



## **NATIONAL WORKPLACE AWARDS DEMONSTRATE AUSTRALIAN BUSINESS' COMMITMENT TO LGBTQ+ INCLUSION**

Large and small employers from all sectors of the Australian economy were recognised today at the Australian LGBTQ+ Inclusion Awards for meeting the highest standards of commitment to being inclusive of LGBTQ+ people and communities, demonstrating that LGBTQ+ inclusion is good for business, good for staff, and good for broader society.

Held today in Sydney, the awards saw DLA Piper and The Star Entertainment Group being jointly awarded 'Employer of the Year,' while Custom Fleet was named 'Small Employer of the Year.' Other high performers included Macquarie Group and AstraZeneca Australia and New Zealand.

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 workplaces inclusive and equitable for LGBTQ+ people.

The prestigious Platinum tier — awarded to organisations with consistently high scores over the past five years — recognised leaders including Accenture, AGL Energy, Australian Taxation Office, ABC, Capgemini, Clayton Utz, Coles Group, CSIRO, Deloitte, KPMG Australia, Macquarie Group, NAB, nbn co, QBE Insurance, Services Australia, SBS, and The University of Sydney.

Dawn Emsen-Hough, Director of ACON's Pride Inclusion Programs, said the ongoing commitment from employers shows that LGBTQ+ inclusion is not only the right thing to do, but delivers wide-reaching benefits.

"We're seeing outstanding results in this year's AWEI submissions, which clearly reflect how deeply many organisations value this work," Emsen-Hough said. "With hundreds of organisations participating, covering a workforce of tens of thousands of people, it's clear that LGBTQ+ inclusion is not a niche initiative — it's a core part of creating equitable, high-performing, and supportive workplaces."

"Our data shows that when inclusion is embedded in workplace culture, it leads to stronger engagement, improved wellbeing, and better performance outcomes — not only for LGBTQ+ employees but for all staff," she added. "When organisations get LGBTQ+ inclusion right, everyone benefits."

Despite positive progress, the AWEI Employee Survey highlighted that the number of employees who feel safe to be fully out at work has declined slightly, with current social discourse identified as a contributing factor.

"This reinforces the importance of visible, ongoing leadership and commitment to inclusion across all levels of an organisation," Emsen-Hough added.

Held at the ICC Sydney Grand Ballroom and hosted by SBS presenters Ricardo Gonçalves and Madeleine Wedesweiler, the awards featured a performance by acclaimed Gamilaraay artist Mitch Tambo and VOICE OF LELE!

The sold-out event was produced by Pride in Diversity, a national not-for-profit program supporting employers in all aspects of LGBTQ+ workplace inclusion, and an initiative of ACON, Australia's largest LGBTQ+ health organisation.

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

**ENDS**



## 2025 Australian Inclusion Award Recipients

AWEI Award		Recipient
<b>Employer of the Year (Joint Recipients)</b>		DLA Piper The Star Entertainment Group
<b>Most Improved Employer</b>		AstraZeneca Australia and New Zealand
<b>Employee Network of the Year</b>		Macquarie Group
<b>Trans and Gender Diverse Inclusion</b>		DLA Piper
<b>CEO of the Year</b>		Murat Dizdar (he/him), NSW Department of Education
<b>Executive Leadership Award</b>		Rebecca Bennett (she/her), Murdoch University
<b>Network Leader of the Year</b>		Michelle Power (she/her), Macquarie University
<b>LGBTQ+ Role Model Award</b>		Georgi Hodge (she/her), Origin Energy
<b>LGBTQ+ Inclusive Innovation</b>		"The Unsaid Says a Lot - trans and gender diverse awareness campaign," Think HQ
<b>Sally Webster Ally Award</b>		Nerissa Byrne (she/her), DLA Piper
<b>Sapphire Inspire Award (Joint Recipients)</b>		Reah Saunders (she/they), Medibank Marie Stella (she/her), KPMG Australia
<b>Platinum Tier Employers</b>	<ul style="list-style-type: none"> <li>Accenture</li> <li>AGL Energy</li> <li>Australian Broadcasting Corporation (ABC)</li> <li>Australian Taxation Office (ATO)</li> <li>Capgemini</li> <li>Clayton Utz</li> <li>Coles Group</li> <li>CSIRO</li> <li>Deloitte</li> </ul>	<ul style="list-style-type: none"> <li>DLA Piper</li> <li>KPMG Australia</li> <li>Macquarie Group</li> <li>NAB</li> <li>nbn co</li> <li>QBE Insurance</li> <li>Services Australia</li> <li>Special Broadcasting Service (SBS)</li> <li>The Star Entertainment Group</li> <li>The University of Sydney</li> </ul>
<b>Gold Tier Employers</b>	<ul style="list-style-type: none"> <li>Allens</li> <li>Allianz Australia</li> <li>Amazon</li> <li>AstraZeneca Australia and New Zealand</li> <li>Australia Post</li> <li>Australian Security Intelligence Organisation (ASIO)</li> <li>Bendigo Bank</li> <li>BHP</li> <li>Brisbane City Council</li> <li>BUPA</li> <li>Corrs Chambers Westgarth</li> <li>Dentons</li> <li>Department of Health and Aged Care</li> <li>Energy Australia</li> <li>Fujitsu Australia</li> </ul>	<ul style="list-style-type: none"> <li>King &amp; Wood Mallesons</li> <li>Macquarie University</li> <li>Marsh McLennan</li> <li>Medibank</li> <li>Norton Rose Fulbright</li> <li>Origin Energy</li> <li>Qantas</li> <li>Scentre Group</li> <li>Shell Australia</li> <li>Stockland</li> <li>Suncorp</li> <li>The GPT Group</li> <li>The NRMA</li> <li>The University of Queensland</li> <li>Treasury Wine Estates</li> <li>Victoria University</li> <li>Westpac</li> <li>Woodside Energy</li> </ul>



# PRIDE INCLUSION PROGRAMS

	<ul style="list-style-type: none"> <li>Griffith University</li> <li>Jacobs</li> <li>John Holland</li> </ul>	<ul style="list-style-type: none"> <li>Zurich Financial Services</li> </ul>
<b>Silver Tier Employers</b>	<ul style="list-style-type: none"> <li>Ampol Australia</li> <li>Arup</li> <li>Australian Financial Complaints Authority (AFCA)</li> <li>Australian Retirement Trust</li> <li>CBRE</li> <li>Charter Hall</li> <li>Department of Agriculture, Fisheries and Forestry</li> <li>Department of Health Victoria</li> <li>Edith Cowan University</li> <li>Endeavour Group</li> <li>Gold Coast Hospital and Health Service</li> <li>Grant Thornton</li> <li>HCF</li> <li>IAG</li> </ul>	<ul style="list-style-type: none"> <li>International Convention Centre Sydney - ICC Sydney</li> <li>IKEA</li> <li>IPG Mediabrands</li> <li>Kinetic</li> <li>Liberty Financial</li> <li>Mars Incorporated, Australia &amp; New Zealand</li> <li>Mirvac</li> <li>Murdoch University</li> <li>NSW Department of Education</li> <li>Optus</li> <li>Salesforce</li> <li>SAP Australia</li> <li>Telstra</li> <li>Transgrid</li> </ul>
<b>Bronze Tier Employers</b>	<ul style="list-style-type: none"> <li>AMP</li> <li>Aristocrat</li> <li>Australian Competition &amp; Consumer Commission (ACCC)</li> <li>Australian Federal Police</li> <li>Australian Prudential Regulation Authority (APRA)</li> <li>Australian Red Cross Lifeblood</li> <li>Australian Secret Intelligence Services (ASIS)</li> <li>Australian Securities Exchange (ASX)</li> <li>Australian Super</li> <li>Baker McKenzie</li> <li>BP Australia</li> <li>Challenger</li> <li>Compass Group Australia</li> <li>Department of Climate Change, Energy, the Environment and Water</li> <li>Department of Infrastructure, Transport, Regional Development, Communications and the Arts</li> <li>Department of Local Government, Water and Volunteers</li> <li>Department of Natural Resources and Mines, Manufacturing and Regional and Rural Development</li> <li>Department of Prime Minister &amp; Cabinet</li> <li>Dexus</li> </ul>	<ul style="list-style-type: none"> <li>Essential Energy</li> <li>Fortescue</li> <li>FujiFilm Business Innovation Australia</li> <li>Gold Corporation - The Perth Mint</li> <li>Hays</li> <li>HealthShare NSW</li> <li>Honeywell</li> <li>Knight Frank Australia</li> <li>Life Without Barriers</li> <li>Main Roads WA</li> <li>Monash IVF Group</li> <li>National Disability Insurance Agency</li> <li>Northern Sydney Local Health District (NSLHD)</li> <li>oOhmedia!</li> <li>P&amp;N Group</li> <li>PepsiCo ANZ</li> <li>Pernod Ricard Australia</li> <li>Rabobank Australia</li> <li>Royal Automobile Club of Queensland</li> <li>Sydney Water</li> <li>The University of Wollongong</li> <li>TPG Telecom</li> <li>Transport Accident Commission</li> <li>Urbis</li> <li>Vicinity Centres</li> <li>Virgin Australia</li> </ul>



## PRIDE INCLUSION PROGRAMS

	• Energy Queensland	• Western Sydney University
<b>Small Employer of the Year</b>	Custom Fleet	
<b>Most Improved Small Employer</b>	Future Group	
<b>Platinum Tier Small Employer</b>	<ul style="list-style-type: none"> <li>• Clifford Chance</li> <li>• Deutsche Bank</li> </ul>	
<b>Gold Tier Small Employers</b>	<ul style="list-style-type: none"> <li>• Clyde &amp; Co</li> <li>• Custom Fleet</li> <li>• Future Group</li> </ul>	<ul style="list-style-type: none"> <li>• Investa Property Group</li> <li>• Northern Trust</li> <li>• Russell Kennedy Lawyers</li> </ul>
<b>Small Tier Silver Employers</b>	<ul style="list-style-type: none"> <li>• AbbVie</li> <li>• Bristol Myers Squibb</li> <li>• Colin Biggers &amp; Paisley Lawyers</li> </ul>	<ul style="list-style-type: none"> <li>• Gilead Sciences</li> <li>• Motorola Solutions</li> <li>• Think HQ</li> </ul>
<b>Small Tier Bronze Employers</b>	<ul style="list-style-type: none"> <li>• Alcon Laboratories</li> <li>• Ausenco</li> <li>• Australian Financial Security Authority (AFSA)</li> <li>• BNY</li> <li>• Brisbane Powerhouse</li> <li>• ENGIE ANZ</li> <li>• Engineers Australia</li> </ul>	<ul style="list-style-type: none"> <li>• Export Finance Australia</li> <li>• First Sentier Investors</li> <li>• Heartland Bank Australia</li> <li>• Morrison</li> <li>• Reckitt Benckiser</li> <li>• Respect Victoria</li> <li>• Uniting Country South Australia</li> </ul>

### 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 2025 – 2026 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](#).