# 2022
# RESULTS

AUSTRALIAN WORKPLACE EQUALITY INDEX

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

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

**To present this back to your teams:**

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


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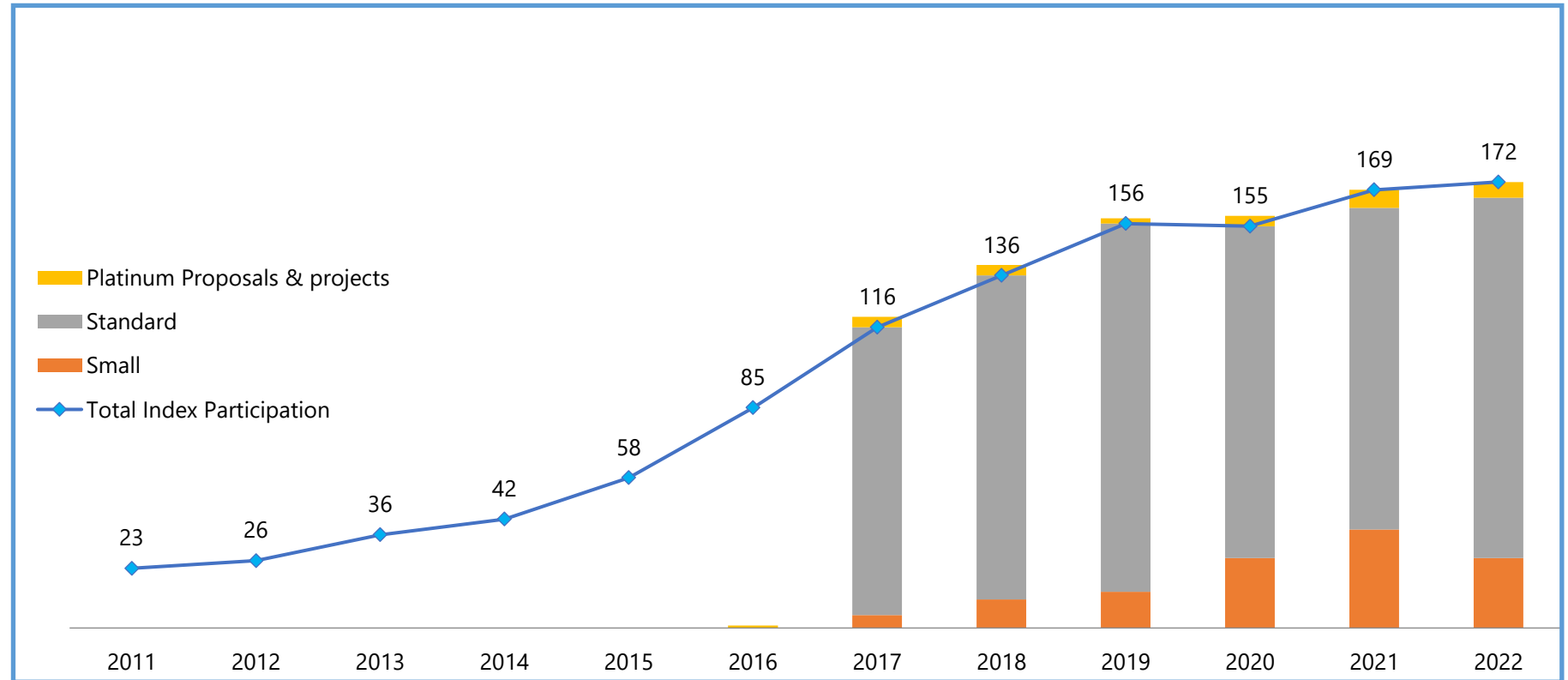
# What is the AWEI?

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

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

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

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

- Valuable input into strategy and planning.

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

# Annual Employee Survey: Participation Growth

**\*Includes all employers, regardless of Employer Size.**

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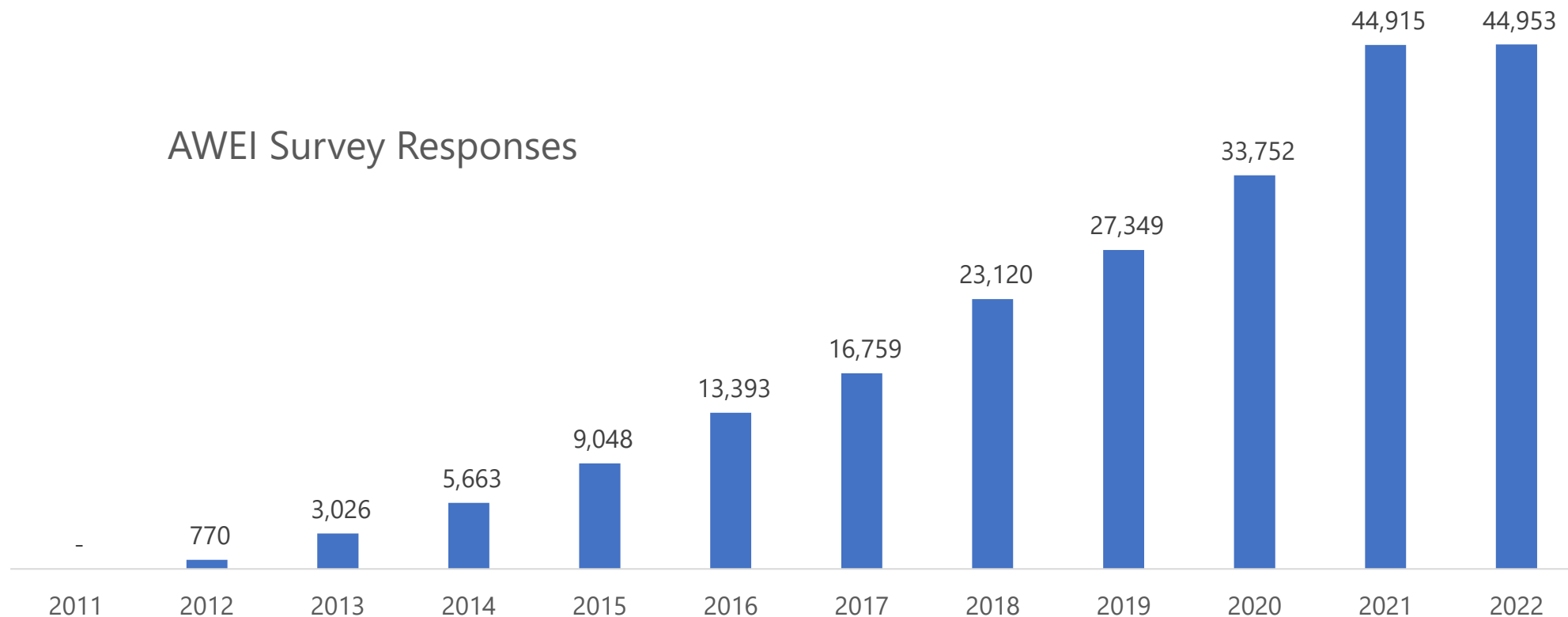
AWEI Survey Responses

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

**2022**
RESULTS

SMALL
EMPLOYERS

AWEI
AUSTRALIAN WORKPLACE EQUALITY INDEX

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

# 2022 Small Employer Benchmarks

**TOP 3:**
**(alphabetical)**

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

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

# 2022 Small Employer Score Distribution: Teirs

## 2022 Tier Entry Points
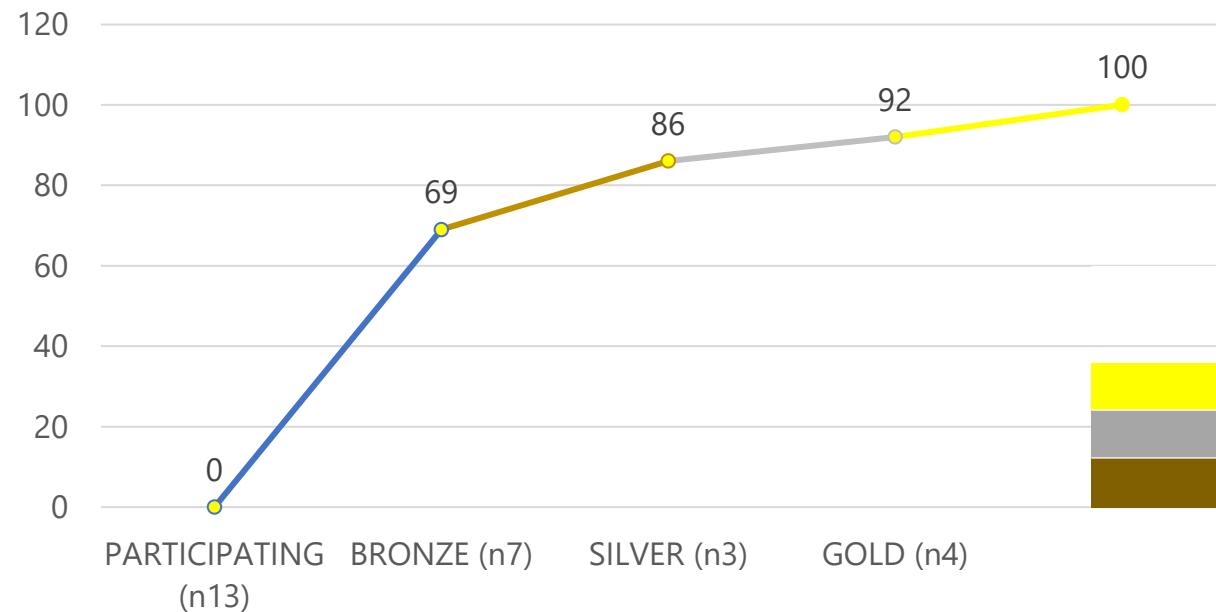


| Small Employer Teir Entry Points | | | | | |
|---|---|---|---|---|---|
| Historical | | | Current | | |
| Iteration 1 | | | Iteration 2 | | |
| Year 2017 | 2019 | 2019 | 2020 | 2021 | 2022 |
| Gold 60 | 60 | 60 | 80 | 87 | 92 |
| Silver 45 | 45 | 45 | 69 | 71 | 86 |
| Bronze 30 | 30 | 30 | 53 | 54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

# 2022 Small Employer Benchmarks

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

- **Tier**
  - ✓ **Gold (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

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Tier Benchmarks

AWEI
AUSTRALIAN WORKPLACE EQUALITY INDEX

# 2022 Small Employer Benchmarks-by Tier

**Gold**

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

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

# 2022 Small Employer Benchmarks-by Tier

**Silver**

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

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

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

# 2022 Small Employer Benchmarks-by Tier

**Bronze**

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

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

# 2022 Small Employer Benchmarks-by Tier

### Participating

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

*7 not for publication*

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

# 2022
# RESULTS
# SMALL
# EMPLOYERS

## Size Benchmarks

AUSTRALIAN WORKPLACE EQUALITY INDEX

# 2022 Small Employer Benchmarks-by Size

**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 |
| Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support | 0 | 4 | 9 | 10 | 10 |
| Section 1: Standing Submission: Trans / Gender Diverse Inclusion | 0 | 0 | 5 | 12 | 15 |
| Section 1: Standing Submission:  Strategic Focus | 1 | 4 | 5 | 6 | 6 |
| Section 2: Strategy & Accountability | 0 | 2 | 4 | 4 | 4 |
| Section 3: LGBTQ Employee Networks / Resource Groups | 0 | 4 | 7 | 8 | 8 |
| Section 4: Visibility of Inclusion | 0 | 8 | 10 | 10 | 10 |
| Section 5: Training, Awareness & Professional Development | 0 | 2 | 6 | 7 | 8 |
| Section 6: Executive Leadership & Engagement | 0 | 2 | 4 | 6 | 8 |
| Section 7: Data Collection & Reporting | 0 | 0 | 2 | 3 | 3 |
| Section 8: Community Engagement | 0 | 2 | 2 | 4 | 6 |
| Section 9: Optional Survey | 0 | 2 | 2 | 2 | 2 |
| Section 10: Additional Work | 0 | 1 | 3 | 5 | 5 |
| Total AWEI Score | 12 | 47 | 67 | 86 | 95 |

**2022**
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SMALL
EMPLOYERS

Sector Benchmarks

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# 2022 Small Employer Benchmarks-by Sector

**TOP 3:**
**(alphabetical)**

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

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

# 2022 Small Employer Benchmarks-by Industry

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

**TOP 3:**
**(alphabetical)**

- ✓ Deutsche Bank
- ✓ Liberty Financial Group
- ✓ Northern Trust

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

AWEI
AUSTRALIAN WORKPLACE EQUALITY INDEX

# 2022 Small Employer Benchmarks-by Industry

**TOP 3:**
**(alphabetical)**

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

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

# 2022 Small Employer Benchmarks-by Industry

## TOP 3: (alphabetical)

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

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

**2022**
RESULTS
STANDARD
EMPLOYERS

AUSTRALIAN WORKPLACE EQUALITY INDEX

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

# Annual AWEI Standard Employer Participation Growth
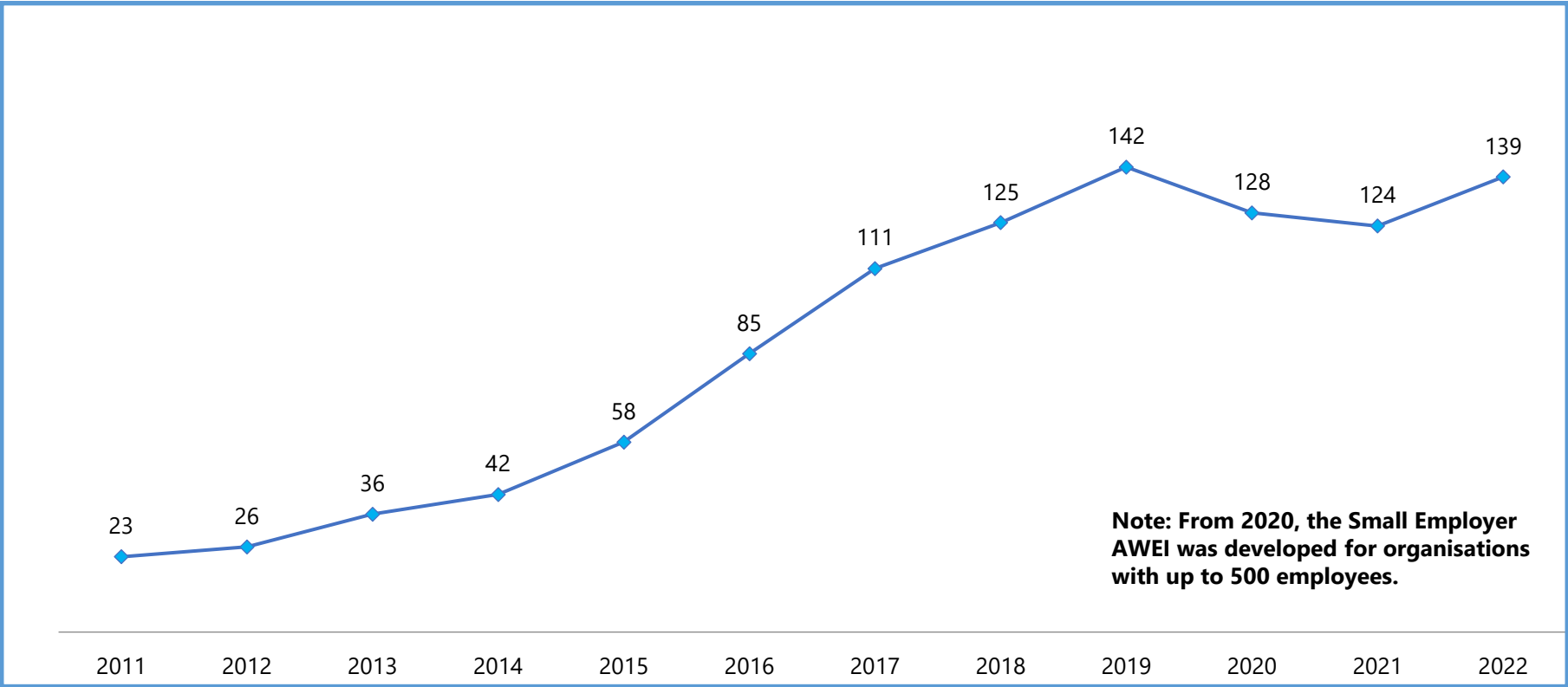


Note: From 2020, the Small Employer AWEI was developed for organisations with up to 500 employees.

Data points by year:
- 2011: 23
- 2012: 26
- 2013: 36
- 2014: 42
- 2015: 58
- 2016: 85
- 2017: 111
- 2018: 125
- 2019: 142
- 2020: 128
- 2021: 124
- 2022: 139

# 2022 Standard Employer Benchmarks

**TOP 3:**
**(alphabetical)**

✓ Capgemini Australia
✓ Deloitte Australia
✓ MinterEllison

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

# 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 Points

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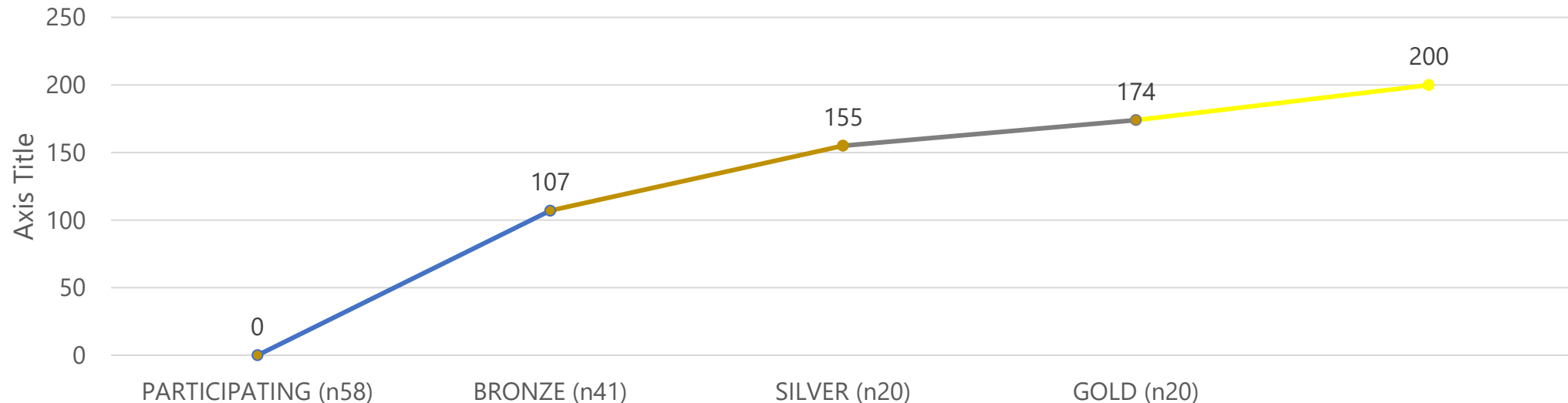
# 2022 Standard Employer Benchmarks-by Tier



**GOLD**
**(alphabetical)**

✓ Capgemini Australia
✓ Deloitte Australia
✓ MinterEllison

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

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

AWEI
AUSTRALIAN WORKPLACE EQUALITY INDEX

# 2022 Standard Employer Benchmarks-by Tier

**Top 3**
**Silver**
**(alphabetical)**

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

# 2022 Standard Employer Benchmarks-by Tier

**Top 3**
**Bronze**
**(Alphabetical)**

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

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

# 2022 Standard Employer Benchmarks-by Tier

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

# 2022
# RESULTS
# STANDARD
# EMPLOYERS

## Size Benchmarks

AWEI

AUSTRALIAN WORKPLACE EQUALITY INDEX

# 2022 Standard Employer Benchmarks-by Size

**TOP 3:**
**(alphabetical)**

- ✓ Origin Energy
- ✓ Salesforce
- ✓ SBS

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

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

AWEI
AUSTRALIAN WORKPLACE EQUALITY INDEX

# 2022 Standard Employer Benchmarks-by Size

**TOP 3:**
**(alphabetical)**

- ✓ Capgemini
- ✓ Deloitte
- ✓ MinterEllison

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

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

AWEI
AUSTRALIAN WORKPLACE EQUALITY INDEX

# 2022 Standard Employer Benchmarks-by Size

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

**TOP 3:**
**(alphabetical)**

✓ Coles
✓ NAB
✓ University of Sydney

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# 2022 Standard Employer Benchmarks-by Sector

**TOP 3:**
**(alphabetical)**

- ✓ Capgemini
- ✓ Deloitte
- ✓ MinterEllison

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

# 2022 Standard Employer Benchmarks-by Sector

| NFP/Charity (n4) | Lowest | Average | Median | Highest | Available |
|---|---|---|---|---|---|
| Section 1: Standing Submission: HR Policies & Practice | 3 | 11 | 12 | 18 | 20 |
| Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support | 0 | 4 | 4 | 7 | 14 |
| Section 1: Standing Submission: Trans / Gender Diverse Inclusion | 2 | 8 | 7 | 16 | 27 |
| Section 1: Standing Submission: Strategic Focus | 0 | 6 | 6 | 13 | 18 |
| Section 2: Strategy & Accountability | 3 | 10 | 10 | 15 | 22 |
| Section 3: LGBTQ Employee Networks / Resource Groups | 6 | 15 | 13 | 29 | 34 |
| Section 4: Visibility of Inclusion | 6 | 9 | 8 | 12 | 16 |
| Section 5: Training, Awareness & Professional Development | 0 | 5 | 4 | 10 | 12 |
| Section 6: Executive Leadership & Engagement | 0 | 5 | 5 | 8 | 8 |
| Section 7: Data Collection & Reporting | 0 | 3 | 3 | 6 | 6 |
| Section 8: Community Engagement | 0 | 2 | 1 | 4 | 6 |
| Section 9: Optional Survey | 2 | 2 | 2 | 2 | 2 |
| Section 10: Additional Work | 1 | 6 | 5 | 11 | 15 |
| Total AWEI Score | 28 | 81 | 81 | 136 | 200 |
| | Lowest | 25th percentile | 50th percentile | 75th percentile | Highest |
| Section 1: Standing Submission: HR Policies & Practice | 3 | 5 | 12 | 17 | 18 |
| Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support | 0 | 2 | 4 | 6 | 7 |
| Section 1: Standing Submission: Trans / Gender Diverse Inclusion | 2 | 4 | 7 | 12 | 16 |
| Section 1: Standing Submission: Strategic Focus | 0 | 1 | 6 | 12 | 13 |
| Section 2: Strategy & Accountability | 3 | 5 | 10 | 15 | 15 |
| Section 3: LGBTQ Employee Networks / Resource Groups | 6 | 6 | 13 | 22 | 29 |
| Section 4: Visibility of Inclusion | 6 | 6 | 8 | 11 | 12 |
| Section 5: Training, Awareness & Professional Development | 0 | 2 | 4 | 7 | 10 |
| Section 6: Executive Leadership & Engagement | 0 | 3 | 5 | 7 | 8 |
| Section 7: Data Collection & Reporting | 0 | 2 | 3 | 4 | 6 |
| Section 8: Community Engagement | 0 | 0 | 1 | 3 | 4 |
| Section 9: Optional Survey | 2 | 2 | 2 | 2 | 2 |
| Section 10: Additional Work | 1 | 3 | 5 | 8 | 11 |
| Total AWEI Score | 28 | 35 | 81 | 127 | 136 |

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# 2022 Standard Employer Benchmarks-by Sector

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

# 2022 Standard Employer Benchmarks-by Sector

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

**TOP 3:
(alphabetical)**

- ✓ ABC
- ✓ SBS
- ✓ Services Australia

# 2022 Standard Employer Benchmarks-by Sector

**TOP 3:**
**(alphabetical)**

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

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

# 2022
# RESULTS
# STANDARD
# EMPLOYERS

## Industry Benchmarks

AWEI

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# 2022 Standard Employer Benchmarks-by Industry

**TOP 3:**
**(alphabetical)**

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

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

# 2022 Standard Employer Benchmarks-by Industry

**TOP 3:**
**(alphabetical)**

- ✓ Coles
- ✓ NAB
- ✓ QBE

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

# 2022 Standard Employer Benchmarks-by Industry

**TOP 3:**
**(alphabetical)**

- ✓ KMPG Australia
- ✓ NAB
- ✓ QBE

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

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# 2022 Standard Employer Benchmarks-by Industry

**TOP 3:**
**(alphabetical)**

- ✓ Department of Health (Aust Gov)
- ✓ Life Without Barriers
- ✓ Settlement Services International

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

# 2022 Standard Employer Benchmarks-by Industry

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

# 2022 Standard Employer Benchmarks-by Industry

**TOP 3:**
**(alphabetical)**

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

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

# 2022 Standard Employer Benchmarks-by Industry

**TOP 3:**
**(alphabetical)**

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

\* More than one organisation received the same score

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

# 2022 Standard Employer Benchmarks-by Industry

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

**TOP 3:**
**(alphabetical)**

✓ BHP
✓ Energy Australia
✓ Energy Queensland
✓ Origin Energy

# 2022 Standard Employer Benchmarks-by Industry

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

**TOP 3:**
**(alphabetical)**

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

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

AWEI
AUSTRALIAN WORKPLACE EQUALITY INDEX

# 2022 Standard Employer Benchmarks-by Industry

**TOP 3:**
**(alphabetical)**

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

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

# 2022 Standard Employer Benchmarks-by Industry

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

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

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

AWEI
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# 2022 Small Employer Benchmarks-by Industry



**TOP 3:**
**(alphabetical)**

- ✓ Accenture
- ✓ Capgemini
- ✓ Fujitsu

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

**TOP 3:**
**(alphabetical)**

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

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

# 2022 Standard Employer Benchmarks-by Industry

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

**TOP 3:
(alphabetical)**

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

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

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# 2022 Standard Employer Benchmarks-by Industry

**TOP 3:**
**(alphabetical)**

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

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

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

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THE DEFINITIVE BENCHMARK FOR LGBTQ
INCLUSION IN AUSTRALIAN WORKPLACES

AWEI
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# 2022 Standard Employer Benchmarks-by Industry

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

**TOP 3:**
**(alphabetical)**

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

# 2022 Standard Employer Benchmarks-by Industry

TOP 3:
(alphabetical)

- ✓ ABC
- ✓ Domain Group
- ✓ SBS

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

# 2022 Standard Employer Benchmarks-by Industry

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

# 2022 Standard Employer Benchmarks-by Industry

**TOP 3:**
**(alphabetical)**

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

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

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

AWEI
AUSTRALIAN WORKPLACE EQUALITY INDEX

# 2022 Standard Employer Benchmarks-by Industry

**TOP 3:**
**(alphabetical)**

- ✓ Dexus Holdings
- ✓ 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 | 7 | 11 | 14 | 20 |
| Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support | 3 | 4 | 6 | 10 | 14 |
| Section 1: Standing Submission: Trans / Gender Diverse Inclusion | 5 | 5 | 8 | 18 | 24 |
| Section 1: Standing Submission:  Strategic Focus | 8 | 6 | 13 | 14 | 15 |
| Section 2: Strategy & Accountability | 10 | 6 | 11 | 13 | 19 |
| Section 3: LGBTQ Employee Networks / Resource Groups | 9 | 9 | 21 | 22 | 32 |
| Section 4: Visibility of Inclusion | 6 | 11 | 12 | 12 | 16 |
| Section 5: Training, Awareness & Professional Development | 2 | 4 | 6 | 8 | 12 |
| Section 6: Executive Leadership & Engagement | 4 | 2 | 4 | 6 | 8 |
| Section 7: Data Collection & Reporting | 3 | 0 | 2 | 3 | 6 |
| Section 8: Community Engagement | 2 | 2 | 2 | 4 | 6 |
| Section 9: Optional Survey | 2 | 2 | 2 | 2 | 2 |
| Section 10: Additional Work | 1 | 0 | 7 | 10 | 14 |
| Total AWEI Score | 65 | 59 | 93 | 136 | 181 |

# 2022 Standard Employer Benchmarks-by Industry

**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 | 1 | 1 | 9 | 17 | 18 |
| Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support | 1 | 2 | 3 | 5 | 8 |
| Section 1: Standing Submission: Trans / Gender Diverse Inclusion | 0 | 1 | 5 | 7 | 24 |
| Section 1: Standing Submission:  Strategic Focus | 2 | 4 | 4 | 11 | 15 |
| Section 2: Strategy & Accountability | 6 | 6 | 8 | 16 | 19 |
| Section 3: LGBTQ Employee Networks / Resource Groups | 0 | 2 | 9 | 10 | 17 |
| Section 4: Visibility of Inclusion | 5 | 7 | 8 | 10 | 13 |
| Section 5: Training, Awareness & Professional Development | 0 | 2 | 4 | 4 | 8 |
| Section 6: Executive Leadership & Engagement | 0 | 0 | 2 | 3 | 4 |
| Section 7: Data Collection & Reporting | 0 | 2 | 2 | 2 | 6 |
| Section 8: Community Engagement | 0 | 0 | 0 | 2 | 6 |
| Section 9: Optional Survey | 2 | 2 | 2 | 2 | 2 |
| Section 10: Additional Work | 2 | 2 | 3 | 7 | 8 |
| Total AWEI Score | 26 | 31 | 50 | 103 | 135 |

# 2022 Standard Employer Benchmarks-by Industry

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

# 2022 Standard Employer Benchmarks-by Industry

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

**TOP 3:**
**(alphabetical)**

- ✓ Coles
- ✓ TPG Telecom
- ✓ Origin Energy

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

AWEI
AUSTRALIAN WORKPLACE EQUALITY INDEX

# 2022 Standard Employer Benchmarks-by Industry

**TOP 3:**
**(alphabetical)**

- ✓ Accenture
- ✓ IBM Australia
- ✓ Salesforce

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

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

# 2022 Standard Employer Benchmarks-by Industry

**TOP 3:**
**(alphabetical)**

- ✓ Australia Post
- ✓ NRMA
- ✓ Thales Australia

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