



2025 Platinum Sponsor



# AUSTRALIAN LGBTQ+ INCLUSION AWARDS

# ACKNOWLEDGEMENT OF COUNTRY

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

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

We pay respect to Elders past and present, and extend this to all Aboriginal and Torres Strait Islander people joining us to celebrate.





# WELCOME FROM ACON'S PRIDE INCLUSION PROGRAMS



## **DAWN EMTSEN-HOUGH**

DIRECTOR  
ACON'S PRIDE  
INCLUSION PROGRAMS

**Good afternoon everyone. On behalf of ACON and the Pride Inclusion Programs team, thank you for attending the 2025 Australian LGBTQ+ Inclusion Awards – we hope you had a fabulous time!**

Despite the current wave of anti-Diversity, Equity and Inclusion rhetoric, I'm proud to say this is our largest event to date. Inclusion matters deeply to us all – thank you for supporting this event and for staying committed to the critical work of LGBTQ+ inclusion.

This year marks 15 years of Pride in Diversity. While we celebrate progress, we must acknowledge that the current climate presents real challenges. More people are going back into the closet at work, ally numbers are declining, and anti-LGBTQ+, particularly anti-trans, commentary is on the rise.

But we can turn this around. Your presence here today is a powerful reminder that this work matters. In adversity, there is resilience. Together, we can ensure that inclusion advances, not retreats.

Today, we also say farewell and welcome. We thank Alan Joyce for his outstanding service as Co Patron of Pride in Diversity and warmly welcome Paul Zahra into this important role. We also welcome our new CEO, Michael Woodhouse, to his first Inclusion Awards.

Congratulations to all being recognised today – your work is vital, and your impact is real. Please keep going.

Finally, thank you to our sponsors: KPMG Australia, Amazon Web Services, Suncorp, Clifford Chance, Deutsche Bank, Salesforce, Westpac, Capgemini, NBN, Commonwealth Bank Australia, Endeavour Group, SBS, Out Leadership, John Holland, and Dexus.

And to our incredible Pride Inclusion Programs team – your dedication, passion, and hard work drive everything we do. Thank you.

**I truly hope you enjoyed today's celebration.**



# 50 YEARS OF FABULOUS



Image courtesy of Ken Nakanishi



# THANK YOU, GOODBYE AND HELLO TO OUR PRIDE IN DIVERSITY PATRONS



**ALAN JOYCE AC FTSE**  
CO PATRON,  
PRIDE IN DIVERSITY  
2018 – 2025



As we bid farewell to Alan in his role as our Co Patron, we reflect on the profound impact he has had on our community. His unwavering commitment to equality and inclusion has not only inspired us but has also helped pave the way for a more inclusive society. Alan's legacy will continue to inspire future generations to stand up for what is right and just. We extend our heartfelt gratitude and wish him all the best in his future endeavours. Thank you, Alan, for being a beacon of hope and a true champion of diversity and inclusion!



**PAUL ZAHRA**  
CO PATRON, PRIDE IN  
DIVERSITY

We are delighted to have Paul Zahra join us as Co Patron. He is a leading advocate for LGBTQ+ inclusion, notably as a founding Chair of The Pinnacle Foundation and an early CEO supporter of marriage equality. With decades in retail leadership, Paul has driven initiatives on diversity, gender equality, and disability inclusion. He also chaired PwC's D&I board and championed LGBTQIA+ representation in the national census.



**PROF JENNIFER  
WESTACOTT AO**  
CHANCELLOR, WESTERN  
SYDNEY UNIVERSITY  
CO PATRON, PRIDE IN  
DIVERSITY

We sincerely thank Professor Jennifer Westacott AO for her steadfast support as Co Patron of Pride in Diversity. Her leadership, advocacy, and commitment to inclusion have profoundly impacted both our organization and the LGBTQ+ community. In challenging times, her guidance inspires progress, champions equal rights, and helps foster a safer, more inclusive society for all.

# COME AS YOU ARE AND THRIVE

We are committed to creating an inclusive and equitable workplace for LGBTQ+ people because everyone belongs here, exactly as they are.

We are proud to be sponsoring the Australian Workplace Equality Index.

Congratulations to all of the participants on your dedication to LGBTQ+ inclusion.

**We believe everyone's experiences and perspectives belong at KPMG Australia. We're better together.**

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



©2025 KPMG, an Australian partnership. All rights reserved. 1594921522 P&I

Scan to find out more.





## AWARDS 2025 PLATINUM SPONSOR

### KPMG AUSTRALIA



KPMG Australia is a leading professional services firm with over 10,000 employees across 17 offices in Australia, Fiji, and Papua New Guinea. We offer a vast range of audit, tax, and advisory services to clients across various industries, including financial services, healthcare, energy, and government. Our culture is built on integrity, respect, and collaboration, promoting a diverse and inclusive workplace that encourages innovation.

We are committed to creating an environment where everyone can be successful, reflecting our firm's values and strategy, including LGBTQ+ inclusion. Leadership training and the Pride@KPMG employee resource group work alongside participating in benchmarks like the Australian Workplace Equity Index to continually enhance our efforts.

KPMG Australia also actively engages in corporate social responsibility through volunteering, fundraising, and pro bono work, making a positive societal impact. As a trusted advisor, we provide clients with the necessary insights and support to navigate today's dynamic business environment successfully.

# We celebrate and value EVERYONE!

Amazon is a company of builders from all walks of life, diverse in ideas and beliefs who come together to create and invent new horizons for our customers in a safe environment for everyone.

Our commitment to diversity and inclusion is supported through our network of employee affinity groups, including glamazon, our award-winning LGBTQI+ employee affinity group.

Amazon brings together a team of inventors, industry experts and tenacious leaders who strive every day to remove barriers, fight inequality and promote inclusion on every level.

At Amazon you will gain the experience, education and connections to ensure your future has no limits.

SCAN FOR AMAZON JOBS



[amazon.com.au](https://amazon.com.au)

 **glamazon**  
THE AMAZON LGBTQI+ & ALLIES EMPLOYEE RESOURCE GROUP

 **aws**





## AWARDS 2025 GOLD SPONSOR

### AMAZON WEB SERVICES



Amazon is guided by four principles: customer obsession rather than competitor focus, passion for invention, commitment to operational excellence, and long-term thinking. Amazon strives to be Earth's Most Customer-Centric Company, Earth's Best Employer, and Earth's Safest Place to Work. Diverse teams help us think bigger, and differently, about the products and services that we build for our customers and the day-to-day nature of our workplace.

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

## **INCLUSION IN OUR FIRM, WITH OUR CLIENTS AND IN THE WORLD**

At Clifford Chance we see inclusion as a core value of the firm and also of the law. Our goal is to deliver an equality of opportunity, an equality of aspiration and an equality of experience to everyone who works in our firm.

To learn more about our diversity and inclusion initiatives, please visit our website.  
[https://www.cliffordchance.com/about\\_us/inclusion-and-diversity.html](https://www.cliffordchance.com/about_us/inclusion-and-diversity.html)



## AWARDS 2025 SILVER SPONSOR

### CLIFFORD CHANCE

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

Clifford Chance is one of the world's pre-eminent law firms with significant depth and range of resources across five continents.

As a single, fully integrated, global partnership, we pride ourselves on our approachable, collegiate and team-based way of working.

We always strive to exceed the expectations of our clients, which include corporates from all the commercial and industrial sectors, the financial investor community, governments, regulators, trade bodies and not-for-profit organisations. We provide them with the highest-quality advice and legal insight, which combines the Firm's global standards with in-depth local expertise.

At Clifford Chance we see inclusion as a core value of the firm and also of the law. Our goal is to deliver an equality of opportunity, an equality of aspiration and an equality of experience to everyone who works in our firm.



**Proud sponsors of  
the 2025 Australian  
LGBTQ+ Inclusion Awards**

**SUNCORP**



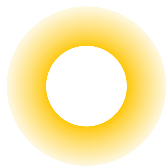
**Building futures  
and protecting  
what matters**





## AWARDS 2025 SILVER SPONSOR

### SUNCORP



### SUNCORP

Suncorp is an ASX-listed Trans-Tasman insurance company, headquartered in Brisbane. With a heritage dating back more than 100 years, Suncorp provides insurance products and services through some of Australia and Aotearoa (New Zealand's) most recognisable insurance brands.

Our dedicated teams live Suncorp's purpose of Building Futures and Protecting What Matters every day, to show up for our customers and community in the moments that matter. We empower our employees to make a difference. From innovative improvements that deliver excellent customer outcomes, to creating change through our Community Investment strategy, or joining one of our 11 active employee resource groups, our employees are what puts the sun into Suncorp!

Our culture of caring for others, being courageous, and doing the right thing, helps us show up for our employees in return. At Suncorp, we take an intersectional approach to diversity and inclusion, addressing the systemic barriers that marginalise and exclude. We're committed to a workplace where our people feel a genuine sense of belonging and can authentically and fully participate at work.

From all of us Sun Chasers, we wish all participants of the 2025 Australian Workplace Equality Index the best of luck! Congratulations on your ongoing commitment to make your workplaces inclusive, safe and a great place to be for all LGBTQ+ employees.

# Dedicated to an inclusive culture

Deutsche Bank is delighted to be a Platinum Small Employer in the Australian Workplace Equality Index.

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

[db.com/careers](https://db.com/careers)

## Deutsche Bank



This advertisement has been approved and/or communicated by Deutsche Bank AG or by its subsidiaries and/or affiliates ("DB") and appears as a matter of record only. Deutsche Bank AG is authorised under German Banking Law (competent authority: European Central Bank and the BaFin, Germany's Federal Financial Supervisory Authority) and, in Australia, by the Australian Prudential Regulation Authority (APRA). It is subject to supervision by the European Central Bank and by BaFin, Germany's Federal Financial Supervisory Authority, and regulated in Australia by APRA and the Australian Securities and Investments Commission (ASIC – AFSL 238153). Details about the extent of our authorisation and regulation in Australia are available on request.



## AWARDS 2025 BRONZE SPONSOR

### DEUTSCHE BANK AUSTRALIA



**Deutsche Bank**

Deutsche Bank is delighted to sponsor the 2024 Australian LGBTQ+ Inclusion Awards. We work with sophisticated clients, who expect our teams to reflect their own. We are proud of our respectful and inclusive environment which helps people thrive, and were honoured to be named a 'Platinum Small Employer' in 2022 by the Australian Workplace Equality Index.

Every year the bar continues to be raised as organisations like ours seek to do more. This event, which acknowledges and supports efforts for greater equality and inclusion in the workplace, is crucial. We congratulate everyone involved for the role you play in making Australia's workplaces safer and more inclusive.



## AWARDS 2025 BRONZE SPONSOR



### SALESFORCE

Salesforce is a cloud-based CRM software provider that makes it easier for companies to find more prospects, close more deals, and connect with customers in a whole new way, so they can provide them with amazing experiences at scale.

Equality is a core value, and part of who we are as a company. We believe that when we build a workplace that reflects the world around us, we accelerate innovation and better serve our customers and millions of Trailblazers around the world.

Our employee equality group – Outforce, brings together employees who are allies of equality in sexual orientation and gender identity. We promote an open and inclusive culture that empowers employees to bring their whole, authentic selves to work every day. Along with all our Equality Groups, Outforce also educates our Salesforce ecosystem on how diversity and inclusion create business success. We are out and proud, LGBTQ+ members and allies, and we celebrate our pride all around the world.



# DIVERSE INCLUSIVE PROUD

At Westpac, we believe that everyone has the right to be their whole, authentic selves wherever they work, live or do business. We're proud to support the LGBTQ+ community, whether they are our customers or employees to thrive and feel a sense of belonging.

We are proud to sponsor the 2025 LGBTQ+ Inclusion Awards and celebrate the hard work and dedication of so many organisations in furthering diversity, equity, and inclusion.

Discover why inclusion matters to us at [westpac.com.au](https://westpac.com.au)







## AWARDS 2025 BRONZE SPONSOR

### WESTPAC



At Westpac, we believe that everyone has the right to be their whole, authentic selves wherever they work, live or do business. We're proud to support the LGBTQ+ community, our customers and employees to thrive and feel a sense of belonging.

Our commitment to creating safe and inclusive spaces for the LGBTQ+ community is showcased through our trusted employee community (Westpac Pride), providing education and awareness opportunities, actively speaking up in the moments that matter, and celebrating important days of significance.

Westpac is thrilled to supporting the Australian LGBTQ+ Inclusion Awards in 2025 and uplifting the LGBTQ+ community.



## AWARDS 2025 MEDIA PARTNER

### SPECIAL BROADCASTING SERVICE (SBS)



For 50 years, SBS has been telling bold human stories that connect us all, giving voice to issues and perspectives from the LGBTIQ+ community as a part of its commitment to promote a more cohesive and inclusive Australian society. As the national broadcaster reflecting contemporary Australia, SBS today provides multichannel content and services in more than 60 languages across TV, radio

and online, always free and accessible to all Australians. SBS is incredibly proud to be the Media Partner for the Australian LGBTQ+ Inclusion Awards, which celebrate and award the nation's top organisations for being strong visible allies for LGBTIQ+ people and ensuring safe and inclusive workplaces. LGBTIQ+ award events are so important to recognise and reward the individuals and networks that have achieved significant impact through their LGBTIQ+ policies and practice on an ongoing basis.

# PROUD, SAFE, INCLUDED, CONNECTED.

nbn is proud to be the  
2025 digital sponsor for  
the Australian Workplace  
Equality Index awards.





## AWARDS 2025 DIGITAL SPONSOR

### NBN



At nbn, our vision is that everyone feels safe, included, and comfortable being their authentic selves at work. We champion diversity, equity and inclusion and empower our teams to achieve brilliant outcomes for our customers, partners and communities.

We recognise intersectionality, acknowledging and supporting the unique challenges faced by our LGBTQ+ employees who identify across multiple demographics. We actively engage with our LGBTQ+ team members for insights on how to improve and benchmark ourselves against

the Australian Workplace Equality Index, earning three consecutive Gold employer distinctions.

nbn are proud to be the Digital Sponsor for the 2025 Australian LGBTQ+ Inclusion Awards. We welcome LGBTQ+ community members to join nbn. If you need support or have questions, our Talent Acquisition team can help at [recruitment@nbnco.com.au](mailto:recruitment@nbnco.com.au)




## AWARDS 2025 INTERNATIONAL PARTNER

### OUT LEADERSHIP



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

To get involved with or join Out Leadership contact: [info@outleadership.com](mailto:info@outleadership.com)



~~Pride is just  
a parade~~

Pride is  
progress  
for all

Since 2021, we have been a leading employer for LGBTQ+ individuals, earning two Employer of the Year awards and achieving AWEI Platinum Employer status for our LGBTQ+ inclusion practices. That makes us proud.



AUSTRALIAN  
LGBTQ+ INCLUSION  
AWARDS 2024

**AWEI**  
PLATINUM  
EMPLOYER

Capgemini 

Rewrite your future  
Join us





## AWARDS 2025 AUSLAN SPONSOR

### CAPGEMINI



At Capgemini, we believe that being an inclusive company that attracts, supports and retains all talent is part of our DNA and instrumental to our long-term performance. By having a workforce that represents the richness of our society, and by fostering an

inclusive culture, we're building a place where our people can thrive. That's why we're working with global and local organisations, as well as our own employees, to ensure we create equal opportunities for all, address bias in the workplace, and equip all our managers with the skills to be truly inclusive leaders.

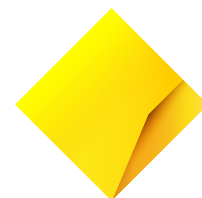
As technology continues to be at the heart of all value creation, the importance of the tech workforce in better representing our clients, their customers, and society at large is vital to developing inclusive tech by design. By bringing in such a broad talent pool, we enrich our teams with different skills and perspectives, helping us to anticipate and adapt proactively to rapidly evolving stakeholder needs.

We are proud of the LGBTQ+ friendly culture we continue to build through facilitating a safe environment that respects all sexual orientations and gender identities, along with their allies. Since 2007, we have expanded and supported our OUTfront employee network, whose mission is to provide a forum for education and awareness that supports the professional growth and recognition of LGBTQ+ individuals. OUTfront currently operates in 28 countries.



# **A proud sponsor of the 2025 Australian LGBTQ+ Inclusion Awards**

[www.commbank.com.au](http://www.commbank.com.au)





## AWARDS 2025 ENTERTAINMENT SPONSOR

### COMMONWEALTH BANK AUSTRALIA (CBA)



## Commonwealth Bank

At Commonwealth Bank, we believe in the right for everyone to be their whole, authentic selves at work. We proudly support the LGBTQ+ community and are honoured to sponsor the 2025 LGBTQ+ Inclusion Awards. Our goal is to build a brighter future for all by creating a workplace where everyone feels

respected, safe, and included. This involves embracing our differences, celebrating commonalities, staying connected, and being mindful of our words and actions daily.

Our commitment to an inclusive workplace is deeply rooted in our core values of care, courage, and commitment. We uphold principles of equality, equity, and respect, which are integral to how we live our values and meet our customers' needs.



## AWARDS 2025 BEVERAGE SPONSOR

### ENDEAVOUR GROUP



## endeavour group

At Endeavour Group, inclusivity is one of our core values. We create the spaces, places and moments where everyone feels safe, welcome and encouraged to truly be themselves.

We are proud to be the Beverage Sponsor of the 2025 Australian LGBTQ+ Inclusion Awards, celebrating the incredible impact individuals and businesses have made across Australia for LGBTQ+ inclusion in our workplaces.

Learn more about our People Promise here: [endeavourgroupcareers.com.au/our-people-promise](https://endeavourgroupcareers.com.au/our-people-promise)

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







# ABOUT THE AUSTRALIAN WORKPLACE EQUALITY INDEX (AWEI)

## THE AWEI

The AWEI is Australia's definitive national benchmark on LGBTQ+ workplace inclusion and is comprised of a roadmap, auditing and benchmarking tool (AWEI Submission), and engagement survey by which national standards of best practice for LGBTQ+ workplace inclusion are set.

The AWEI Submission process is used by nearly 200 organisations each year to have their workplace inclusion initiatives assessed. Participating organisations 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 organisation. Based on the results each year, the following employer recognition tiers are awarded:

### Platinum Tier Employer Recognition

Annual Platinum Tier status is the highest obtainable recognition within the AWEI. It acknowledges the highest levels of performance within the AWEI Submission over a sustained period of time. In order to obtain this prestigious recognition, organisations must be acknowledged as those whose commitment to LGBTQ+ workplace inclusion is for the long-term, by obtaining a Gold Tier score for four

out of the last five years of submissions, or by winning Employer of the Year twice within a five-year period.

Once an organisation achieves Platinum Tier, they may choose to maintain this status by continuing the AWEI Submission process indefinitely, or alternating AWEI Submissions with a Platinum Project that focuses on a specific area of LGBTQ+ inclusion. While an organisation is in a Platinum Project cycle, they are not required to also complete an AWEI Submission. A full Index Submission (including the Foundation and Advanced) must just be completed once in every 3 year iteration, with Gold Tier obtained. Platinum Tier is ongoing across different iterations of the AWEI, providing that eligible organisations maintain it based on the AWEI criteria.


### Gold Tier Employer Recognition

Gold Tier recognition is the highest recognition obtainable for a current submission year, outside of the longevity of Platinum Tier status. Gold Tier employers have completed a significant amount of 'Foundation' level work and have progressed to submitting against 'Advanced' criteria. In doing so, they have obtained the highest AWEI Submission scores within the current submission year. It is indicative of a substantial amount of work and activity in the area of LGBTQ+ workplace inclusion.

Gold Tier is an outstanding achievement and organisations that obtain this recognition should be applauded for their level of activity over the assessed year.

If you are always  
trying to be normal,  
you will never know  
how *amazing*...

Maya Angelou



YOU  
CAN BE!

# Pride Pathways: Future LGBTQ+ Leaders Program

## ***Elevate Your Leadership. Embrace Inclusive Excellence.***

In today's dynamic, competitive landscape, cultivating LGBTQ+ leadership is not merely a moral imperative—it's a strategic necessity. The business case for diverse leadership lies in improving an organisation's capacity to adeptly navigate diverse markets, increase innovation and creativity, improve decision making processes, mitigate risks, and attract and retain top talent.

Yet, current data reveals a stark lack of representation of LGBTQ+ people in leadership teams. This imbalance, highlighted by Pride in Diversity's 2024 Australian Workplace Equality Index (AWEI) Employee Survey, underscores the critical need to create programs and pathways to increase diverse representation in leadership teams.

Extensive studies confirm that companies with robust diversity and inclusion programs consistently outperform their peers. Enhanced innovation, increased employee satisfaction, and superior client satisfaction are among the tangible benefits.

**From the initial stages of training to ongoing support, we are unwavering in our commitment to the success of your organisation's diversity and inclusion initiatives.**

For further information contact your Relationship Manager or email [info@prideinclusionprograms.com.au](mailto:info@prideinclusionprograms.com.au)

**pridein  
diversity** + **Authentic  
Leaders**



# ABOUT THE AUSTRALIAN WORKPLACE EQUALITY INDEX (AWEI)

## **Silver Tier Employer Recognition**

Silver Tier recognises employers that have also completed a significant amount of 'Foundation' level work and progressed to submitting against 'Advanced' criteria, completing a substantial amount of work here.

Silver Tier is difficult to obtain and quite often, the difference between the scores for Silver and Gold tier is minimal. Employers receiving Silver Tier are considered to have been highly active in LGBTQ+ workplace inclusion, and continue to progress their efforts within criteria of the national benchmark.

Silver Tier is no small feat and organisations that obtain this recognition should be celebrated for their commitment over the assessed year.

## **Bronze Tier Employer Recognition**

Bronze Tier recognises employers who have completed the groundwork of 'Foundation' level work. The criteria that is required to achieve Bronze should not be underestimated. This is a noteworthy recognition that acknowledges a great deal of LGBTQ+ inclusion activity has been undertaken.

This tier also recognises employers who may have progressed onto the more 'Advanced' areas of LGBTQ+ inclusion work, but did not reach Silver Tier. All employers that obtain this recognition are considered

active in LGBTQ+ workplace inclusion and may use the AWEI branded badges to promote themselves as such.

## **Not-For-Publication Employers**

All participating organisations submitting to the AWEI have the option of not being publicly listed within Award Tiers or the AWEI publication. We believe that it is important to allow all employers this option to encourage participation no matter their starting point. Employers can nominate at which tier they are happy to be acknowledged within their AWEI Submission document(s).

If an organisation wishes to participate anonymously, their results are incorporated within the benchmarking data but names are withheld for privacy.

## **Additional Organisational and Individual Acknowledgements**

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

# INVESTING IN TOMORROW'S LGBTQ+ LEADERS, TODAY

At KPMG, we're building an inclusive, ethical, speak up culture, where everyone belongs. That's why we offer 'Leading with Pride' – a program dedicated to helping LGBTQ+ individuals unleash their leadership potential. This isn't just great for our business goals and EVP – it's about creating a workplace where everyone can truly thrive.

With 'Leading with Pride,' we're developing authentic leaders who can drive amazing change for our firm and clients.

We believe that diversity is a strength, and we're committed to building the LGBTQ+ leaders of tomorrow.

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





# 2025 AWEI STANDARD EMPLOYER RANKINGS



## 2025 EMPLOYER OF THE YEAR

- DLA PIPER
- THE STAR ENTERTAINMENT GROUP



## 2025 MOST IMPROVED EMPLOYER

- ASTRAZENECA AUSTRALIA  
AND NEW ZEALAND



## 2025 PLATINUM EMPLOYERS

- Accenture
- AGL Energy
- Australian Broadcasting Corporation (ABC)
- Australian Taxation Office (ATO)
- Capgemini
- Clayton Utz
- Coles Group
- CSIRO
- Deloitte
- DLA Piper
- KPMG Australia
- Macquarie Group
- NAB
- nbn co
- QBE Insurance
- Services Australia
- Special Broadcasting Service (SBS)
- The Star Entertainment Group
- The University of Sydney



salesforce

# We take pride in our community.

Salesforce stands with the LGBTIQ+ community,  
and we are committed to fostering workplaces where  
everyone feels empowered to be who they are.

[salesforce.com/au/company/equality](https://salesforce.com/au/company/equality)





# 2025 AWEI STANDARD EMPLOYER RANKINGS



## 2025 GOLD EMPLOYERS

- Allens
- Allianz Australia
- Amazon
- AstraZeneca Australia and New Zealand
- Australia Post
- Australian Security Intelligence Organisation (ASIO)
- Bendigo Bank
- BHP
- Brisbane City Council
- BUPA
- Corrs Chambers Westgarth
- Dentons
- Department of Health and Aged Care
- Energy Australia
- Fujitsu Australia
- Griffith University
- Jacobs
- John Holland
- King & Wood Mallesons
- Macquarie University
- Marsh McLennan
- Medibank
- Norton Rose Fulbright
- Origin Energy
- Qantas
- Scentre Group
- Shell Australia
- Stockland
- Suncorp
- The GPT Group
- The NRMA
- The University of Queensland
- Treasury Wine Estates
- Victoria University
- Westpac
- Woodside Energy
- Zurich Financial Services



## 2025 SILVER EMPLOYERS

- Ampol Australia
- Arup
- Australian Financial Complaints Authority (AFCA)
- Australian Retirement Trust
- CBRE
- Charter Hall
- Department of Agriculture, Fisheries and Forestry
- Department of Health Victoria
- Edith Cowan University
- Endeavour Group
- Gold Coast Hospital and Health Service
- Grant Thornton
- HCF
- IAG
- International Convention Centre Sydney – ICC Sydney
- IKEA
- IPG Mediabrands
- Kinetic
- Liberty Financial
- Mars Incorporated, Australia & New Zealand
- Mirvac
- Murdoch University
- NSW Department of Education
- Optus
- Salesforce
- SAP Australia
- Telstra
- Transgrid

**JOHN  
HOLLAND**

# We're transforming lives.

At John Holland, people are at  
the heart of everything we do.

We value people of all genders,  
ages, abilities, sexualities and  
cultural backgrounds, because  
they reflect the communities we  
work in every day.

It's our diversity that makes us  
stronger.

Find out how we're making our  
industry more diverse, inclusive  
and equitable for all.



SCAN ME



Unlocking potential  
Creating tomorrow

Real assets

dexus



# 2025 AWEI STANDARD EMPLOYER RANKINGS



## 2025 BRONZE EMPLOYERS

- AMP
- Aristocrat
- Australian Competition & Consumer Commission (ACCC)
- Australian Federal Police
- Australian Prudential Regulation Authority (APRA)
- Australian Red Cross Lifeblood
- Australian Secret Intelligence Services (ASIS)
- Australian Securities Exchange (ASX)
- Australian Super
- Baker McKenzie
- BP Australia
- Challenger
- Compass Group Australia
- Department of Climate Change, Energy, the Environment and Water
- Department of Infrastructure, Transport, Regional Development, Communications and the Arts
- Department of Local Government, Water and Volunteers
- Department of Natural Resources and Mines, Manufacturing and Regional and Rural Development
- Department of Prime Minister & Cabinet
- Dexu
- Energy Queensland
- Essential Energy
- Fortescue
- FujiFilm Business Innovation Australia
- Gold Corporation – The Perth Mint
- Hays
- HealthShare NSW
- Honeywell
- Knight Frank Australia
- Life Without Barriers
- Main Roads WA
- Monash IVF Group
- National Disability Insurance Agency
- Northern Sydney Local Health District (NSLHD)
- oOhmedia!
- P&N Group
- PepsiCo ANZ
- Pernod Ricard Australia
- Rabobank Australia
- Royal Automobile Club of Queensland
- Sydney Water
- The University of Wollongong
- TPG Telecom
- Transport Accident Commission
- Urbis
- Vicinity Centres
- Virgin Australia
- Western Sydney University





# **PRIDE** **IN PRACTICE**

## Every OutLeader has a story.

**Out Leadership is proud to sponsor the 2025 Australian LGBTQ Inclusion Awards.**

We are the premier business platform dedicated to advancing LGBTQ+ equality in companies around the world.

Since 2010, we've brought together more than 30,000 LGBTQ+ and ally leaders, and 1,200 CEOs, all united by the belief that equality makes us stronger.

When companies invest in inclusion, they unlock innovation, loyalty, and lasting success.

We call that a Return on Equality.™

Together, we're building workplaces, and a world, where everyone belongs.

Get involved: [info@outleadership.com](mailto:info@outleadership.com)



Scan the QR code to sign up for OutNEWS, our weekly newsletter

# SAVE THE DATE

# 25 – 26 NOV

For sponsorship opportunities please contact Elaine Czulkowski – [eczulkowski@acon.org.au](mailto:eczulkowski@acon.org.au)





# 2025 AWEI SMALL EMPLOYER RANKINGS



## 2025 SMALL EMPLOYER OF THE YEAR

- CUSTOM FLEET



## 2025 MOST IMPROVED SMALL EMPLOYER

- FUTURE GROUP



## 2025 PLATINUM SMALL EMPLOYER

- Clifford Chance
- Deutsche Bank



## 2025 GOLD SMALL EMPLOYER

- Clyde & Co
- Custom Fleet
- Future Group
- Investa Property Group
- Northern Trust
- Russell Kennedy Lawyers



## 2025 SILVER SMALL EMPLOYER

- AbbVie
- Bristol Myers Squibb
- Colin Biggers & Paisley Lawyers
- Gilead Sciences
- Motorola Solutions
- Think HQ



## 2025 BRONZE SMALL EMPLOYER

- Alcon Laboratories
- Ausenco
- Australian Financial Security Authority (AFSA)
- BNY
- Brisbane Powerhouse
- ENGIE ANZ
- Engineers Australia
- Export Finance Australia
- First Sentier Investors
- Heartland Bank Australia
- Morrison
- Reckitt Benckiser
- Respect Victoria
- Uniting Country South Australia



# Come as you are

We're a big, diverse bunch,  
and we're all the better for it.

We express ourselves freely, share  
our unique skills, and bring our ideas to life.

Because we've all got something to offer  
when we rock up as our best self.

It's our individual differences that give us an edge.  
So come as you are!



Discover our  
People Promise



LANGTONS



# 2025 NOMINATED AWARD CATEGORIES



## 2025 EMPLOYEE NETWORK OF THE YEAR

- MACQUARIE GROUP

Finalists: Amazon, AstraZeneca Australia and New Zealand, Capgemini, Department of Health and Aged Care, KPMG Australia, Origin Energy, Zurich Financial Services



## 2025 TRANS & GENDER DIVERSE INCLUSION AWARD

- DLA PIPER

Finalists: Fujitsu Australia, John Holland, Medibank, Victoria University, Qantas, The Star Entertainment Group, The University of Queensland



## 2025 EXECUTIVE LEADERSHIP AWARD

- REBECCA BENNETT  
MURDOCH UNIVERSITY

Finalists: Evelyn Foong, Zurich Financial Services; Paul Howes, KPMG Australia



## 2025 LGBTQ+ INCLUSIVE INNOVATION AWARD


- “The Unsaid Says a Lot – Trans & Gender Diverse Awareness Campaign”  
THINK HQ

Finalists: Building Trans Inclusive Workplaces, Deloitte; Not Atypical Podcast, QBE Insurance



## 2025 CEO OF THE YEAR

- MURAT DIZDAR  
NSW DEPARTMENT OF EDUCATION



At Amazon we have a mission to be Earth's most customer centric company and be Earth's best employer. We strive to achieve this through passion for invention and innovation, long-term thinking and operational excellence.

**Inclusion, diversity and equity are central to that vision.**

But even more, those three core beliefs underpin Amazon's drive for excellence by creating dynamic teams made up of people from diverse backgrounds, experiences and personal beliefs.

And because we celebrate, respect and value everyone's opinion, our diverse and inclusive teams reflect our customer base - and think bigger, better, and differently, about the products and services we build for them.

This commitment to diversity and inclusion is supported through our huge network of employee affinity groups, including **glamazon**, our award-winning LGBTQI+ employee group.

Amazon Australia and Amazon Web Services are proud to be gold sponsors of the AWEI's LGBTQ Inclusion Awards, which recognise organisations that strive to drive positive impacts in workplace inclusion and equality.



# 2025 NOMINATED AWARD CATEGORIES



## 2025 LGBTQ+ ROLE MODEL AWARD

- GEORGI HODGE  
ORIGIN ENERGY

Finalists: Jonathan Bryant, Urbis (posthumously); Juan Campos, Medibank; Em Readman, Murdoch University; Laurie Rutter, Deloitte; Harriet Whyte, NSW Department of Primary Industries and Regional Development



## 2025 NETWORK LEADER OF THE YEAR

- MICHELLE POWER  
MACQUARIE UNIVERSITY

Finalists: Tessa Benson, Victoria University; Juan Campos, Medibank; Brendan Carlson, Queensland Public Sector Commission / Department of Youth Justice and Victim Support; Georgi Hodge, Origin Energy; Reah Saunders, Medibank



## 2025 SALLY WEBSTER ALLY AWARD

- NERISSA BYRNE  
DLA PIPER

Finalists: Scott Alderson, Crown Resort Perth; Mia Horner, Coles Group; Julie Patterson, NAB; Lori Turner, Bendigo Bank



## 2025 SAPPHIRE INSPIRE AWARD

- REAH SAUNDERS  
MEDIBANK
- MARIE STELLA  
KPMG AUSTRALIA

Finalists: Sarah Bateson, Bendigo Bank; Louise Baxter, Queensland Public Sector Commission / Department of Youth Justice and Victim Support; Suzanne Mah, John Holland





# AWARDS 2025 IN APPRECIATION

A HEARTFELT THANK YOU TO OUR 2025 SPONSORS



Platinum Sponsor



CLIFFORD  
CHANCE



Gold Sponsor

Silver Sponsors



Deutsche Bank



Bronze Sponsors



Digital Sponsor

Media Partner



Beverage Sponsor

Entertainment Sponsor



Auslan Sponsor

International Partner



Associate Sponsors



# AWARDS 2025 IN APPRECIATION

## 2025 PREMIUM TABLE HOLDERS

- Accenture
- Macquarie Group
- Qantas
- Coles Group
- Origin Energy
- Woodside Energy Ltd

## 2025 CORPORATE TABLE HOLDERS

- ABC Pride
- Bendigo Bank
- Investa Property Group
- SAP Australia
- Accenture
- BHP
- Jacobs
- Scentre Group
- Allens
- CBRE
- JPMORGAN CHASE BANK
- Services Australia
- Allianz Australia
- Charter Hall
- King & Wood Mallesons
- Stockland
- AstraZeneca Australia and New Zealand
- Clayton Utz
- Liberty Financial
- TAFE NSW
- ASX
- Clyde & Co
- Marsh McLennan
- TPG Telecom
- Australian Financial Complaints Authority
- Compass Group Australia
- Medibank
- The GPT Group
- Australian Prudential Regulation Authority (APRA)
- Deloitte
- Mirvac
- The NRMA
- Australian Red Cross Lifeblood
- Dementia Australia
- NAB
- The Star Entertainment Group
- Australian Retirement Trust
- Dentons Australia Ltd
- Norton Rose Fulbright
- The University of Sydney
- Australia Post
- EY Oceania
- NSW Department of Education
- Western Sydney University
- Woolworths Group
- Zurich Financial Services
- First Sentier Investors
- Fujifilm Business Innovation Australia
- PWC
- QBE Insurance
- HCF
- IAG

## 2025 TROPHIES & MERCHANDISE

Promotional products generously subsidised by Bongo





Applying an Intersectional Lens:  
LGBTQASB+ First Nations workplace inclusion

# LGBTQASB+ Mob & Work

OUR LATEST PUBLICATION IS NOW  
AVAILABLE TO MEMBERS ONLINE!

pridein  
diversity



Jumbunna  
Institute for Indigenous  
Education and Research



**Inclusion education is a critical  
part of creating cultural change  
within organisations**

How can Pride Training help  
your organisation?

## 1. 'Off-the-Shelf' training options

A ready made suite of eLearning modules are available for purchase. Topics include:

- LGBTQ+ Introduction
- Trans-Affirming Workplaces
- Trans-Affirming Workplaces  
(for P&C/Management)
- LGBTQ+ Inclusive Workplaces
- LGBTQ+ Inclusive Customer Service

## 2. Customised versions

Any training module can be tailored to reflect the branding and details of your organisation.

## 3. Bespoke development

Our team of instructional designers and content developers can crate bespoke training content specific to your organisation's needs.

Visit

[www.pridetraining.org.au](http://www.pridetraining.org.au)  
to find out more



PRIDE  
INCLUSION  
PROGRAMS

# YOU CAN UNLOCK THE FUTURE WITH AI

**At KPMG, innovation is key. Our advanced AI services empower your business with superior insights, efficiency, and accuracy.**

## **What AI can do for you:**

- Better decisions: use data analytics and predictive modelling for confident decision-making.
- Operational efficiency: automate tasks, like writing this ad, to focus on strategic initiatives.
- Risk management: identify and mitigate threats with AI-driven assessments.
- Customer personalisation: deliver personalised experiences that foster loyalty.

Join the leaders who trust KPMG's AI solutions to drive growth and innovation.

**Transform your tomorrow with AI.  
Transform your tomorrow with KPMG.**

KPMG.com.au



©2025 KPMG, an Australian partnership. All rights reserved. 1594921522 P&I



Scan to find out more.

We're here to help make the places where we live, work and play more inclusive of LGBTQ+ people.  
We do this by working with a range of organisations to help ensure that LGBTQ+ people feel welcome and supported.  
For more information about our programs please visit our website: [www.prideinclusionprograms.com.au](http://www.prideinclusionprograms.com.au)



PRIDE  
INCLUSION  
PROGRAMS