2022 RESULTS



Version 3.0 – Updated 09 August 2022

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
$\langle \rangle$	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
			25th percentile			
Lawyers	Section 1: Standing Submission: HR Policies & Practice	3	9	12	14	15
Lawyers	Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support	3 0	9 5		14 10	15 10
Lawyers ✓ Deutsche Bank	Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion	3	9 5 0	12 9 5	14 10 12	15 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	3 0 0 1	9 5 0 4	12	14 10	15 10
Lawyers ✓ Deutsche Bank	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 5	12 9 5 6 4	14 10 12 6 4	15 10 15 6 4
Lawyers ✓ Deutsche Bank	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 0 1 0 0 0	9 5 0 4	12 9 5 6 4 8	14 10 12 6 4 8	15 10 15 6 4 8
Lawyers ✓ Deutsche Bank	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 5 0 4 2 5 8	12 9 5 6 4 8 10	14 10 12 6 4	15 10 15 6 4 8 10
Lawyers ✓ Deutsche Bank	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 0	9 5 0 4 2 5 8 2	12 9 5 6 4 8	14 10 12 6 4 8 10 7	15 10 15 6 4 8 10 8
Lawyers ✓ Deutsche Bank	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 0 1 0 0 0 0 0 0 0 0	9 5 0 4 2 5 8 2 2 2	12 9 5 6 4 8 10	14 10 12 6 4 8	15 10 15 6 4 8 10
Lawyers ✓ Deutsche Bank	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 0 1 0 0 0 0 0 0 0 0 0 0 0 0	9 5 0 4 2 5 8 2 2 2 0	12 9 5 6 4 8 10 6 5 2	14 10 12 6 4 8 10 7	15 10 15 6 4 8 10 8 8 8 3
Lawyers ✓ Deutsche Bank	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 0 0	9 5 0 4 2 5 8 2 2 0 2 0 2	12 9 5 6 4 8 10 6 5 2 3	14 10 12 6 4 8 10 7 6 3 3 4	15 10 15 6 4 8 10 8 8 3 6
Lawyers ✓ Deutsche Bank	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	3 0 1 0 0 0 0 0 0 0 0 0 0 0 0 0 0	9 5 0 4 2 5 8 2 2 2 0	12 9 5 6 4 8 10 6 5 2 3 2 3 2	14 10 12 6 4 8 10 7	15 10 15 6 4 8 10 8 8 8 3
Lawyers ✓ Deutsche Bank	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 0 0	9 5 0 4 2 5 8 2 2 0 2 0 2	12 9 5 6 4 8 10 6 5 2 3	14 10 12 6 4 8 10 7 6 3 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 Small Employer Score Distribution: Teirs

2022 Tier Entry Points





2022 Small Employer Benchmarks

Benchmarks Table (available, not available)

- Tier
 - ✓ Gold (n5), Silver (n2), 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 (n5)	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
Sola	Section 6: Executive Leadership & Engagement	6	6	6	6	8
/	Section 7: Data Collection & Reporting	3	3	3	3	3
 Boston Consulting Group 	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
Deutsche Bank		Lowest	25th percentile	50th percentile	75th percentile	Highest
Russell Kennedy Lawyers	Section 1: Standing Submission: HR Policies & Practice	13	14	15	15	15
Russen Rennedy Edwyers			10	10	10	10
✓ The GPT Group	Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support	9	10	10	10	-
	Section 1: Standing Submission: Trans / Gender Diverse Inclusion	13	15	15	15	15
			-	-	-	-
	Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability	13 6 3	15	15	15	15
	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	13 6	15 6	15 6	15	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 Section 4: Visibility of Inclusion	13 6 3	15 6 4	15 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 Section 5: Training, Awareness & Professional Development	13 6 3 7 8 6	15 6 4 8 10 7	15 6 4 8 10 8	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	13 6 3 7 8 6 6 6	15 6 4 8 10 7 6	15 6 4 8 10 8 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	13 6 3 7 8 6	15 6 4 8 10 7	15 6 4 8 10 8	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	13 6 3 7 8 6 6 6 3 4	15 6 4 8 10 7 6	15 6 4 8 10 8 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	13 6 3 7 8 6 6 6	15 6 4 8 10 7 6	15 6 4 8 10 8 6	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	13 6 3 7 8 6 6 6 3 4	15 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 5	15 6 4 8 10 8 6 3 6



	Silver (n2)	Lowest	Average	Median	Highest	Available
	Section 1: Standing Submission: HR Policies & Practice	14	15	15	15	15
	Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support	10	10	10	10	10
	Section 1: Standing Submission: Trans / Gender Diverse Inclusion	10	11	11	11	15
	Section 1: Standing Submission: Strategic Focus	6	6	6	6	6
	Section 2: Strategy & Accountability	2	3	4	4	4
	Section 3: LGBTQ Employee Networks / Resource Groups	7	8	8	8	8
	Section 4: Visibility of Inclusion	10	10	10	10	10
	Section 5: Training, Awareness & Professional Development	7	7	7	8	8
	Section 6: Executive Leadership & Engagement	6	6	6	6	8
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
 McCullough Robertson 	Section 10: Additional Work	4	5	5	5	5
-	Total AWEI Score	86	88	88	90	100
Lawyers		Lowest	25th percentile	50th percentile	75th percentile	Highest
Lawyers	Section 1: Standing Submission: HR Policies & Practice	Lowest 14	25th percentile 15	50th percentile 15	75th percentile 15	Highest 15
Lawyers	Section 1: Standing Submission: HR Policies & Practice Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support					
Lawyers	2	14	15	15	15	15
Lawyers	Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support	14 10	15 10	15 10	15 10	15 10
Lawyers	Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion	14 10 10	15 10 11	15 10 11	15 10	15 10 11
Lawyers	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 11	15 10	15 10 11
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	14 10 10 6 2	15 10 11 6 3	15 10 11 6 4	15 10	15 10 11 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	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
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	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
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	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	15 10 11 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 Section 7: Data Collection & Reporting Section 8: Community 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 6	15 10 11 6 4 8 10 8 6
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	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 6	15 10 11 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 Section 8: Community Engagement	14 10 10 6 2 7 10 7 6 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 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
		Lowest	25th percentile	50th percentile	75th percentile	Highest
✓ Liberty Financial Group		Lowest				
 Liberty Financial Group Northorn Trust 	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			12 9	13 10	
-		10	12		-	15
✓ Northern Trust	Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support	10 5	12 8	9	10	15 10
✓ Northern Trust	Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion	10 5 0	12 8 4	9 7	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	12 8 4	9 7	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	10 5 0 2 2	12 8 4 6 4	9 7 6 4	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	10 5 0 2 2 6	12 8 4 6 4 8	9 7 6 4 8	10 12 6 4 8	15 10 14 6 4 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	10 5 0 2 2 6 8	12 8 4 6 4 8 10	9 7 6 4 8 10	10 12 6 4 8	15 10 14 6 4 8 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 Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development	10 5 0 2 2 6 6 8 2 2 2 2 0	12 8 4 6 4 8 10 5 4 0	9 7 6 4 8 10 6	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	10 5 0 2 2 6 8 2 2 2 2 2 2	12 8 4 6 4 8 10	9 7 6 4 8 10 6	10 12 6 4 8 10 7	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 0	12 8 4 6 4 8 10 5 4 0	9 7 6 4 8 10 6	10 12 6 4 8 10 7	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 8 2 2 2 0 2 0 2	12 8 4 6 4 8 10 5 4 0 2	9 7 6 4 8 10 6 6 6 1 4	10 12 6 4 8 10 7 6 2 4	15 10 14 6 4 8 10 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	25th percentile 7	9	11	14
	Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support		7 2 2			
✓ Confluence Water*7 not for publication	Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion	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 Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability	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 Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups	3 0 0 1	7 2 0 3	9 4 0 4	11	14 10 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	3 0 0 1 0	7 2 0 3 2	9 4 0 4 3	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 1 0 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	3 0 1 0 0 0 0 0 0 0	7 2 0 3 2 3 6	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	3 0 1 0 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 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	11 6 3 5 4 5 9 4 4 4 2 2 2	14 10 12 6 4 8 10 6 8 3 3 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 Section 8: Community Engagement Section 9: Optional Survey	3 0 1 0 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	11 6 3 5 4 5 9 4 4 4 2 2 2 2 2	14 10 12 6 4 8 10 6 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	3 0 1 0 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	11 6 3 5 4 5 9 4 4 4 2 2 2	14 10 12 6 4 8 10 6 8 3 3 4



2022 RESULTS SMALL EMPLOYERS

Size Benchmarks



TOP 3: (alphabetical)	

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

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



2022 RESULTS SMALL EMPLOYERS

Sector Benchmarks



	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
OP 3:	Section 7: Data Collection & Reporting	0	2	2	3	3
	Section 8: Community Engagement	0	3	3	6	6
ipilabetical)	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
		Lowest	25th percentile	50th percentile	75th percentile	Highest
Collin biggers & Paisley	Section 1: Standing Submission: HR Policies & Practice	3	11	13	14	15
Lawyers	Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support	0	6	9	10	10
Deutsche Bank	Section 1: Standing Submission: Trans / Gender Diverse Inclusion	0	3	9	13	15
OP 3: Iphabetical) Boston Consulting Group Colin Biggers & Paisley Lawyers Deutsche Bank The GPT Group	Section 1: Standing Submission: Strategic Focus	2	4	6	6	6
	Section 2: Strategy & Accountability	0	2	4	4	4
	Section 3: LGBTQ Employee Networks / Resource Groups	0	5	8	8	8
	Section 4: Visibility of Inclusion	3	8	10	10	10
	Section 5: Training, Awareness & Professional Development	0	2	6	7	8
	Section 6: Executive Leadership & Engagement	0	3	6	6	8
	Section 7: Data Collection & Reporting	0	0	2	3	3
	Section 8: Community Engagement	0	2	4	4	6
	Section 9: Optional Survey	0	2	2	2	2
	Section 10: Additional Work	0	2	4	5	5
	Total AWEI Score	12	58	75	88	95

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

TOP 3:

 \checkmark

 \checkmark

 \checkmark

 \checkmark

(alphabetica

Private (n22)



Available

Highest

Median

Lowest

Average

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
~	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
Р 3:	Section 6: Executive Leadership & Engagement	2	5	6	8	8
	Section 7: Data Collection & Reporting	0	2	2	3	3
phabetical)	Section 8: Community Engagement	0	3	4	6	6
	Section 9: Optional Survey	0	2	2	2	2
Deutsche Bank	Section 10: Additional Work	0	3	3	5	5
				=0		100
	Total AWEI Score	20	67	72	95	100
Liberty Financial Group	Total AWEI Score	20 Lowest	67 25th percentile	72 50th percentile	95 75th percentile	100 Highest
Liberty Financial Group	Total AWEI Score Section 1: Standing Submission: HR Policies & Practice					
		Lowest	25th percentile	50th percentile	75th percentile	Highest
Liberty Financial Group	Section 1: Standing Submission: HR Policies & Practice	Lowest 8	25th percentile	50th percentile 12	75th percentile 14	Highest 15
Liberty Financial Group	Section 1: Standing Submission: HR Policies & Practice Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support	Lowest 8 2	25th percentile 11 5	50th percentile 12 8	75th percentile 14 10	Highest 15 10
Liberty Financial Group	Section 1: Standing Submission: HR Policies & Practice Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion	Lowest 8 2 0	25th percentile 11 5	50th percentile 12 8 5	75th percentile 14 10 11	Highest 15 10 14
Liberty Financial Group	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 8 2 0 2	25th percentile 11 5 3 4	50th percentile 12 8 5	75th percentile 14 10 11	Highest 15 10 14
Liberty Financial Group	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 8 2 0 2	25th percentile 11 5 3 4	50th percentile 12 8 5 6 4	75th percentile 14 10 11 6 4	Highest 15 10 14 6 4
Liberty Financial Group	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 8 2 0 2 0 1	25th percentile 11 5 3 4 2 5	50th percentile 12 8 5 6 4 8	75th percentile 14 10 11 6 4 8	Highest 15 10 14 6 4 8
Liberty Financial Group	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 8 2 0 2 0 1 0	25th percentile 11 5 3 4 2 5 5 8	50th percentile 12 8 5 6 4 8 10	75th percentile 14 10 11 6 4 8	Highest 15 10 14 6 4 8 10
Liberty Financial Group	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 8 2 0 2 0 2 0 1 0 1 0 0 0 0 0 0 0 0 0 0 0	25th percentile 11 5 3 4 2 5 8 3 3	50th percentile 12 8 5 6 4 8 10 6	75th percentile 14 10 11 6 4 8 10 7	Highest 15 10 14 6 4 8 10 8
Liberty Financial Group	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 8 2 0 2 0 2 0 1 0 1 0 0 2 2 2 2 2 2 2 2 2	25th percentile 11 5 3 4 2 5 8 3 3 3	50th percentile 12 8 5 6 4 8 10 6	75th percentile 14 10 11 6 4 8 10 7	Highest 15 10 14 6 4 8 10 8 8 8 8 8
Liberty Financial Group	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 8 2 0 2 0 1 0 1 0 1 0 2 0 2 0 0 2 0 0 1 0 0 0 0	25th percentile 11 5 3 4 2 5 5 8 3 3 3 3 0	50th percentile 12 8 5 6 4 8 10 6	75th percentile 14 10 11 6 4 8 10 7	Highest 15 10 14 6 4 8 10 8 8 8 3
Liberty Financial Group	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 8 2 0 2 0 1 0 1 0 0 2 0 2 0 0 2 0 0 0 0 0	25th percentile 11 5 3 4 2 5 8 3 3 0 2	50th percentile 12 8 5 6 4 8 10 6 6 6 2 4	75th percentile 14 10 11 6 4 8 10 7 6 2 2 4	Highest 15 10 14 6 4 8 10 8 8 3 6

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
	10	10	1 -	· · · ·	4 -
Section 1: Standing Submission: HR Policies & Practice	12	13	15	15	15
	8	9	15	15 10	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: 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 0	9 10	10 11	10 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	8 0 6	9 10 6	10 11 6	10 15 6	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	8 0 6 2	9 10 6 4	10 11 6 4	10 15 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 Section 4: Visibility of Inclusion	8 0 6 2 7	9 10 6 4 7	10 11 6 4 8	10 15 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	8 0 6 2 7 8	9 10 6 4 7 10	10 11 6 4 8 10	10 15 6 4 8 10	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 Section 6: Executive Leadership & Engagement	8 0 6 2 7 8 5	9 10 6 4 7 10 7	10 11 6 4 8 10 7	10 15 6 4 8 10 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 Section 5: Training, Awareness & Professional Development	8 0 6 2 7 8 5 4	9 10 6 4 7 10 7 6	10 11 6 4 8 10 7 6	10 15 6 4 8 10 8 6	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	8 0 6 2 7 8 8 5 4 0	9 10 6 4 7 10 7 6 2	10 11 6 4 8 10 7 6 3	10 15 6 4 8 10 8 6 3	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	8 0 6 2 7 8 8 5 4 0 2	9 10 6 4 7 10 7 6 2 4	10 11 6 4 8 10 7 6 3 4	10 15 6 4 8 10 8 6 3 4	10 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
	LOWCSU	25th percentile	Jourpercentile	75th percentile	riighest
Section 1: Standing Submission: HR Policies & Practice	12	13	15	15	15
Section 1: Standing Submission: HR Policies & Practice Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support					
	12	13	15	15	15
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support	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	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	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	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 Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups	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 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 ALLOCATIONS: 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 Trans / Gender Diverse Inclusion		14 points	Includes grievance officers; behavioural examples; EAP provider.					
		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: Optio	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
57	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
 Capgemini Australia 	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 2: Strategy & Accountability	2	9	12	17	22
	Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups	2 0	9 11	12 18	17 26	22 34
	Section 3: LGBTQ Employee Networks / Resource Groups	0	11	18	26	34
	Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion	03	11	18	26	34 16
	Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development	0 3 0	11 10 4	18	26	34 16 12
	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 0	11 10 4 2	18 12 6 4	26	34 16 12
	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 0 0	11 10 4 2 2 2	18 12 6 4 3	26	34 16 12 8 6
	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 0 0 0 0	11 10 4 2 2 2 2	18 12 6 4 3 2	26	34 16 12 8 6 6 6



2022 Standard Employer Benchmarks

Benchmarks Tables (available, not available)

- Tier
 - ✓ Gold (n21), Silver (n19), 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 Curre							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			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 (n21)	Lowest	Average	Median	Highest	Available
Section 1: Standing Submission: HR Policies & Practice	17	20	20	20	20
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support	10	13	14	14	14
Section 1: Standing Submission: Trans / Gender Diverse Inclusion	21	25	26	27	27
Section 1: Standing Submission: Strategic Focus	15	18	18	18	18
Section 2: Strategy & Accountability	18	20	20	22	22
Section 3: LGBTQ Employee Networks / Resource Groups	27	31	31	34	34
Section 4: Visibility of Inclusion	14	15	16	16	16
Section 5: Training, Awareness & Professional Development	6	10	10	12	12
Section 6: Executive Leadership & Engagement	2	7	8	8	8
Section 7: Data Collection & Reporting	3	5	6	6	6
Section 8: Community Engagement	2	5	6	6	6
Section 9: Optional Survey	0	2	2	2	2
		13	14	15	15
Section 10: Additional Work	6	-			
	6 174	184	180	199	200
Total AWEI Score	174 Lowest	184 25th percentile			200 Highe
Fotal AWEI Score Section 1: Standing Submission: HR Policies & Practice	174 Lowest 17	184 25th percentile 20	180	199	200 Highe 20
Total AWEI Score Section 1: Standing Submission: HR Policies & Practice	174 Lowest	184 25th percentile 20 14	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 14 23	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 Section 4: Visibility of Inclusion	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 Section 5: Training, Awareness & Professional Development	174 Lowest 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 75th percentile 20 14 26 18 20 32 16	200 Highe 20 14 27 18 22 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 Lowest 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 Lowest 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	180 50th percentile 20 14 26 18 20 31 16 10 8 6	199 75th percentile 20 14 26 18 20 32 16 12 8 6	200 Highe 20 14 27 18 22 34 16 12 8 6
Section 10: Additional Work 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 9: Optional Survey Section 10: Additional Work	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 75th percentile 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





✓ Allianz

✓ CSIRO

✓ Victoria University

Silver (n19)	Lowest	Average	Median	Highest	Available
Section 1: Standing Submission: HR Policies & Practice	13	18	20	20	20
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support	8	12	12	14	14
Section 1: Standing Submission: Trans / Gender Diverse Inclusion	12	20	21	27	27
Section 1: Standing Submission: Strategic Focus	11	16	16	18	18
Section 2: Strategy & Accountability	14	18	18	22	22
Section 3: LGBTQ Employee Networks / Resource Groups	19	28	30	32	34
Section 4: Visibility of Inclusion	11	15	16	16	16
Section 5: Training, Awareness & Professional Development	6	8	8	12	12
Section 6: Executive Leadership & Engagement	1	5	6	8	8
Section 7: Data Collection & Reporting	0	5	6	6	6
Section 8: Community Engagement	2	4	4	6	6
Section 9: Optional Survey	2	2	2	2	2
Section 10: Additional Work	6	11	11	15	15
Total AWEI Score	155	162	161	172	200
	155	-			
	Lowest	25th percentile	50th percentile	75th percentile	Highest
Section 1: Standing Submission: HR Policies & Practice		-			
Section 1: Standing Submission: HR Policies & Practice Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support	Lowest 13 8	25th percentile	50th percentile	75th percentile 20 14	Highest
Section 1: Standing Submission: HR Policies & Practice	Lowest 13	25th percentile 16	50th percentile 20	75th percentile 20	Highest 20
Section 1: Standing Submission: HR Policies & Practice Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support	Lowest 13 8	25th percentile 16 10	50th percentile 20 12	75th percentile 20 14	Highest 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 13 8 12	25th percentile 16 10 17	50th percentile 20 12 21	75th percentile 20 14 22	Highest 20 14 27
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 13 8 12 11	25th percentile 16 10 17 15	50th percentile 20 12 21 16	75th percentile 20 14 22 18	Highest 20 14 27 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 Section 3: LGBTQ Employee Networks / Resource Groups	Lowest 13 8 12 11 14	25th percentile 16 10 17 15 17 17	50th percentile 20 12 21 16 18	75th percentile 20 14 22 18 20	Highest 20 14 27 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 13 8 12 11 14 19	25th percentile 16 10 17 15 17 26	50th percentile 20 12 21 16 18 30	75th percentile 20 14 22 18 20 30	Highest 20 14 27 18 22 32
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 13 8 12 11 14 19 11	25th percentile 16 10 17 15 17 26 14	50th percentile 20 12 21 16 18 30 16	75th percentile 20 14 22 18 20 30 16	Highest 20 14 27 18 22 32 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 Section 4: Visibility of Inclusion	Lowest 13 8 12 11 14 19 11 6	25th percentile 16 10 17 15 17 26 14 6	50th percentile 20 12 21 16 18 30 16 8	75th percentile 20 14 22 18 20 30 16 10	Highest 20 14 27 18 22 32 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 Section 7: Data Collection & Reporting	Lowest 13 8 12 11 14 19 11 6 1	25th percentile 16 10 17 15 17 26 14 6 4	50th percentile 20 12 21 16 18 30 16 8 6	75th percentile 20 14 22 18 20 30 16 10 7	Highest 20 14 27 18 22 32 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 Section 8: Community Engagement	Lowest 13 8 12 11 14 19 11 6 1 0	25th percentile 16 10 17 15 17 26 14 6 4 5	50th percentile 20 12 21 16 30 16 8 6 6 6	75th percentile 20 14 22 18 20 30 16 10 7 6	Highest 20 14 27 18 22 32 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 Section 7: Data Collection & Reporting	Lowest 13 8 12 11 14 19 11 6 1 0 2	25th percentile 16 10 17 15 17 26 14 6 4 5 4	50th percentile 20 12 21 16 18 30 16 8 6 6 6 4	75th percentile 20 14 22 18 20 30 16 10 7 6 6 6	Highest 20 14 27 18 22 32 16 12 8 6 6 6





/	TPG Telecom	
---	-------------	--

Bronze (n41)	Lowest	Average	Median	Highest	Available
Section 1: Standing Submission: HR Policies & Practice	9	16	17	20	20
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support	4	9	10	14	14
Section 1: Standing Submission: Trans / Gender Diverse Inclusion	4	14	14	25	27
Section 1: Standing Submission: Strategic Focus	7	14	14	18	18
Section 2: Strategy & Accountability	7	15	15	21	22
Section 3: LGBTQ Employee Networks / Resource Groups	13	22	21	31	34
Section 4: Visibility of Inclusion	8	13	14	16	16
Section 5: Training, Awareness & Professional Development	2	7	6	12	12
Section 6: Executive Leadership & Engagement	2	4	4	8	8
Section 7: Data Collection & Reporting	0	4	3	6	6
Section 8: Community Engagement	0	3	4	6	6
Section 9: Optional Survey	2	2	2	2	2
Section 10: Additional Work	0	8	7	15	15
Total AWEI Score	107	132	135	154	200
	Lowest	25th percentile	50th percentile	75th percentile	Highest
Section 1: Standing Submission: HR Policies & Practice	9	15	17	20	20
				12	14
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support	4	7	10	17	25
	4 4	7 12	10 14	17	25
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support		1		17	25 18
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion	4	12	14		
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus	4 7	12 11	14 14	17	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	4 7 7 7	12 11 12 12	14 14 15	17 18	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	4 7 7 13	12 11 12 12 18	14 14 15 21	17 18 25	18 21 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	4 7 7 13 8	12 11 12 12 18 12	14 14 15 21 14	17 18 25 15	18 21 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	4 7 7 13 8 2	12 11 12 18 12 6	14 14 15 21 14 6	17 18 25 15 10	18 21 31 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	4 7 7 13 8 2 2	12 11 12 18 12 6 4	14 14 15 21 14 6 4	17 18 25 15 10 6	18 21 31 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 7 7 13 8 2 2 2 0	12 11 12 18 12 6 4 3	14 14 15 21 14 6 4 3	17 18 25 15 10 6 6	18 21 31 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 7 7 13 8 2 2 0 0	12 11 12 18 12 6 4 3 2	14 14 15 21 14 6 4 3 4	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
Тор 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
(p · · · · · · ,	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
Regulation Authority (APRA)	Section 10: Additional Work	0	3	3	11	15
	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
Australia i Ost	Section 1: Standing Submission: Trans / Gender Diverse Inclusion	0	3	5	9	17
	Section 1: Standing Submission: Strategic Focus	0	4	6	9	15
	Section 2: Strategy & Accountability	0	6	9	11	17
	Section 3: LGBTQ Employee Networks / Resource Groups	0	7	9	14	28
	Section 4: Visibility of Inclusion	3	7	10	11	16
	Section 5: Training, Awareness & Professional Development	0	2	4	6	10
	Section 6: Executive Leadership & Engagement	0	0	2	4	8
	Section 7: Data Collection & Reporting	0	0	2	3	6
	Section 8: Community Engagement	0	0	2	4	6
	Section 9: Optional Survey	0	2	2	2	2
	Section 10: Additional Work	0	1	3	4	11
	Total AWEI Score	24	50	66	90	106



2022 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
	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		16
Section 4: Visibility of Inclusion	5	9	12	15	10
Section 4: Visibility of Inclusion	5	9 4	12 6	15 8	10
		y			
Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development Section 6: Executive Leadership & Engagement	0	4	6	8	12
Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development Section 6: Executive Leadership & Engagement Section 7: Data Collection & Reporting	0 0	4 2	6 4	8 6	12 8
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 0	4 2 2	6 4	8 6	12 8 6
Section 4: Visibility of Inclusion 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
\rightarrow	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
 Capgemini 		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 6. Community Engagement					
	, , , , , , , , , , , , , , , , , , , ,	2	2	2	2	2
	Section 8: Community Engagement Section 9: Optional Survey Section 10: Additional Work		2	2	2	2 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
)P 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
Coles	Total AWEI Score	36	132	140	189	200
		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
Oniversity of Sydney	Section 1: Standing Submission: Trans / Gender Diverse Inclusion	1	8	16	21	27
	Section 1: Standing Submission: Strategic Focus	2	11	14	18	18
	Section 2: Strategy & Accountability	9	13	16	19	20
	Section 3: LGBTQ Employee Networks / Resource Groups	7	18	22	29	33
	Section 4: Visibility of Inclusion	4	11	13	14	16
						10
	Section 5: Training, Awareness & Professional Development	2	4	8	10	12
		2	4 3	8 4	<u>10</u> 5	8
	Section 5: Training, Awareness & Professional Development		4 3 3	8 4 5	10 5 6	
	Section 5: Training, Awareness & Professional Development Section 6: Executive Leadership & Engagement Section 7: Data Collection & Reporting	0	4 3 3 2	8 4 5 4	5	8
	Section 5: Training, Awareness & Professional Development Section 6: Executive Leadership & Engagement Section 7: Data Collection & Reporting Section 8: Community Engagement	0	<u> </u>	8 4 5 4 2	5	8 6
	Section 5: Training, Awareness & Professional Development Section 6: Executive Leadership & Engagement Section 7: Data Collection & Reporting	0 0 2	2	4 5 4	5 6 6	8 6 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 Canaamini	Total AWEI Score	26	118	118	199	200
 Capgemini 		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
* MILLELIISON	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
		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
A	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 Cunor	Total AWEI Score	28	81	81	136	200
 Australian Super 		Lowest	25th percentile	50th percentile	75th percentile	Highest
 Life Without Barriers 	Section 1: Standing Submission: HR Policies & Practice	3	5	12	17	18
 Settlement Services 	Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support	0	2	4	6	7
	Section 1: Standing Submission: Trans / Gender Diverse Inclusion	2	4	7	12	16
International	Section 1: Standing Submission: Strategic Focus	0	1	6	12	13
	Section 2: Strategy & Accountability	3	5	10	15	15
		<u> </u>	5	10 13	15 22	15 29
	Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion	3 6 6	5 6 6			
	Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion	3 6 6 0	5 6 6 2	13	22	29
	Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development	6 6	°	13	22	29 12
	Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development Section 6: Executive Leadership & Engagement	6 6 0	2	13	22	29 12 10
	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 6 0 0	2	13 8 4 5	22	29 12 10
	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 6 0 0 0	2 3 2	13 8 4 5	22	29 12 10
	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 6 0 0 0 0	2 3 2 0	13 8 4 5 3 1	22 11 7 7 4 3	29 12 10 8 6 4



M	
TOP 3:	

(alphabetical)

✓ Macquarie University

✓ University of NSW

✓ University of Queensland

- ✓ University of Sydney
- ✓ Victoria University

* More than one organisation received the same score

Higher Ed (n15)	Lowest	Average	Median	Highest	Available
Section 1: Standing Submission: HR Policies & Practice	9	15	15	20	20
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support	2	9	10	14	14
Section 1: Standing Submission: Trans / Gender Diverse Inclusion	1	17	17	26	27
Section 1: Standing Submission: Strategic Focus	0	13	14	18	18
Section 2: Strategy & Accountability	6	17	18	22	22
Section 3: LGBTQ Employee Networks / Resource Groups	1	22	26	30	34
Section 4: Visibility of Inclusion	6	13	15	16	16
Section 5: Training, Awareness & Professional Development	2	7	6	12	12
Section 6: Executive Leadership & Engagement	0	4	4	8	8
Section 7: Data Collection & Reporting	0	4	3	6	6
Section 8: Community Engagement	0	4	4	6	6
Section 9: Optional Survey	2	2	2	2	2
Section 10: Additional Work	2	10	11	15	15
Total AWEI Score	46	136	144	183	200
	Lowest	25th percentile	50th percentile	75th percentile	Highest
Section 1: Standing Submission: HR Policies & Practice	9	12	15	20	20
	9	14	15	20	20
	2	6	10	13	14
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support	-			-	
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion	-	6	10	13	14
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus	2	6 14	10 17	13 22	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	2 1 0	6 14 10	10 17 14	13 22 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	2 1 0	6 14 10 16	10 17 14 18	13 22 17 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 Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion	2 1 0 6 1	6 14 10 16 18	10 17 14 18 26	13 22 17 20 30	14 26 18 22 30
Section 1: Standing Submission: Hit 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	2 1 0 6 1 6	6 14 10 16 18 10	10 17 14 18 26 15	13 22 17 20 30 16	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	2 1 0 6 1 6 2	6 14 10 16 18 10 6	10 17 14 18 26 15 6	13 22 17 20 30 16 10	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	2 1 0 6 1 6 2 0	6 14 10 16 18 10 6 2	10 17 14 18 26 15 6 4	13 22 17 20 30 16 10 5	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	2 1 0 6 1 6 2 0 0 0	6 14 10 16 18 10 6 2 2 2	10 17 14 18 26 15 6 4 3	13 22 17 20 30 16 10 5 6	14 26 18 22 30 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	2 1 0 6 1 6 2 0 0 0 0 0	6 14 10 16 18 10 6 2 2 2 3	10 17 14 18 26 15 6 4 3 4	13 22 17 20 30 16 10 5 6 6 6	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
	Section 2: Strategy & Accountability	6	14	16	22	22
F	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
	Section 1: Standing Submission: Trans / Gender Diverse Inclusion	2	9	17	22	27
	Section 1: Standing Submission: Strategic Focus	5	10	16	10	18
	Section 1. Standing Submission. Strategic rocus	C	13	10	18	10
	Section 2: Strategy & Accountability	6	13	16	18	22
		y				-
	Section 2: Strategy & Accountability	6	10	16	18	22
	Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups	6 8	10 18	16 25	18 30	22 32
	Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion	6 8 3	10 18 9	16 25 14	18 30 15	22 32 16
	Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development	6 8 3 0	10 18 9 6	16 25 14 8	18 30 15 10	22 32 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	6 8 3 0	10 18 9 6 3	16 25 14 8 4	18 30 15 10 6	22 32 16 12 8
	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 8 3 0 0 1	10 18 9 6 3 5	16 25 14 8 4 6	18 30 15 10 6 6	22 32 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	6 8 3 0 0 1 0	10 18 9 6 3 5 2	16 25 14 8 4 6 2	18 30 15 10 6 6 4	22 32 16 12 8 6 6



507
1-1

A

TOP 3: (alphabetical)

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

State Govt (n15)	Lowest	Average	Median	Highest	Available
Section 1: Standing Submission: HR Policies & Practice	0	10	9	20	20
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support	0	5	5	12	14
Section 1: Standing Submission: Trans / Gender Diverse Inclusion	0	10	9	22	27
Section 1: Standing Submission: Strategic Focus	1	8	6	18	18
Section 2: Strategy & Accountability	0	10	9	21	22
Section 3: LGBTQ Employee Networks / Resource Groups	4	15	11	33	34
Section 4: Visibility of Inclusion	4	11	11	15	16
Section 5: Training, Awareness & Professional Development	0	5	4	10	12
Section 6: Executive Leadership & Engagement	0	3	2	8	8
Section 7: Data Collection & Reporting	0	3	3	6	6
Section 8: Community Engagement	0	2	2	4	6
Section 9: Optional Survey	0	2	2	2	2
Section 10: Additional Work	0	5	2	15	15
Total AWEI Score	24	86	65	174	200
	Lowest	25th percentile	50th percentile	75th percentile	Highest
Section 1: Standing Submission: HR Policies & Practice	0	7	9	14	20
		7 3			
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support	0	· ·	9	14	20
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion	0	3	9	14 9	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 0	3 6	9 5 9	14 9 14	20 12 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	0 0 0 1	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	0 0 0 1 0	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	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 0 1 0 4 4	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 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 0 1 0 4 4 0	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	0 0 1 0 4 4 0 0 0	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	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 0 0 0 0 0 0 0	3 6 3 6 7 10 2 0 2 1	9 5 9 6 9 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
OP 3:	Section 6: Executive Leadership & Engagement	4	5	5	8	8
	Section 7: Data Collection & Reporting	3	5	5	6	6
lphabetical)	Section 8: Community Engagement	2	4	4	6	6
	Section 9: Optional Survey	2	2	2	2	2
Вира	Section 10: Additional Work	1	8	9	15	15
	Total AWEI Score	65	135	147	166	200
Department of Health (Aust		Lowest	25th percentile	50th percentile	75th percentile	Highest
	Section 1: Standing Submission: HR Policies & Practice	5	19	20	20	20
Gov)	Section 1: Standing Submission: HR Policies & Practice Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support	<u> </u>	19 7	20 9	20 12	14
•			19 7 12	-	-	
Gov)	Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support	3	7	9	12	14 24 18
Gov)	Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion	3 5	7 12	9 15	12 17	14 24
Gov)	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	7 12 12	9 15 17	12 17 18	14 24 18
Gov)	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	7 12 12 12 15	9 15 17 16	12 17 18 18	14 24 18 22
Gov)	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	7 12 12 15 19	9 15 17 16 22	12 17 18 18 26	14 24 18 22 30
Gov)	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	7 12 12 15 19 12	9 15 17 16 22 13	12 17 18 18 26 15	14 24 18 22 30 16
Gov)	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 4 3	7 12 12 15 19 12	9 15 17 16 22 13	12 17 18 18 26 15 8	14 24 18 22 30 16 10
Gov)	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	7 12 12 15 19 12	9 15 17 16 22 13	12 17 18 18 26 15 8 6	14 24 18 22 30 16 10
Gov)	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	7 12 12 15 19 12	9 15 17 16 22 13 6 5 5 5	12 17 18 18 26 15 8 6 6 6	14 24 18 22 30 16 10 8 6
Gov)	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	7 12 12 15 19 12 6 4 4 4 4	9 15 17 16 22 13 6 5 5 5 4	12 17 18 18 26 15 8 6 6 6 4	14 24 18 22 30 16 10 8 6 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	J				
	Section 1: Standing Submission: Strategic Focus	4	9	15	18	18
		3 4 5	9 13	15 17	18 19	18 20
	Section 1: Standing Submission: Strategic Focus	4	-			
	Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability	4	13	17	19	20
	Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups	4 5 4	13 19	17 24	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	17 24 14	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	17 24 14	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	17 24 14 8 4	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	17 24 14 8 4	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	17 24 14 8 4 3 4	19 31 15 10 6 6 6 6	20 32 16 12 8 6 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
Section 10: Additional Work	1	6	5	15	15
Total AWEI Score	37	118	115	191	200
	Lowest	25th percentile	50th percentile	75th percentile	Highest
Section 1: Standing Submission: HR Policies & Practice	3	13	17	20	20
Section 1: Standing Submission: HR Policies & Practice Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support	3	13 6			
	-	_	17	20	20
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support	3	6	17 11	20 14	20 14
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion	3	6 8	17 11 13	20 14 17	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 1	6 8 11	17 11 13 14	20 14 17 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	3 0 1 3	6 8 11 9	17 11 13 14 14	20 14 17 18 17	20 14 27 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	3 0 1 3	6 8 11 9 12	17 11 13 14 14 14 19	20 14 17 18 17 27	20 14 27 18 20 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 1 3 6 5	6 8 11 9 12 8	17 11 13 14 14 14 19 13	20 14 17 18 17 27 15	20 14 27 18 20 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 1 3 6 5 0	6 8 11 9 12 8 4	17 11 13 14 14 14 19 13 6	20 14 17 18 17 27 15 10	20 14 27 18 20 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 1 3 6 5 0 0	6 8 11 9 12 8 4 2	17 11 13 14 14 14 19 13 6 4	20 14 17 18 17 27 15 10 6	20 14 27 18 20 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 1 3 6 5 0 0 0 0	6 8 11 9 12 8 4 2 0	17 11 13 14 14 14 19 13 6 4 3	20 14 17 18 17 27 15 10 6	20 14 27 18 20 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 1 3 6 5 0 0 0 0 0 0	6 8 11 9 12 8 4 2 0 2	17 11 13 14 14 14 19 13 6 4 3 2	20 14 17 18 17 27 15 10 6 6 6 4	20 14 27 18 20 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)

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	Lowest 0	25th percentile 6	50th percentile 9	75th percentile 17	Highest 20
			50th percentile 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	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 Section 1: Standing Submission: Strategic Focus	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 5	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	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	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 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 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: LGBTQ Bullying / Harassment & Support	4	11	17	20	20
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion	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 Section 1: Standing Submission: Strategic Focus	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 Section 2: Strategy & Accountability	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 Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion	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 Section 5: Training, Awareness & Professional Development	4 0 2 2 4 2 4 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: 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	4 0 2 2 4 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 Section 6: Executive Leadership & Engagement	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	17 14 17 15 17 28 16 8 8 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	Lowest 7	25th percentile 16	50th percentile 20	75th percentile 20	Highest 20
Section 1: Standing Submission: HR Policies & Practice Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support					
	7	16	20	20	20
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 Section 1: Standing Submission: Trans / Gender Diverse Inclusion	7 0 3	16 6 10	20 10 16	20 11 23	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	7 0 3 0	16 6 10 11	20 10 16 14	20 11 23 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	7 0 3 0 3	16 6 10 11 14	20 10 16 14 17	20 11 23 17 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	7 0 3 0 3 0 3 0	16 6 10 11 14 18	20 10 16 14 17 23	20 11 23 17 19 25	20 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	7 0 3 0 3 0 3 0 9	16 6 10 11 14 18 13	20 10 16 14 17 23 14	20 11 23 17 19 25 16	20 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	7 0 3 0 3 0 3 0 9 4	16 6 10 11 14 18 13 6	20 10 16 14 17 23 14	20 11 23 17 19 25 16 8	20 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	7 0 3 0 3 0 9 4 0	16 6 10 11 14 18 13 6 3	20 10 16 14 17 23 14 6 4	20 11 23 17 19 25 16 8 4	20 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	7 0 3 0 3 0 9 4 0 2	16 6 10 11 14 18 13 6 3 3 3	20 10 16 14 17 23 14 6 4 3	20 11 23 17 19 25 16 8 4 5	20 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	7 0 3 0 3 0 9 4 0 2 2 2	16 6 10 11 14 18 13 6 3 3 2	20 10 16 14 17 23 14 6 4 3 3 3	20 11 23 17 19 25 16 8 4 5 4	20 14 26 18 19 31 16 10 8 6 6



	Education (broader than Higher Education) (n18)	Lowest	Average	Median	Highest	Available
A	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
(a.b.ia.e.e.e.)	Section 5: Training, Awareness & Professional Development	2	7	7	12	12
<i>.</i>	Section 6: Executive Leadership & Engagement	0	4	4	8	8
 Department of Education 	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
 Macquarie University 	Section 10: Additional Work	1	10	11	15	15
 University of NSW 	Total AWEI Score	46	137	150	183	200
✓ University of Oueensland		Lowest	25th percentile	50th percentile	75th percentile	Highest
 University of Queensland 	Section 1: Standing Submission: HR Policies & Practice	5	25th percentile 12	50th percentile 17	75th percentile 20	Highest 20
✓ University of Queensland✓ University of Sydney	Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support	Lowest 5 2				
 University of Sydney 	Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion	5	12 6 11	17	20	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	5 2 1 0	12 6 11 9	17 10 18 15	20 11 22 18	20 14 26 18
 University of Sydney 	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	17 10 18 15 19	20 11 22	20 14 26 18 22
 University of Sydney 	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	12 6 11 9	17 10 18 15	20 11 22 18	20 14 26 18 22 33
 University of Sydney Victoria University * More than one organisation received the 	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 1 6	12 6 11 9 16	17 10 18 15 19	20 11 22 18 20	20 14 26 18 22 33 16
✓ University of Sydney✓ Victoria University	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
 University of Sydney Victoria University * More than one organisation received the 	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 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
 University of Sydney Victoria University * More than one organisation received the 	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	20 11 22 18 20 30 16 10	20 14 26 18 22 33 16 12
 University of Sydney Victoria University * More than one organisation received the 	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 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
 University of Sydney Victoria University * More than one organisation received the 	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	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 6 2	20 14 26 18 22 33 16 12 8 6 6 6 2
 University of Sydney Victoria University * More than one organisation received the 	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



11 20 20 6 14 14 8 24 27 13 15 18	12 7	-	
8 24 27	7	6	Section 1: Standing Submission: HR Policies & Practice
	1	0	Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support
10 10 10	11	3	Section 1: Standing Submission: Trans / Gender Diverse Inclusion
13 15 18	9	0	Section 1: Standing Submission: Strategic Focus
11 19 22	10	2	Section 2: Strategy & Accountability
21 32 34	17	0	Section 3: LGBTQ Employee Networks / Resource Groups
12 16 16	12	8	Section 4: Visibility of Inclusion
6 12 12	6	0	Section 5: Training, Awareness & Professional Development
4 8 8	4	0	Section 6: Executive Leadership & Engagement
2 6 6	2	0	Section 7: Data Collection & Reporting
2 6 6	2	0	Section 8: Community Engagement
2 2 2	2	2	Section 9: Optional Survey
7 14 15	6	0	Section 10: Additional Work
93 181 20	100	31	Total AWEI Score
ntile 50th percentile 75th percentile High	25th percentile	Lowest	
11 14 20	7	6	Section 1: Standing Submission: HR Policies & Practice
6 10 14		-	
6 10 14	4	0	Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support
<u> </u>	4 5	0	Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion
	4 5 6	-	
8 18 24	4 5 6 6	3	Section 1: Standing Submission: Trans / Gender Diverse Inclusion
8 18 24 13 14 15		3 0	Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus
8 18 24 13 14 15 11 13 19	6	3 0 2	Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability
8 18 24 13 14 15 11 13 19 21 22 32	6 9	3 0 2 0	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 18 24 13 14 15 11 13 19 21 22 32 12 12 16	6 9	3 0 2 0 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
8 18 24 13 14 15 11 13 19 21 22 32 12 12 16 6 8 12	6 9 11 4	3 0 2 0 8 0	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 18 24 13 14 15 11 13 19 21 22 32 12 12 16 6 8 12 4 6 8	6 9 11 4 2	3 0 2 0 8 0 0	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
$\begin{array}{c c c c c c c c c c c c c c c c c c c $	6 9 11 4 2 0	3 0 2 0 8 0 0 0 0	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
$\begin{array}{c c c c c c c c c c c c c c c c c c c $	6 9 11 4 2 0 2	3 0 2 0 8 0 0 0 0 0	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
$ \begin{array}{c ccccccccccccccccccccccccccccccccccc$	6 9 11 4 2 0	3 0 2 0 8 0 0 0 0	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

Louveet

Aurona

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

TOP 3:

 \checkmark

(alphabetical)

Energy / Utilities (n13)



Available

Highort

Modian

TOP 3 :	
(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	Lowest 3	25th percentile 7	50th percentile 9	75th percentile 17	Highest 20
		25th percentile 7 4			
Section 1: Standing Submission: HR Policies & Practice Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion	3	7	9	17	20
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion	3 2	7 4	9	17 8	20 14
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	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	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 6 4 8 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 6 4 8 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 (h9)	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
A	Section 3: LGBTQ Employee Networks / Resource Groups	3	17	19	30	34
	Section 4: Visibility of Inclusion	6	11	12	14	16
	Section 5: Training, Awareness & Professional Development	0	6	6	10	12
	Section 6: Executive Leadership & Engagement	0	4	4	8	8
	Section 7: Data Collection & Reporting	0	3	3	6	6
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	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
•	Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support	0	5	7	8	12
Settlement Services	Section 1: Standing Submission: Trans / Gender Diverse Inclusion	1	5	10	12	16
International	Section 1: Standing Submission: Strategic Focus	0	8	9	13	18
	Section 2: Strategy & Accountability	5	12	15	16	22
	Section 3: LGBTQ Employee Networks / Resource Groups	3	8	19	22	30
	Section 4: Visibility of Inclusion	6	10	12	12	14
	Section 5: Training, Awareness & Professional Development	0	6	6	8	10
		0	6 2	6 4	8	10 8
	Section 5: Training, Awareness & Professional Development	0 0 0		6 4 3	ŭ	_
	Section 5: Training, Awareness & Professional Development Section 6: Executive Leadership & Engagement	v	2	4	ŭ	8 6 6
	Section 5: Training, Awareness & Professional Development Section 6: Executive Leadership & Engagement Section 7: Data Collection & Reporting	0	2	4 3	ŭ	8 6
	Section 5: Training, Awareness & Professional Development Section 6: Executive Leadership & Engagement Section 7: Data Collection & Reporting Section 8: Community Engagement	0	2 2 2 2	4 3	6 5 4	8 6 6

Lowest

Average

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

TOP 3:

 \checkmark

 \checkmark

(alphabetical)

Health & Wellbeing (n9)



Median

Highest

Available

	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
A	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
				500		
Group		Lowest	25th percentile	50th percentile	75th percentile	Highest
Group	Section 1: Standing Submission: HR Policies & Practice	Lowest 5	25th percentile 7	<u>50th percentile</u> 9	12	Highest 19
✓ Endeavour Group (BWS)	Section 1: Standing Submission: HR Policies & Practice Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support		25th percentile 7 3			
		5	7	9	12	19
✓ Endeavour Group (BWS)	Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support	5 0	7 3	9	12 7	19 14
✓ Endeavour Group (BWS)	Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion	5 0 3	7 3 5	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	5 0 3 0 3	7 3 5 4 6	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	5 0 3 0 3 0 0 6	7 3 5 4 6 0 8	9 3 7 8 10 9 9	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	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 12 8
✓ 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 4 5 5 5	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
				20 14 26 18 22 34 16 12 8 6 6 6 2	
Total AWEI Score	24	104	93	199	200
Total AWEI Score	24 Lowest	104 25th percentile	93 50th percentile		200 Highes
		_		75th percentile	
Section 1: Standing Submission: HR Policies & Practice	Lowest	25th percentile	50th percentile	75th percentile	Highes
Section 1: Standing Submission: HR Policies & Practice	Lowest 0	25th percentile 6	50th percentile 11	75th percentile 19	Highes 20
Section 1: Standing Submission: HR Policies & Practice Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support	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 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 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 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 2 0 2 0 2 0 0 2 0 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 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
	Section 3: LGBTQ Employee Networks / Resource Groups	7	21	20	32	34
	Section 4: Visibility of Inclusion	8	13	14	16	16
	Section 5: Training, Awareness & Professional Development	4	7	8	10	12
	Section 6: Executive Leadership & Engagement	2	4	4	8	8
	Section 7: Data Collection & Reporting	0	5	6	6	6
OP 3:	Section 8: Community Engagement	0	3	2	6	6
lphabetical)	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
Zurich Australia	Section 1: Standing Submission: Strategic Focus	6	12	14	18	18
		•	10	13	10	20
	Section 2: Strategy & Accountability	8	10	15	18	20
	Section 2: Strategy & Accountability Section 3: LGBTQ Employee Networks / Resource Groups	<u> </u>	17	20	29	32
		• •		_	-	_
	Section 3: LGBTQ Employee Networks / Resource Groups	7	17	20	29	32
	Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion	7	17 12	20 14	29 16	32 16
	Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development	7 8 4	17 12 6	20 14	29 16	32 16 10
	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	17 12 6	20 14	29 16	32 16 10 8
	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 0	17 12 6	20 14	29 16	32 16 10 8 6
	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	17 12 6	20 14	29 16	32 16 10 8 6 6

Lowest

Average

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

TOP 3:

 \checkmark

 \checkmark

(alphabetical)

Insurance (n9)



Available

Highest

Median

5

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
Total AWEI Score	36	107	120	149	200
	Lowest	25th percentile	50th percentile	75th percentile	Highest
Section 1: Standing Submission: HR Policies & Practice	0	12	15	17	18
Section 1: Standing Submission: HR Policies & Practice Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support	0	12 10	15 11	17	18 13
	-		-		
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion	0	10	11	12	13
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion Section 1: Standing Submission: Strategic Focus	0	10 8	11 16	12 17	13 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	0 5 2	10 8 11	11 16 14	12 17 16	13 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 5 2 9	10 8 11 10	11 16 14 13	12 17 16 16	13 17 17 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 Section 4: Visibility of Inclusion	0 5 2 9 7	10 8 11 10 10	11 16 14 13 18	12 17 16 16 27	13 17 17 17 17 29
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 5 2 9 7 3	10 8 11 10 10 5	11 16 14 13 18 8	12 17 16 16 27 12	13 17 17 17 17 29 14
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support	0 5 2 9 7 3 0	10 8 11 10 10 5	11 16 14 13 18 8 4	12 17 16 16 27 12 9	13 17 17 17 17 29 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 5 2 9 7 3 0	10 8 11 10 10 5 3 1	11 16 14 13 18 8 4 3	12 17 16 16 27 12 9 4	13 17 17 17 29 14 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	0 5 2 9 7 3 0 0 0	10 8 11 10 10 5 3 1 3 3	11 16 14 13 18 8 4 3 3 3	12 17 16 16 27 12 9 4 5	13 17 17 17 29 14 12 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 6: Executive Leadership & Engagement Section 7: Data Collection & Reporting Section 8: Community Engagement	0 5 2 9 7 3 0 0 0 1 2	10 8 11 10 10 5 3 1 3 2	11 16 14 13 18 8 4 3 3 2	12 17 16 16 27 12 9 4 5 2	13 17 17 17 29 14 12 6 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
	LOWCOL		both borcontino	7 July percentate	ingricot
Section 1: Standing Submission: HR Policies & Practice	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	12	14	19	20	20
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support	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	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	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 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 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 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



TOD 2

TOP 3: (alphabetical)

- ✓ Alcoa of Australia
- \checkmark 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
Section 1: Standing Submission: HR Policies & Practice	Lowest 3	25th percentile 7	50th percentile 10	75th percentile 15	Highest 20
		25th percentile 7 3			
Section 1: Standing Submission: HR Policies & Practice Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion	3	7	10	15	20
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support	3	7 3	10 7	15 7	20 14
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	7 3 4	10 7 8	15 7 11	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	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 Section 3: LGBTQ Employee Networks / Resource Groups	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 Section 4: Visibility of Inclusion	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	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 Section 6: Executive Leadership & Engagement	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	3 2 0 0 6 4 8 0 0 0	7 3 4 3 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	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 0 6 4 8 0 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
	2	2	2	2	2
Section 9: Optional Survey	<u> </u>				
	1	7	5	14	15
Section 10: Additional Work	1 65	7 118	5 118	14 177	15 200
Section 10: Additional Work	1	/	3		
Section 10: Additional Work Total AWEI Score	1 65	118	118	177	200
Section 10: Additional Work Total AWEI Score Section 1: Standing Submission: HR Policies & Practice	1 65 Lowest	118	118 50th percentile	177 75th percentile	200 Highest
Section 10: Additional Work Total AWEI Score Section 1: Standing Submission: HR Policies & Practice Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support	1 65 Lowest 9	118 25th percentile 9	118 50th percentile 18	177 75th percentile 20	200 Highest 20
Section 10: Additional Work 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	1 65 9 3	118 25th percentile 9 8	118 50th percentile 18 10	177 75th percentile 20 11	200 Highest 20 13
Section 10: Additional Work 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	1 65 Lowest 9 3 10	7 118 25th percentile 9 8 14	118 50th percentile 18 10 18	177 75th percentile 20 11 21	200 Highest 20 13 27
Section 10: Additional Work 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	1 65 Lowest 9 3 10	7 118 25th percentile 9 8 14 8	118 50th percentile 18 10 18 18 11	177 75th percentile 20 11 21 17	200 Highest 20 13 27 18
Section 10: Additional Work 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	1 65 Lowest 9 3 10 4 5	7 118 25th percentile 9 8 14 8 7	118 50th percentile 18 10 18 11 11 11	177 75th percentile 20 11 21 17 15	200 Highest 20 13 27 18 18
Section 10: Additional Work 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	1 65 Lowest 9 3 10 4 5 4	7 118 25th percentile 9 8 14 8 7 7 15	118 50th percentile 18 10 18 11 11 11 18	177 75th percentile 20 11 21 17 15 24	200 Highest 20 13 27 18 18 28
Section 10: Additional Work 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	1 65 Lowest 9 3 10 4 5 4 6	7 118 25th percentile 9 8 14 8 7 7 15 9	118 50th percentile 18 10 18 11 11 11 18 10	177 75th percentile 20 11 21 17 15 24 15	200 Highest 20 13 27 18 18 28 28 16
Section 9: Optional Survey Section 10: Additional Work 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	1 65 Lowest 9 3 10 4 5 4 6 2	7 118 25th percentile 9 8 14 8 7 15 9 9 3	118 50th percentile 18 10 18 10 18 11 11 11 18 10 6	177 75th percentile 20 11 21 17 15 24 15 8	200 Highest 20 13 27 18 18 28 16 10
Section 10: Additional Work 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	1 65 Lowest 9 3 10 4 5 4 6 2 0 0	7 118 25th percentile 9 8 14 8 7 15 9 3 3 2	118 50th percentile 18 10 18 11 11 11 18 10 6 6 6	177 75th percentile 20 11 21 17 15 24 15 8	200 Highest 20 13 27 18 18 28 16 10 8
Section 10: Additional Work 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	1 65 Lowest 9 3 10 4 5 4 6 2 0 2	118 25th percentile 9 8 14 8 7 15 9 3 2 3	118 50th percentile 18 10 18 11 11 11 18 10 6 6 6 3	177 75th percentile 20 11 21 17 15 24 15 8 6 5	200 Highest 20 13 27 18 18 18 28 16 10 8 6
Section 10: Additional Work 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	1 65 Lowest 9 3 10 4 5 4 6 2 0 2 0 2 0 2 0	118 25th percentile 9 8 14 8 7 15 9 3 2 3 2 3 2	118 50th percentile 18 10 18 11 11 11 18 10 6 6 6 3 4	177 75th percentile 20 11 21 17 15 24 15 8 6 5 4	200 Highest 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 parcentile	Highest
	Lowest	Zoth percentile	Sour percentile	75th percentile	Hignest
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	20	20	20
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support	5 3	16 6	20 10	20 11	20 14
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion	5 3 5	16 6 10	20 10 16	20 11 23	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	5 3 5 8	16 6 10 11	20 10 16 14	20 11 23 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	5 3 5 8 10	16 6 10 11 14	20 10 16 14 17	20 11 23 17 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	5 3 5 8 10 9	16 6 10 11 14 18	20 10 16 14 17 23	20 11 23 17 19 25	20 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	5 3 5 8 10 9 6	16 6 10 11 14 18 13	20 10 16 14 17 23 14	20 11 23 17 19 25 16	20 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	5 3 5 8 10 9 6 2	16 6 10 11 14 18 13 6	20 10 16 14 17 23 14 6	20 11 23 17 19 25 16 8	20 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	5 3 5 8 10 9 6 2 4	16 6 10 11 14 18 13 6 3	20 10 16 14 17 23 14 6 4	20 11 23 17 19 25 16 8	20 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	5 3 5 8 10 9 6 2 4 3	16 6 10 11 14 18 13 6 3 3 3	20 10 16 14 17 23 14 6 4 3	20 11 23 17 19 25 16 8 4 5	20 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	5 3 5 8 10 9 6 2 4 3 2	16 6 10 11 14 18 13 6 3 3 2	20 10 16 14 17 23 14 6 4 3 3 3	20 11 23 17 19 25 16 8 4 5 4	20 14 26 18 19 31 16 10 8 6 6 6

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

TOP 3:

 \checkmark

 \checkmark

(alphabetical)

BHP

Rio Tinto

Shell Australia

Alcoa of Australia



Professional Services & Consulting (n22)	Lowest	Average	Median	Highest	Available
Section 1: Standing Submission: HR Policies & Practice	5	16	17	20	20
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support	3	9	10	14	14
Section 1: Standing Submission: Trans / Gender Diverse Inclusion	5	16	18	26	27
Section 1: Standing Submission: Strategic Focus	8	13	15	18	18
Section 2: Strategy & Accountability	10	17	19	22	22
Section 3: LGBTQ Employee Networks / Resource Groups	9	23	27	33	34
Section 4: Visibility of Inclusion	6	13	14	16	16
Section 5: Training, Awareness & Professional Development	2	7	7	12	12
Section 6: Executive Leadership & Engagement	4	4	4	8	8
Section 7: Data Collection & Reporting	3	4	5	6	6
Section 8: Community Engagement	2	4	4	6	6
Section 9: Optional Survey	2	2	2	2	2
Section 10: Additional Work	1	10	11	15	15
Total AWEI Score	65	137	150	183	200
Total AWEI Score	05	101	150	105	200
	Lowest	25th percentile	50th percentile	75th percentile	Highest
Section 1: Standing Submission: HR Policies & Practice					
		25th percentile	50th percentile	75th percentile	Highest
Section 1: Standing Submission: HR Policies & Practice	Lowest 5	25th percentile 12	50th percentile 17	75th percentile 20	Highest 20
Section 1: Standing Submission: HR Policies & Practice Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support	Lowest 5 3	25th percentile 12 6	50th percentile 17 10	75th percentile 20 11	Highest 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 5 5 3 5	25th percentile 12 6 11	50th percentile 17 10 18	75th percentile 20 11 22	Highest 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 5 5 3 5 8	25th percentile 12 6 11 9	50th percentile 17 10 18 15	75th percentile 20 11 22 18	Highest 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 5 3 5 8 10	25th percentile 12 6 11 9 16	50th percentile 17 10 18 15 19	75th percentile 20 11 22 18 20	Highest 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	Lowest 5 3 5 8 10 9	25th percentile 12 6 11 9 16 18	50th percentile 17 10 18 15 19 27	75th percentile 20 11 22 18 20 30	Highest 20 14 26 18 22 33
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 5 3 5 8 10 9 6	25th percentile 12 6 11 9 16 18 10	50th percentile 17 10 18 15 19 27 14	75th percentile 20 11 22 18 20 30 16	Highest 20 14 26 18 22 33 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 Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development	Lowest 5 3 5 8 10 9 6	25th percentile 12 6 11 9 16 18 10 6	50th percentile 17 10 18 15 19 27 14 7	75th percentile 20 11 22 18 20 30 16 10	Highest 20 14 26 18 22 33 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 5 3 5 8 10 9 6 2 4	25th percentile 12 6 11 9 16 18 10 6 2	50th percentile 17 10 18 15 19 27 14 7 4	75th percentile 20 11 22 18 20 30 16 10 6	Highest 20 14 26 18 22 33 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 5 3 5 8 10 9 6 2 4 3	25th percentile 12 6 11 9 16 18 10 6 2	50th percentile 17 10 18 15 19 27 14 7 4 5	75th percentile 20 11 22 18 20 30 16 10 6 6	Highest 20 14 26 18 22 33 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 Section 7: Data Collection & Reporting Section 8: Community Engagement	Lowest 5 3 5 8 10 9 6 2 4 3 2	25th percentile 12 6 11 9 16 18 10 6 2 2 2 4	50th percentile 17 10 18 15 19 27 14 7 4 5 4	75th percentile 20 11 22 18 20 30 16 10 6 6 6 6	Highest 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:

√

~

√ √

 \checkmark

√

(alphabetical)

IBM

Capgemini Australia

Deloitte Australia

Fujitsu Australia

KPMG Australia

Norton Rose Fulbright



TOP 3:	
(alphabetical)	

\checkmark	Dexus	Hol	ldings
--------------	-------	-----	--------

- ✓ 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	/	11	14	20
Section 1: Standing Submission: HR Policies & Practice Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support	3	4	6	14 10	20 14
		4 5		• •	14 24
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support	3		6	10	14
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion	3	5	6 8	10 18	14 24
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	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	3 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 Section 3: LGBTQ Employee Networks / Resource Groups	3 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	3 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	3 5 8 10 9 6 2	5 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	3 5 8 10 9 6 2 4	5 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	3 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	3 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		
	Lowest 1 1 0	1	50th percentile 9 3 5	17	18
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support	1	1	50th percentile 9 3 5 4	17	18 8
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	1 2 1	9 3 5	17 5 7	18 8 24
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion	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	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	1 1 0 2 6 0 5	1 2 1 4 6 2 7	9 3 5 4 8 9 8	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 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 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 Section 7: Data Collection & Reporting	1 1 0 2 6 0 5 0 0 0 0	1 2 1 4 6 2 7 2 0	9 3 5 4 8 9 8 4 2	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	1 1 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	1 2 1 4 6 2 7 2 0 2 0 2 0	9 3 5 4 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



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
	LUWESI	25th percentile	Juit percentile	75th percentile	nignest
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 3	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 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 4 0 0 0 0 0	9 5 12 9 13 16 11 6 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
	3	8	8	15	15
Section 10: Additional Work	5	0	0		
Section 10: Additional Work Total AWEI Score	50	123	113	189	200
		-	-		200 Highest
Total AWEI Score	50	123	113	189	
Total AWEI Score Section 1: Standing Submission: HR Policies & Practice	50 Lowest	123	113 50th percentile	189 75th percentile	Highest
Total AWEI Score Section 1: Standing Submission: HR Policies & Practice Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support	50 Lowest 4	123	113 50th percentile	189 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	50 Lowest 4	123 25th percentile 9 5	113 50th percentile 14 7 14 14 13	189 75th percentile 19 10 21 15	Highest 20 14
Total AWEI Score Section 1: Standing Submission: HR Policies & Practice Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support	50 Lowest 4 2 1	123 25th percentile 9 5 7	113 50th percentile 14 7 14 13 16	189 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	50 Lowest 4 2 1 4 4	123 25th percentile 9 5 7 10	113 50th percentile 14 7 14 14 13	189 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	50 Lowest 4 2 1 4 4 6	123 25th percentile 9 5 7 10 11	113 50th percentile 14 7 14 13 16	189 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	50 Lowest 4 2 1 4 4 6 0	123 25th percentile 9 5 7 10 11 15	113 50th percentile 14 7 14 13 16 20	189 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	50 Lowest 4 2 1 4 6 6 0 8	123 25th percentile 9 5 7 10 11 15 10	113 50th percentile 14 7 14 13 16 20 12	189 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	50 Lowest 4 2 1 4 6 6 0 8 8 2	123 25th percentile 9 5 7 10 11 15 10 4	113 50th percentile 14 7 14 13 16 20 12 4	189 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	50 Lowest 4 2 1 4 4 6 0 8 2 2 2	123 25th percentile 9 5 7 10 11 15 10 4 4 4	113 50th percentile 14 7 14 13 16 20 12 4	189 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: Trans / Gender Diverse Inclusion 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	50 Lowest 4 2 1 4 6 6 0 8 2 2 2 2 0	123 25th percentile 9 5 7 10 11 15 10 4 4 4 2	113 50th percentile 14 7 14 13 16 20 12 4 6 5	189 75th percentile 19 10 21 15 19 30 14 8 7 6	Highest 20 14 24 18 20 32 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: 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	50 Lowest 4 2 1 4 6 6 0 8 2 2 2 0 0 0 0	123 25th percentile 9 5 7 10 11 15 10 4 4 4 2 2 2	113 50th percentile 14 7 14 13 16 20 12 4 6 5 4	189 75th percentile 19 10 21 15 19 30 14 8 7 6 6 6	Highest 20 14 24 18 20 32 16 12 8 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
	<u> </u>	151	145	155	200
	Lowest	25th percentile	50th percentile	75th percentile	Highest
Section 1: Standing Submission: HR Policies & Practice					
	Lowest		50th percentile	75th percentile	Highest
Section 1: Standing Submission: HR Policies & Practice	Lowest 3		50th percentile 17	75th percentile 19	Highest 20
Section 1: Standing Submission: HR Policies & Practice Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support	Lowest 3 0	25th percentile 9 7	50th percentile 17 10	75th percentile 19 14	Highest 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 3 0 2	25th percentile 9 7 12	50th percentile 17 10 17	75th percentile 19 14 24	Highest 20 14 27
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 3 0 2 2 2	25th percentile 9 7 12 10	50th percentile 17 10 17 17 14	75th percentile 19 14 24 17	Highest 20 14 27 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 3 0 2 2 4	25th percentile 9 7 12 10 11	50th percentile 17 10 17 14 16	75th percentile 19 14 24 17 19	Highest 20 14 27 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	Lowest 3 0 2 2 2 4 2 2	25th percentile 9 7 12 10 11 11 18	50th percentile 17 10 17 17 14 16 25	75th percentile 19 14 24 17 19 29	Highest 20 14 27 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	Lowest 3 0 2 2 2 4 2 5	25th percentile 9 7 12 10 11 11 18 11	50th percentile 17 10 17 14 16 25 14	75th percentile 19 14 24 17 19 29 16	Highest 20 14 27 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 Section 4: Visibility of Inclusion Section 5: Training, Awareness & Professional Development	Lowest 3 0 2 2 2 4 2 4 5 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	25th percentile 9 7 12 10 11 11 18 11 11 4	50th percentile 17 10 17 14 16 25 14	75th percentile 19 14 24 17 19 29 16 12	Highest 20 14 27 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 3 0 2 2 2 4 2 4 2 5 0 0 0 0 0 0	25th percentile 9 7 12 10 11 11 18 11 11 4 2	50th percentile 17 10 17 14 16 25 14 8 4	75th percentile 19 14 24 17 19 29 16 12 8	Highest 20 14 27 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 3 0 2 2 2 4 2 4 2 5 0 0 0 0 0 0 0	25th percentile 9 7 12 10 11 11 18 11 4 2 2 3	50th percentile 17 10 17 14 16 25 14 8 4	75th percentile 19 14 24 17 19 29 16 12 8	Highest 20 14 27 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 3 0 2 2 2 4 2 4 2 5 0 0 0 0 0 0 0 0 0 0	25th percentile 9 7 12 10 11 11 18 11 4 2 3 3 2	50th percentile 17 10 17 14 16 25 14 8 4 3 4 3 4	75th percentile 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

A

✓ 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
		25th percentile 7 3			
Section 1: Standing Submission: HR Policies & Practice Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion	2	7		19	20
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support Section 1: Standing Submission: Trans / Gender Diverse Inclusion	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 Section 1: Standing Submission: Strategic Focus Section 2: Strategy & Accountability	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 Section 3: LGBTQ Employee Networks / Resource Groups Section 4: Visibility of Inclusion	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 Section 5: Training, Awareness & Professional Development	2 0 0 2 3 4	7 3 4 5 7 7 9	13 5 6 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	2 0 0 2 3 4 0	7 3 4 5 7 7 7 9 3	13 5 6 9 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 Section 6: Executive Leadership & Engagement	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 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 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	7 3 4 5 7 7 9 3 3 3 2 2 2	13 5 6 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

