



WINNERS OF THE 2024 AUSTRALIAN LGBTQ+ INCLUSION AWARDS ANNOUNCED

DLA Piper, The Star Entertainment Group, McCullough Robertson Lawyers, Macquarie Group and The University of Queensland are among this year's top employers announced at this year's Australian LGBTQ+ Inclusion Awards held in Sydney today.

Both DLA Piper and The Star Entertainment Group tied for 'Employer of the Year,' while McCullough Robertson Lawyers was announced as 'Small Employer of the Year.'

Other top honours went to organisations including Accenture, Australian Taxation Office, Capgemini, Clayton Utz, Deloitte, EY Oceania, MinterEllison, NAB, PwC, QBE Insurance, Queensland Department of Education, RMIT University, Special Broadcasting Service (SBS), UNSW Sydney, and Woolworths Group.

These 16 organisations are members of Pride in Diversity and were recognised for their long-term, high scoring performance within the AWEI Submission. In obtaining Gold Tier Status for four out of the last five consecutive submission years, their results firmly establish them as Platinum Tier Employers. This is the highest ranking within the AWEI Submission results.

First held in 2011, the Awards are based on the results of the Australian Workplace Equality Index (AWEI) Submissions, which allows Australian organisations to benchmark their LGBTQ+ inclusive policies and practice on an annual basis. The event acknowledges and celebrates the organisations demonstrating foundational and progressive efforts toward making all workplaces inclusive for all.

Dawn Emsen-Hough, Director of ACON's Pride Inclusion Programs, said she was proud to see employers around the country continue to commit themselves to improving LGBTQ+ inclusion practice despite issues that are continuing to have an impact globally.

"We have some record-breaking results within the AWEI Submissions this year, highlighting the importance that participating organisations are placing on this work. We know from the AWEI Employee Survey that many within our community have been impacted by the negativity and misinformation that is playing out in social media and the country more broadly. The number of people out to all at work is continuing to decrease with respondents indicating that this is a significant reason. It is therefore critical that there remains a high level of focus on this important aspect of Diversity and Inclusion," Emsen-Hough said.

"These awards are a testament to the remarkable commitment of organisations who understand that importance and the individuals who are strong visible allies for LGBTQ+ people at their places of work. We hope this sends a powerful message to Australian employees that we are working incredibly hard to ensure that you can feel safe and empowered to bring your whole self to work."

This year, the Australian LGBTQ+ Inclusion Awards were hosted by drag icon Courtney Act and broadcaster Jeremy Fernandez and held for the first time at the ICC Grand Ballroom.

The sold-out event is produced by Pride in Diversity, the national not-for-profit diversity inclusion program spearheaded by Australia's largest LGBTQ+ health organisation ACON.

A list of the winners can be found on the next page.

ENDS



2024 Australian Inclusion Award Recipients

AWEI Award	Recipient	
Employer of the Year (Joint Recipients)	DLA Piper The Star Entertainment Group	
CEO of the Year	David Locke, Australian Financial Complaints Authority (AFCA)	
Employee Network of the Year	Macquarie Group	
Trans and Gender Diverse Inclusion	The University of Queensland	
Executive Leadership	George Hughes, The Star Entertainment Group	
Network Leader of the Year (Joint Recipients)	Luke Nixon, Brisbane City Council Craig Dumas, The Star Entertainment Group	
Out Role Model	Kim Lee, NAB	
LGBTQ+ Inclusive Innovation	"Voices of Our People," KPMG Australia	
Sapphire Inspire	Maggi Hughes, EY Oceania	
Sally Webster Ally Award	Anthony Massaro, Russell Kennedy Lawyers	
Platinum Employers	<ul style="list-style-type: none"> • Accenture • AGL Energy • Australian Taxation Office • Capgemini • Clayton Utz • Deloitte • EY Oceania • MinterEllison • NAB 	<ul style="list-style-type: none"> • PwC • Queensland Department of Education • QBE Insurance • RMIT University • Special Broadcasting Service (SBS) • UNSW Sydney • Woolworths Group
Gold Employers	<ul style="list-style-type: none"> • Australian Broadcasting Corporation (ABC) • Allens • Amazon • American Express • Australia Post • Australian Security Intelligence Organisation (ASIO) • Brisbane City Council • Coles • Corrs Chambers Westgarth • CSIRO • Department of Health and Aged Care • DLA Piper • Fujitsu • Griffith University • KPMG Australia 	<ul style="list-style-type: none"> • Lion • Macquarie Group • Macquarie University • Monash University • nbn co • Norton Rose Fulbright Australia • Origin Energy • Qantas • SAP Australia • Scentre Group • Services Australia • Stockland • The NRMA • The Star Entertainment Group • The University of Queensland • The University of Sydney • Victoria University • Westpac



PRIDE INCLUSION PROGRAMS

Silver Employers	<ul style="list-style-type: none"> • Allianz Australia • AstraZeneca • Charter Hall • Dentons • Department of Agriculture Fisheries and Forestry • Dexus • Edith Cowan University • Energy Australia • Gold Coast Health • Gold Corporation (Perth Mint) • International Convention Centre Sydney - ICC Sydney • Jacobs • Maddocks 	<ul style="list-style-type: none"> • Marsh McLennan (Mercer) • Monash IVF • NSW Department of Education • QIC Limited • Salesforce • Shell Australia • Suncorp • Telstra • The GPT Group • TPG Telecom • Transgrid • Treasury Wine Estates • Victoria Police • Woodside Energy • Zurich Financial Services
Bronze Employers	<ul style="list-style-type: none"> • 7-Eleven Australia • AECOM • Alcoa Australia • ARUP • Attorney Generals' Department • Aurecon • Australian Federal Police • Australian Financial Complaints Authority (AFCA) • Australian Retirement Trust • Bank of Queensland • Bendigo and Adelaide Bank • BUPA • CBRE • Charles Sturt University • Compass Group • Cushman & Wakefield • Datacom • Department of Health Victoria • Department of Home Affairs • Endeavour Group • Grant Thornton • HCF • IAG • IFM Investors 	<ul style="list-style-type: none"> • ING • Insignia Financial • IQVIA • John Holland Group • JP Morgan • Kinetic • King & Wood Mallesons • Life without Barriers • Mars Australia • MediaBrands • Medibank • Metcash Trading Ltd • MSD - Merck Sharp & Dohme Pty Limited • NSW Police Force • Pacific National • Publicis Groupe • Queensland Department of Health • Sodexo • TAL • Thales Group • The University of Wollongong • Transdev • Virtus Health • WSP Australia • + 3 not for publication
Small Employer of the Year	McCullough Robertson Lawyers	
Platinum Small Employer	Deutsche Bank	
Gold Small Employers	<ul style="list-style-type: none"> • Clifford Chance • Custom Fleet • Liberty Financial 	<ul style="list-style-type: none"> • McCullough Robertson Lawyers • Northern Trust • Russell Kennedy Lawyers
Small Silver Employers	<ul style="list-style-type: none"> • Future Group 	



PRIDE INCLUSION PROGRAMS

	<ul style="list-style-type: none">• Investa	
Small Bronze Employers	<ul style="list-style-type: none">• AbbVie• American Express Global Business Travel• Australian Payments Plus• Clyde & Co• Envato• Energetics• Fidelity International	<ul style="list-style-type: none">• Gilead Sciences• Motorola Solutions• Page Group (Michael Page)• PaperCut Software• RAM Group• Roche Products• Think HQ• Watson Farley & Williams

About Pride in Diversity

Pride in Diversity is Australia's first and only national not-for-profit employer support program for all aspects of LGBTQ workplace inclusion. A social inclusion initiative of ACON, Pride in Diversity are specialists in HR, organisational change and workplace diversity dedicated to improving the health and wellbeing of LGBTQ people by reducing exclusion, invisibility, homophobia and stigma in the workplace.

To learn more about the program and membership, [click here](#).

About the Australian Workplace Equality Index (AWEI)

While many Awards Nomination Processes boast a much quicker and less cumbersome submission process, the AWEI Submission is extremely comprehensive, and evidence based. Therefore, it does take some time to complete. Employers are asked a series of very specific questions in relation to areas that directly impact inclusion, or the perception thereof, and are required to provide evidence for all responses. As the Index is used for benchmarking purposes, the necessary rigour and submission process provides an accurate gauge regarding the level of inclusivity efforts within the submitting employer organisation. Already, since its launch in 2010, the Index has witnessed a significant shift in practice and as a result, continues to match the level of practice currently within Australia.

To learn more about the AWEI Submission or register participation for the 2024 – 2025 Index Submission, [click here](#).

About the AWEI Employee Survey

Organisations may wish to also participate in the annual AWEI Employee Survey, the largest and only national employee survey designed to gauge the overall impact of LGBTQ+ inclusion initiatives on organisational culture. The Survey enables participating organisations to gain insights into the attitudes and experiences of all employees, plus the difference between employees with a diverse sexuality and/or gender, and those without. Data can be utilised to compare against your sector or industry, and the total Australian participants.

To learn more about the AWEI Employee Survey, [click here](#).