



frequently asked QUESTIONS

When will the focus groups take place?

We are looking at running the focus groups between June and August 2022.

Who can participate in the focus groups?

The focus groups will be open to key stakeholders, members and any non-members who have previously participated in the AWEI, or who were intending to participate in the next AWEI.

How do I put my name down for the focus groups?

Invitations will be sent out via the AWEI mailing list. We will run as many of these as we need within the three-month period. While some will be run in person, the majority will be run remotely.

If you know people within your organisation who are heavily involved in the AWEI or are very interested in participating please ensure they are signed up to the AWEI mailing list. You can [click here](#) to add their details if they are not.

How will the focus groups be run, by whom, in person or remotely?

I will personally host all focus groups to ensure consistency. Pride in Diversity's relationship managers may also join us. Most focus groups will be run via zoom with a possibility of 1-2 being open to attend in person, across most states. If you do not have access to zoom and would like to attend TEAMS focus groups, please email me with your details.

Will our current recognition tier carry over for 2023?

Essentially, with no AWEI 2023, there are no recognition tiers for 2023. This does not stop you from promoting your 2022 recognition tier if you wish providing you state that this was a 2022 recognition.

What about the work we have been doing this year?

If the work you have been doing is relatively static, i.e. policies, processes, those things that remain in place once implemented (as opposed to annual activity), then it is highly likely your work will be captured in the new AWEI, so please continue as we are not going to be re-writing an entire set of new questions. While we will remove some questions and add others, as per usual in a three-year calibration, most questions will remain unchanged.

We are currently looking at a way we can incorporate 2022 annual activity (non-static) within the new index. It may be for the first release, we look at annual activity over the past two years as opposed to one, these are the kind of things we will discuss within the focus groups.

We are one year off from qualifying for Platinum, how does this impact us?

Usually after qualifying for Platinum, you need to do a project or an additional AWEI submission (and achieve Gold) before you achieve Platinum. Let's say in 2023 (which is no longer happening) you qualified. You would not actually achieve Platinum until 2024. However, we are looking at moving straight to Platinum recognition once the criteria have been met, removing the Qualifying year. You can still achieve Platinum 2024.

Can we continue work on Platinum Projects?

Yes, you can, we can assess this outside of the marking period.

We are new to the AWEI and were planning to submit for the first-time next year – what happens now?

Please do not stop the work you are doing. We are looking at a way to bring organisations up to a baseline of bronze throughout the year, so for now, please keep going. Your work will not be lost.

My KPI's are based on this – how does this impact me?

The year off AWEI could not have been anticipated and that needs to be taken into consideration for any performance review. Consider working with your manager to refine your KPI's in areas that are static regarding LGBTQ inclusion. We recommend that you consult with your relationship manager who may be able to suggest areas to focus on.

When will the new submission papers be up?

The new AWEI, along with support documents and training tools will be up in February 2023.

When will the next submissions be due?

We are not anticipating any changes to the Jan-Mar timelines for submissions. As there will be no AWEI 2023, the next submission date for Silver/Gold will be Jan-Mar 2024.

Will the new AWEI be very different?

Taking on board all the feedback from members to date and the feedback we will obtain from the focus groups, we are anticipating changes – more to do with the methodology and submission process than the actual questions asked. The new AWEI should take less time to complete, be more equitable in terms of recognising tiers while still maintaining its rigour and evidence base AND an opportunity for excellence to be awarded. Please have your say by joining in and attending these focus groups.

Will there be training in the new AWEI?

We will provide supporting documentation, short training videos in addition to holding master classes in various subjects within the AWEI. Your Relationship Manager is also there to assist and guide you.

What if I still have questions?

Please endeavour to attend the focus groups planned. These will walk through the proposed methodology, ask for feedback, ideas and endeavour to answer all questions.