIRE
INSPIRE AWARD

2022 SAPPHIRE INSPIRE AWARD

- JENNY RATSEP, ENERGYAUSTRALIA
- ALICEA STONEY, KPMG AUSTRALIA



PROUD TO CHAMPION ALL PEOPLE.

Pride@KPMG is KPMG Australia's longest running employee network and it seeks to create safe and inclusive spaces for LGBTQ+ people whilst helping to create a workplace where everyone can thrive. We are proud of the progress we have made through inclusive policies and programs like Leading with Pride – an LGBTQ+ talent development program which enable all our people to be their best.

KPMG Australia is proud to support the Australian LGBTQ+ Inclusion Awards and celebrate the LGBTQ+ community.

We couldn't be prouder of our people.

[KPMG.com.au](https://www.kpmg.com.au)





2022 AWEI EMPLOYER RECOGNITION



AUSTRALIAN
LGBTQ INCLUSION
AWARDS 2022

AWEI
MOST IMPROVED
EMPLOYER

2022 ACHIEVEMENT AWARD FOR MOST IMPROVED EMPLOYER

- NRMA



AUSTRALIAN
LGBTQ INCLUSION
AWARDS 2022

AWEI
MOST IMPROVED
SMALL EMPLOYER

2022 ACHIEVEMENT AWARD FOR MOST IMPROVED SMALL EMPLOYER

- INVESTA PROPERTY GROUP



AUSTRALIAN
LGBTQ INCLUSION
AWARDS 2022

AWEI
EXTERNAL MEDIA
CAMPAIGN AWARD

2022 EXTERNAL MEDIA CAMPAIGN AWARD

- INNIES + OUTIES PODCAST, AUSTRALIAN
BROADCASTING CORPORATION (ABC)



AUSTRALIAN
LGBTQ INCLUSION
AWARDS 2022

AWEI
EMPLOYEE NETWORK
OF THE YEAR

2022 EMPLOYEE NETWORK OF THE YEAR

- KPMG AUSTRALIA



AUSTRALIAN
LGBTQ INCLUSION
AWARDS 2022

AWEI AWARD FOR THE
INCLUSION OF TRANS &
GENDER DIVERSE EMPLOYEES

2022 AWARD FOR THE INCLUSION OF TRANS & GENDER DIVERSE EMPLOYEES

- CAPGEMINI AUSTRALIA



AWARDS 2022 IN APPRECIATION

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- Coles
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- KPMG
- Special Broadcasting Service (SBS)
- Stockland

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- Aurecon
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- Bank of Queensland
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- Cisco
- Clayton Utz
- Colin Biggers & Paisley
- Commonwealth Bank of Australia
- Compass Group
- Crown Perth
- Deloitte Australia
- Domain Group
- Endeavour Group
- EY Australia
- Fujitsu Australia
- Goldman Sachs
- HP PPS Australia
- IAG
- J.P. Morgan
- Jacobs
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- King & Wood Mallesons
- Life Without Barriers
- Macquarie Group
- Maddocks
- MinterEllison
- NAB
- NBN Co.
- Northern Sydney Local Health District
- NSW Health
- NSW Police Force
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Inclusion and diversity are
two of our most important
resources for the future



**Our purpose is to bring people and
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Jasper is BHP's employee inclusion group for our lesbian, gay, bisexual, transgender and others (LGBT+) community and its allies. Inspired by the mineral rock jasper, known for its unique multi-coloured patterns, Jasper has grown to over 1,500 members since its formation in 2017.

We're once again proud to support the AWEI awards and everyone involved.

Discover why inclusion and diversity are valuable resources at BHP.

bhp.com/lgbt

Jasper
Our LGBT+ ally network

PRIDE IN PRACTICE



SAVE THE DATE 28 – 30 NOV

For sponsorship opportunities please contact
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We're here to help make the places where our community members live, work and play more inclusive of LGBTQ people.

We do this by working with a range of organisations to help ensure that LGBTQ people feel included and supported.

For more information about our programs please visit our website: www.prideinclusionprograms.com.au



PRIDE
INCLUSION
PROGRAMS