

20



AUSTRALIAN LGBTQ INCLUSION AWARDS

Capgemini

2020 Platinum Sponsor

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 Custodians of the land on which we meet, **the Gadigal people of the Eora Nation.**

We pay respect to Elders past, present and emerging, and extend our respect to all Aboriginal and Torres Strait Islander people attending our celebrations today.





WELCOME FROM ACON'S PRIDE INCLUSION PROGRAMS



DAWN HOUGH
DIRECTOR
ACON'S PRIDE
INCLUSION PROGRAMS



PRIDE INCLUSION PROGRAMS

On behalf of ACON and the Pride Inclusion Programs team, I would like to extend a very warm welcome to our 2020 LGBTQ Inclusion Awards and thank you for joining us today. Whether in person, or via live feed we are really pleased that despite current limitations, we are finally and collectively able to celebrate the amazing achievements of Australian employers in LGBTQ inclusion.

Let's celebrate you! Today, we celebrate the outstanding achievements of employers in this space and the work and passion of every individual who has contributed to an inclusive workplace. We celebrate our allies, our executive sponsors and support of leaders. We celebrate role models and all the friends and families of LGBTQ people who help to create a safer and more accepting place to be.

We also celebrate ten years of Pride in Diversity. Pride in Diversity was launched on Feb 10, 2010 by the Hon. Michael Kirby with eight foundation members: Lend Lease, Telstra, Department of Defence, Australian Federal Police, IBM, KMG, ING Australia and Goldman Sachs. Today our programs have a collective membership of about 370

Australian employers with an estimated employee reach of approx. 3 million people. The program also celebrates 10 years of the AWEI so at today's awards we also acknowledge significant 10-year achievements.

Amidst our celebrations, it would be remiss of me not to acknowledge and extend our sincere thanks and appreciation to all employers who have continued to support our work via the continuation of awards sponsorships, event attendance and for many, the generous philanthropic donation of ticket funds for those who had to relinquish their seats. We have been overwhelmed by your support and greatly heartened by the continuing focus on this work despite the unexpected impacts of COVID.

I would also like to thank every member of our team who have worked so hard to add additional value to membership during COVID. A special call out to Fin and Ko for their ongoing design and event branding and Michelle who has miraculously managed to bring us here today.



I  my
Authentic Self

Be part of a global team that works with a diverse range of clients and values every opinion and every contribution. At Capgemini, Diversity adds value. Diversity is the ace in our pack.

Love your career. Ace your career.

capgemini.com.au/careers



WELCOME FROM OUR 2020 PLATINUM SPONSOR – CAPGEMINI



OLAF PIETSCHNER

CEO, CAPGEMINI
AUSTRALIA AND
NEW ZEALAND

At Capgemini, it is our conviction that success comes from and through our people. We believe that people perform better when they are empowered to be their authentic self at work and feel included and welcomed. It is our experience that when a diverse team with individual differences come together, greater creativity, innovation and inspiration follow.

Our people create innovative solutions for businesses, and today it is critical that our solutions are also inclusive. Our solutions need to be driven by new ideas, deep insights, and better anticipation of market trends that support us in understanding the challenges of our customers and the wider community.

As a leader, it is a priority that we foster an inclusive work culture where every employee is offered the same opportunity for a successful career. This means company-wide education around bias and barriers



faced by the LGBTQ community, mentoring, and striving for best practice in our own diversity and inclusion policies and practices as well as our advisory work with our clients. Our employee resource group, OUTfront, has been instrumental in increasing engagement for LGBTQ colleagues, developing a strong ally network and translating this to working towards more inclusive products and services.

We understand the importance of being visible and vocal in our commitment to positive change. That's why Capgemini is honoured to be this year's Platinum Sponsor of the Australian LGBTQ Inclusion Awards. We are proud to support ACON in celebrating LGBTQ inclusion in Australia, and I congratulate the individuals and organisations being recognised today for your outstanding achievements in creating safer and more inclusive work environments.



EVERY DAY SHOULD FEEL LIKE THIS

VISIBLE. VOCAL. PROUD.

At Salesforce, we are proud to celebrate and honour the LGBTQIA community. To learn more about careers at Salesforce, please visit salesforce.com/au/careers.

#EqualityForAll



WELCOME FROM THE PRIDE IN DIVERSITY PATRONS



ALAN JOYCE AC

CEO, QANTAS
CO PATRON, PRIDE IN
DIVERSITY



JENNIFER WESTACOTT AO

CEO, BUSINESS COUNCIL
OF AUSTRALIA
CO PATRON, PRIDE IN
DIVERSITY

Ten years ago, the issue of LGBTQ-specific diversity and workplace inclusion was not particularly high on most employers' radar, let alone a central plank of their talent strategy. Over the last decade, the conversation has accelerated right across Australia with positive outcomes for employers and employees alike.

Pride in Diversity has been critical in this journey, assisting so many organisations, including Qantas. Pride in Diversity has developed a set of tools for organisations to leverage, whether it be the AWEI benchmark they curate, the enablement curriculum they deliver or the large library of resources they research and develop.

Pride in Diversity's professionalism and its reach to so many workplaces is something I am proud to be associated with, both as its co-patron and as the CEO of a PID member.

Pride in Diversity is about celebrating and valuing individual differences. Thanks to its tireless efforts over the past decade, fewer LGBTQ Australians today are made to feel like outsiders, whether that's at home, on the sports field, at school or in the workplace.

The high point in this evolution of community attitudes was, of course, the successful marriage equality vote. I'm tremendously proud of the role corporate Australia played in stepping up to advocate for a 'yes' vote. Many companies were encouraged to speak up by their employees who have taken part in Pride in Diversity programs. In the more than two years that I have been privileged to serve as a co-patron, the number of companies who belong to Pride in Diversity has doubled to 312.

A long journey still lies ahead but we can all be proud that Pride in Diversity and its initiatives, such as the Australian Workplace Equality Index, have made enormous strides in challenging prejudices. By promoting tolerance, inclusion and acceptance, Pride in Diversity has ensured LGBTQ Australians no longer walk alone.



Passionate focus on all people

KPMG Australia is proud to be a founding member of Pride in Diversity and to support its efforts in creating workplaces that are inclusive for everyone. We welcome the opportunity to be a sponsor at the *Australian Workplace Equality Awards*.

The diverse and unique perspectives that our people bring to KPMG are our biggest strength. We believe our success lies in creating a culture where everyone feels safe and supported to bring their whole self to work including our employees within the LGBTIQ+ community. Our inclusion and diversity strategy continues to inspire confidence and empower change by contributing to positive social change in our culture and the ever evolving world.

We are proud of all of our people.

KPMG.com.au



WELCOME FROM THE PRIDE IN HEALTH + WELLBEING PATRONS



PROF. KERRYN PHELPS AM

GP & SYDNEY CITY
COUNCILLOR
CO PATRON, PRIDE IN
HEALTH + WELLBEING



MICHAEL EBEID AM

GROUP EXECUTIVE, TELSTRA
CO PATRON, PRIDE IN
HEALTH + WELLBEING

There was a time when many workplaces were hostile, or perceived to be unwelcoming to someone who identified as LGBTQ. Programs like Pride In Diversity and Pride in Health + Wellbeing have not only contributed to making workplaces feel safer, but they have shown that diversity and inclusion philosophies and practices make entire workplace ecosystems happier and more productive.

Pride in Diversity has been instrumental in driving awareness of the benefits of inclusion in all industry sectors and in celebrating that everyone has a part to play. When we can all be our true selves, we contribute more, we achieve more and everyone benefits.

I have seen the changes in approaches to diversity and inclusion in the corporate sector over the past 10 years and so much has spilled over into our communities as well. So much has been achieved, but clearly there is still more work to be done. ACON's Pride Inclusion Programs provide the support, guidance and network opportunities needed for us to continue to drive towards full LGBTIQ inclusion. Congratulations to Pride in Diversity on your 10 year anniversary.



Trans Women in Tech

We have an exciting new program in the works for women who want to upskill in tech and are looking to get back into the workforce. To celebrate, we are holding several spots for trans women and women over 50.

Love your career. Ace your career.

Register your interest or share this link:
capgemini.com.au/womenintech



AWARDS 2020

PLATINUM SPONSOR

CAPGEMINI



A global leader in consulting, technology services and digital transformation, Capgemini is at the forefront of innovation to address the entire breadth of clients' opportunities in the evolving world of cloud, digital and platforms.

Building on its strong 50-year heritage and deep industry-specific expertise, Capgemini enables organisations to realise their business ambitions through an array of services from strategy to operations. Capgemini's conviction is that the business value of technology comes from and through people. It is a multicultural company of almost 220,000 team members in more than 40 countries.

Capgemini is also a responsible company working to ensure that technology and innovation drive sustainable and social development. Named one of the 2020 World's Most Ethical Companies® by the Ethisphere® Institute for the 8th consecutive year, our ambition is to be recognised as "Architects of Positive Futures" across diversity, digital inclusion, and sustainability. Within our LGBTQ+ community, especially our ERG OUTfront, we aim to breakdown bias to ensure our employees can experience an environment where everyone can be their authentic selves.

Visit us at www.capgemini.com.au



We Live Diversity





SALESFORCE

 Together, we can achieve Equality for all.
Equality is a core value at Salesforce. We believe that businesses can be powerful platforms for social change and that it is our responsibility to further Equality for all. Creating a culture of Equality isn't just the right thing to do; it's also the smart thing — empowering us to innovate, build deeper connections with our customers, and ultimately become a better company.

We strive to create workplaces that reflect the communities we serve and where everyone feels empowered to bring their full, authentic selves to work.

There is always more work to be done, but together we can build the path to Equality for All.



SBS

 SBS exists to promote the understanding and acceptance of cultural diversity in Australia and explores issues and stories from the LGBTIQ+ community across TV, radio and online, as a part of our commitment to promote a more cohesive and inclusive Australian society.

SBS is incredibly proud to be an ACON media partner for The Australian LGBTQ Inclusion Awards, celebrating and awarding Australia's top organisations for LGBTIQ+ Inclusion.

LGBTIQ+ award events are so important to recognise and reward the individuals and networks that have made a significant impact within their workplaces.



Australian Government
Australian Taxation Office

At the ATO **Inclusion** is for everyone

We want all our people to be the best they can, and to love where they work. That's why at the ATO we support and celebrate staff of all abilities, genders, orientations, ethnicities and background.

We are proud to support the AWEI Awards and everyone who's involved. Whether you're a contender for an award today (good luck) or you're just here to cheer on this year's champions of diversity.

DE-17742



Passionate focus on all people

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We welcome the opportunity to be a sponsor at the *Australian Workplace Equality Awards*.

KPMG.com.au

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AUSTRALIAN TAXATION OFFICE



When your organisation is twenty thousand-strong like ours, a diverse workforce is a given. And we wouldn't have it any other way.

Our people are the reason the ATO is one of the world's leading tax and superannuation administrations. Their expertise and integrity lead us forward every single day.

So we celebrate them all, regardless of their orientation, age, gender, abilities, ethnicity or background. We celebrate them for who they are and for the great things we know they will achieve.

We're immensely proud of our ongoing sponsorship of the Australian LGBTQ Inclusion Awards. Congratulations to everyone involved from every one of us at the Australian Taxation Office.



KPMG AUSTRALIA



We are proud to be a sponsor of the 10th Australian Workplace Equality Awards as it's only when the diversity and uniqueness of our workforce is not just accepted but celebrated that we can all do our best work.

At KPMG Australia we aim to create a feeling of community and belonging through our networks such as Pride@KPMG – our firm's network for LGBTIQ+ partners, employees and allies. Pride@KPMG is about providing an inclusive space for all our extraordinary people to bring their authentic selves to work, and to be advocates for positive change regarding sexual orientation and gender identity in the workplace and the broader community.



AWARDS 2020 BRONZE SPONSOR

BAKER MCKENZIE



Baker McKenzie believes in creating a firm with individuals from a variety of countries and cultures.

This is the only way for Baker McKenzie to remain a strong and truly global law firm.

We are proud to have created a global inclusive culture whereby all individuals, regardless of background, sexual orientation or gender identity and expression, are safe to be themselves at work. This inclusive culture is strongly supported by programs, training, networks, transparent policies and processes, and development opportunities implemented by the firm.

Regardless of what jurisdiction an LGBTQ employee of the firm is located in, Baker McKenzie will always strive to create a safe and inclusive working environment.



AWARDS 2020 BRONZE SPONSOR

DEUTSCHE BANK



Deutsche Bank

We are delighted to once again sponsor the LGBTQ Inclusion Awards. Every year the bar continues to be raised as organisations like ours seek to do more. We congratulate everyone involved in today's event for the role you play in making Australia's workplaces safer and more inclusive.

We also congratulate Pride in Diversity on its 10th anniversary of incredible work



IBM



For more than 109 years, IBM has helped change the way the world works – from clocks, calculators and typewriters through to today's artificial intelligence, cloud and quantum computing platforms.

While the products we sell may change, our values have remained consistent. We take positions – and act – on issues that matter. Today, that begins with data, AI and security and extends to trust and inclusion.

We believe innovation comes from seeking out and inspiring collaboration in all dimensions. Consciously building inclusive teams and encouraging diversity of ideas helps us make the greatest impact for our clients, our colleagues, and the world.



OUT LEADERSHIP

Out Leadership is the global LGBT+ business network CEOs and multinational companies trust to generate Return on Equality®.

We create global executive events and insights that help leaders realize the economic growth and talent dividend derived from inclusive business, and convene groundbreaking talent accelerators: OutWOMEN, which convenes and celebrates LGBT+ women in business; OutNEXT, the first global leadership development program for the next generation of LGBT+ talent; OL-iQ, the first global LGBT+ inclusion diagnostic tool; and Quorum, which seeks to advance LGBT+ diversity in corporate governance.

Out Leadership is a certified B Corp. For more information, please visit www.outleadership.com

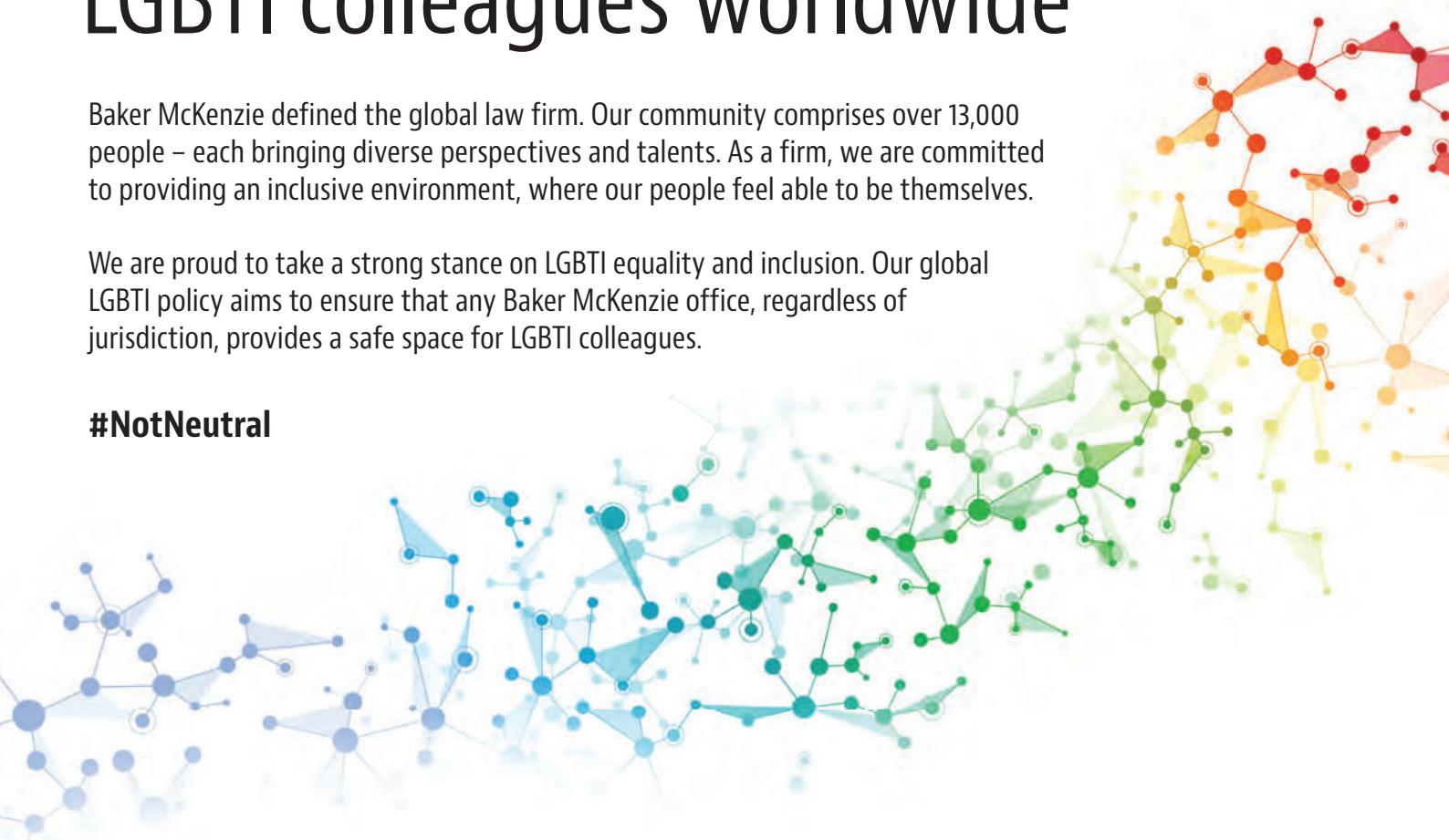
Baker McKenzie.

Creating safe spaces for our LGBTI colleagues worldwide

Baker McKenzie defined the global law firm. Our community comprises over 13,000 people – each bringing diverse perspectives and talents. As a firm, we are committed to providing an inclusive environment, where our people feel able to be themselves.

We are proud to take a strong stance on LGBTI equality and inclusion. Our global LGBTI policy aims to ensure that any Baker McKenzie office, regardless of jurisdiction, provides a safe space for LGBTI colleagues.

#NotNeutral





ABOUT THE AUSTRALIAN WORKPLACE EQUALITY INDEX (AWEI)

THE AWEI

The AWEI is the country's national benchmarking instrument for LGBTQ inclusion within Australian workplaces. Based on the rigorous assessment of evidence submitted annually for the AWEI, the following employer recognition tiers are awarded:

Platinum Employer Recognition

Platinum Employer recognition acknowledges the highest levels of performance within the AWEI over a sustained period of time. Employers must first qualify for Platinum recognition by achieving an AWEI score within the current gold range of scores for four out of the last five successive years; or be awarded Employer of the Year twice within that period.

Once an employer qualifies for Platinum Employer recognition, they may then choose to alternate between a workplace project and the AWEI submission. This reduces the full AWEI benchmarking submission to once every three years should the alternative AWEI project offer be taken up.

Platinum Employer recognition must be maintained annually by maintaining the criteria for four of the last five submission cycles. If this criteria is not met, employers drop back to the employer tier dictated by their score. Annual Platinum status is the highest obtainable recognition within the AWEI.

Gold Employer Recognition

Gold recognition is the highest recognition obtainable for the current year outside of the longevity of Platinum Employer recognition. Gold Employers have obtained the highest AWEI submission scores within the current year. This recognition is indicative of a substantial amount of work and activity in the area of LGBTQ inclusion.

Typically, Gold Employer status recognises organisations sitting within the top 10% of scores obtained. Gold recognition is an outstanding achievement and organisations that obtain this recognition should be applauded for their level of activity over the given year.

Silver Employer Recognition

Silver recognition is given to employers who obtained high scores on the AWEI and provided evidence of a substantial amount of sustained or new work in this area. Silver recognition is difficult to obtain and quite often, the difference between the scores for silver and gold recognition is minimal.

Employers receiving Silver recognition are considered to have been highly active in LGBTQ inclusion in comparison to the national benchmark for the assessed year.

Typically, Silver recognition is limited to organisations that have obtained a score range between the top 10–20% of employers although this may vary slightly year on year depending on score variations annually.

Diversity drives Deutsche

#PositiveImpact

Our dbPride Committee wants to thank our Executive Sponsor **Glenn Morgan** for his outstanding support in 2019.

Through his leadership in LGBTI inclusion, Deutsche Bank is without any doubt a better workplace and for that we are extremely proud and grateful.

Discover why diversity is a valuable resource at Deutsche. Go to db.com/diversity

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ABOUT THE AUSTRALIAN WORKPLACE EQUALITY INDEX (AWEI)

Bronze Employer Recognition

Although a larger number of organisations receive Bronze recognition, the work that is required to achieve Bronze should not be underestimated. This is a substantial recognition that acknowledges a good deal of LGBTQ inclusion activity over the assessed year. Employers that receive this recognition are considered active in LGBTQ inclusion as compared to the national benchmark for the assessed year. Bronze Employers typically sit between the top 20–50% of scores obtained.

Employers who receive Bronze or higher recognition, qualify for a profile within the LGBTQ Inclusive Employers website regardless of whether or not they are members. To access, please visit: www.inclusiveemployers.com.au

Participating Employers

Participating employers are those organisations participating in the AWEI with scores outside of the above recognition criteria. It is important to understand that many of these employers are active in LGBTQ inclusion, while some may be just starting work in this area. Many have strategies in place and are engaged in LGBTQ initiatives and policy review. Participating in the AWEI demonstrates a commitment to LGBTQ inclusion and activity in this area is something that is to be both acknowledged and applauded.

Not-For-Publication Employers

All employers 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. Results are incorporated within the benchmarking data but names withheld for privacy.

Additional Organisational and Individual Acknowledgements

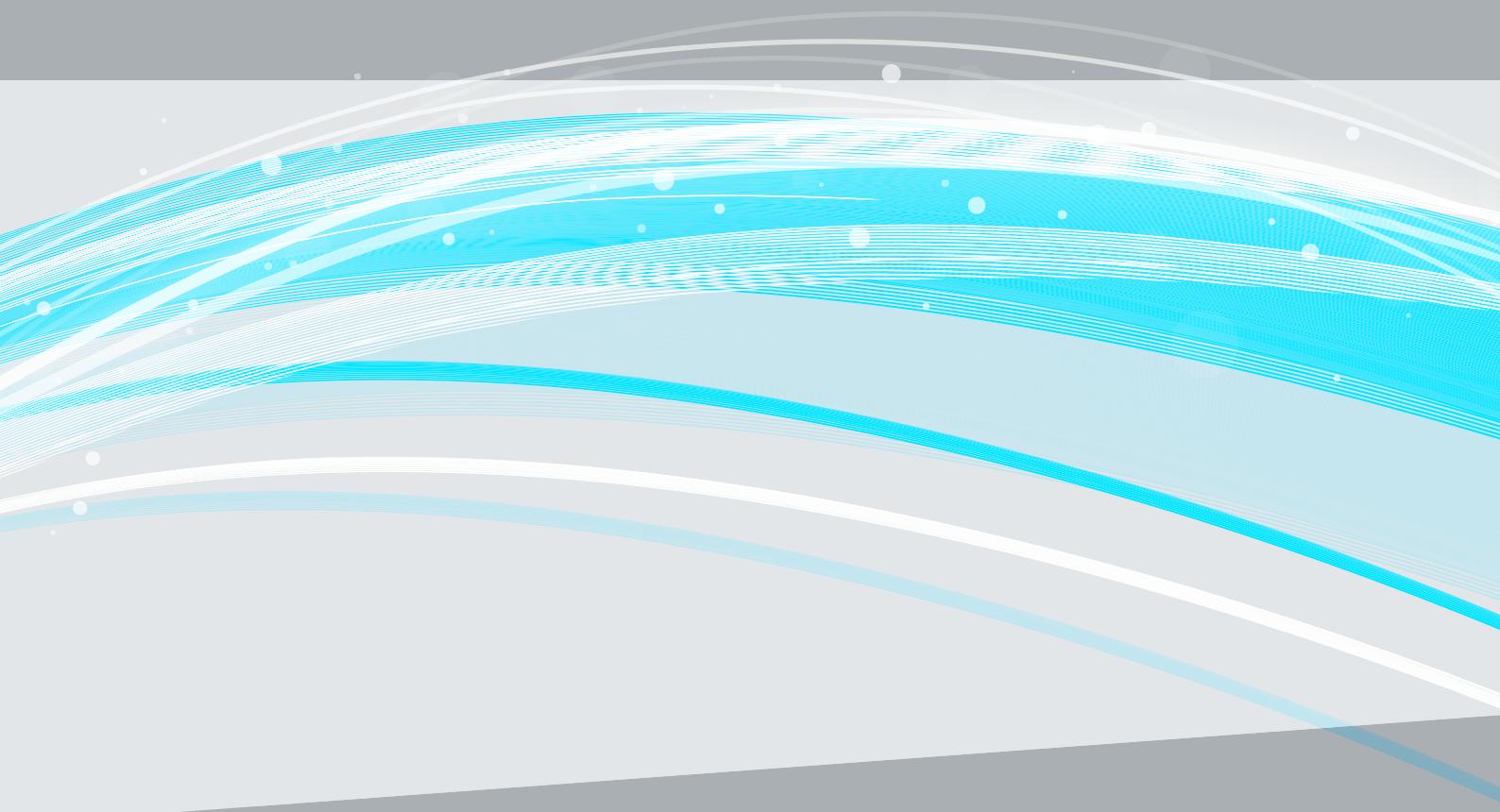
While additional organisational awards or individual awards given at the Awards Luncheon do not form part of the benchmarking data, they are equally assessed against a strict criteria requiring evidence and in many cases, external endorsements. All organisational and individual award submissions are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

Businesses want diverse workplaces where employees feel included and supported – it isn't only a moral imperative, it's also just good business. I'm proud to be patron of the Pride in Diversity program, helping businesses as well as employees create more diverse and productive workplaces.

JENNIFER WESTACOTT AO

CEO, BUSINESS COUNCIL OF AUSTRALIA
CO PATRON, PRIDE IN DIVERSITY

2020 RESULTS





2020 AWEI EMPLOYER RANKINGS



2020 EMPLOYER OF THE YEAR

- RMIT UNIVERSITY



2020 SMALL EMPLOYER OF THE YEAR AWARD

- DENTONS



2020 PLATINUM EMPLOYERS

- COMMONWEALTH BANK
- PWC
- UNIVERSITY OF WESTERN AUSTRALIA

2020 PLATINUM QUALIFIERS

- CLAYTON UTZ
- RMIT UNIVERSITY

CURRENT PLATINUM PROJECTS

- ACCENTURE
- EY
- LENDLEASE
- MACQUARIE GROUP



2020 AWEI EMPLOYER RANKINGS



2020 GOLD EMPLOYERS

- AGL Energy
- Brisbane City Council
- Capgemini
- Clayton Utz
- CSIRO
- Deloitte Australia
- Dept of Agriculture
- IBM
- J.P. Morgan
- NAB
- QBE Insurance Australia
- Queensland Dept of Education
- RMIT University
- SBS
- University of New South Wales
- Woolworths Group

2020 SILVER EMPLOYERS

- Alcoa of Australia
- ASIO
- CBRE
- Deakin University
- Dept of Social Services
- DLA Piper
- EnergyAustralia
- Hollard Insurance
- HSBC Australia
- KPMG Australia
- Macquarie University
- MinterEllison
- Monash University
- NSW Police Force
- Qantas
- Scentre Group
- University of Queensland
- University of Sydney
- Westpac



2020 GOLD SMALL EMPLOYERS

- ADSSI Limited
- Boston Consulting Group
- Clifford Chance
- Dentons
- Deutsche Bank
- McCullough Robertson Lawyers
- Oliver Wyman
- PageGroup

2020 SILVER SMALL EMPLOYERS

- Gilead Sciences
- Royal Bank of Canada



2020 AWEI EMPLOYER RANKINGS



2020 BRONZE EMPLOYERS

- ABC
 - Allens
 - Allianz
 - Aurecon
 - Australian Federal Police
 - Australian Taxation Office
 - Coles
 - Dept of Defence
 - Dept of Health
 - Dept of Industry, Innovation & Science
 - Griffith University
 - IAG
 - Jacobs Australia
 - John Holland
 - Maddocks
 - Mercer
 - NBN Co
 - Salesforce
 - Services Australia
 - Settlement Services International
 - Stockland
 - The Star Entertainment Group
 - Uniting NSW.ACT
 - University of Wollongong
 - Victorian Dept Education & Training
 - Victorian Dept of Environment, Land, Water & Planning
 - Victorian Dept of Health & Human Services
- +1 not for publication

2020 BRONZE SMALL EMPLOYERS

- Allen & Overy
- Key Assets – The Children's Service Provider
- Pinsent Masons
- Russell Kennedy Lawyers
- The GPT Group



2020 AWEI EMPLOYER RANKINGS



2020 PARTICIPATING EMPLOYERS

- Attorney Generals Dept
 - AMP Capital
 - Arup
 - Ashurst
 - Aurizon
 - Australia Post
 - Australian Prudential Regulation Authority (APRA)
 - Australian Securities & Investments Commission (ASIC)
 - Australian Signals Directorate
 - Australian Unity
 - Avanade Australia
 - BP Australia
 - Charles Sturt University
 - Charter Hall
 - Chevron Australia
 - Colin Biggers & Paisley Lawyers
 - Credit Union Australia
 - Crown Resorts
 - Datacom
 - Dept of Foreign Affairs and Trade (DFAT)
 - Dept of Natural Resources, Mines and Energy
 - Dept of Prime Minister and Cabinet
 - Dexus
 - Energy Queensland
 - Essential Energy
 - GHD
 - ICC Sydney
 - IP Australia
 - Life Without Barriers
 - Nando's Australia
 - Newmont
 - Novartis Pharmaceuticals Australia
 - NRMA
 - QIC
 - SAP Australia
 - State Street
 - UnitingCare
 - University of Western Australia
 - Vanguard
 - Victoria University
 - Virtus Health
 - Zurich Financial Services Australia
- +16 not for publication



2020 PARTICIPATING SMALL EMPLOYERS

- Aussie Broadband
 - eBay Australia & NZ and Gumtree Australia
 - Envato
 - HP Australia
 - Interrelate
 - Liberty Financial
 - Moody's Australia
 - Roche
- +4 not for publication

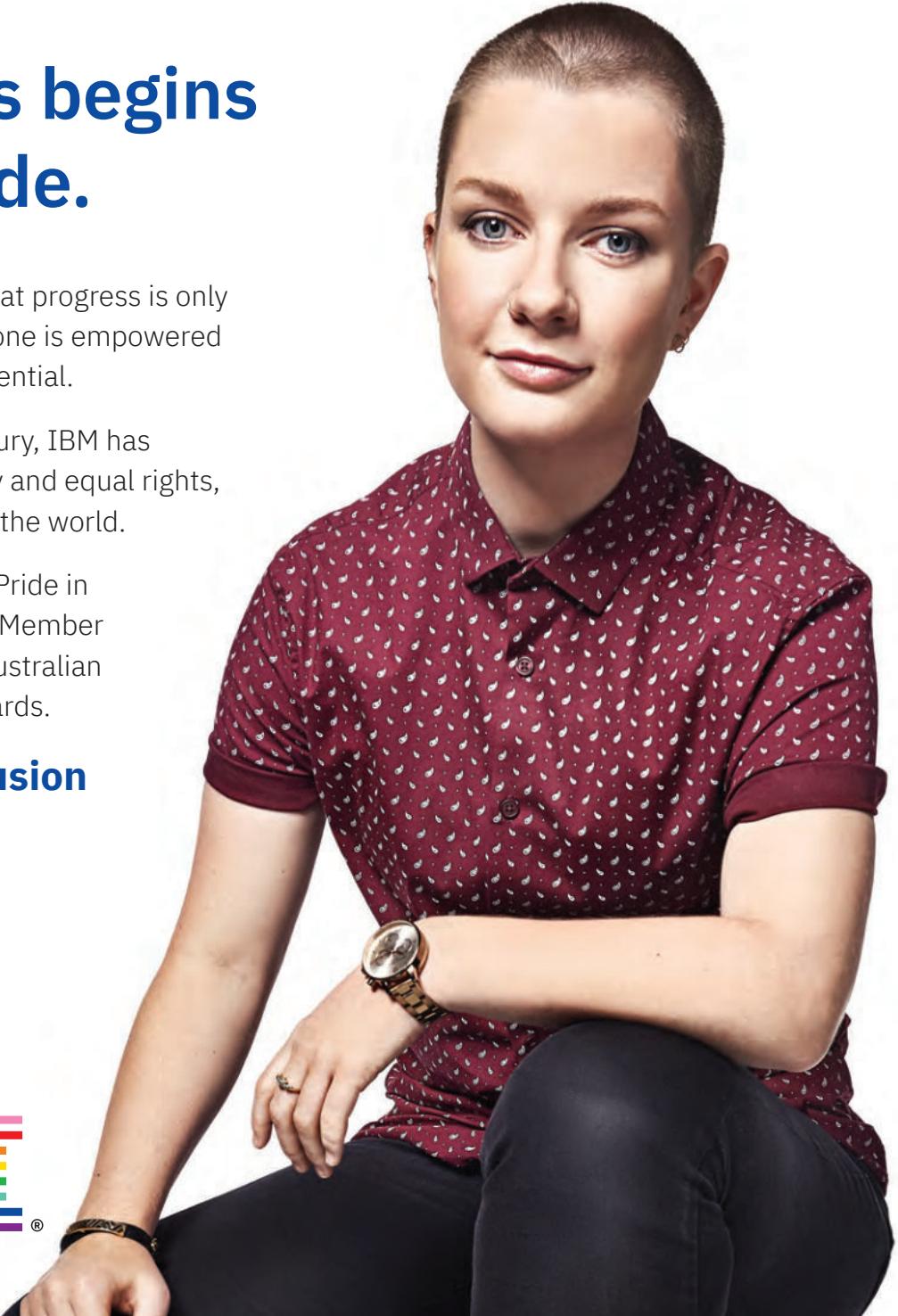
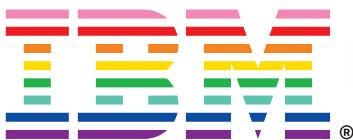
Progress begins with Pride.

At IBM, we believe that progress is only possible when everyone is empowered to reach their full potential.

For more than a century, IBM has championed diversity and equal rights, for our company and the world.

IBM is proud to be a Pride in Diversity Foundation Member and sponsor of the Australian LGBTQ Inclusion Awards.

ibm.com/inclusion





2020 AWEI INDIVIDUAL RECOGNITION



AWEI
NETWORK LEADER
OF THE YEAR

2020 NETWORK LEADER OF THE YEAR

- BEN BROWN, QBE INSURANCE AUSTRALIA
- NATHAN EASTWOOD, CLIFFORD CHANCE



AWEI
EXECUTIVE
LEADERSHIP AWARD

2020 EXECUTIVE LEADERSHIP AWARD

- ALICIA ALBURY, MADDOCKS



AWEI
OUT ROLE
MODEL AWARD

2020 OUT ROLE MODEL AWARD

- CATHY GRASSICK, AUSTRALIAN FEDERAL POLICE



AWEI
SALLY WEBSTER
ALLY AWARD

2020 SALLY WEBSTER ALLY AWARD

- BELINDA YOUNG, AGL ENERGY



AWEI
SAPPHIRE
INSPIRE AWARD

2020 SAPPHIRE INSPIRE AWARD

- ALIX SAMPSON, AGL ENERGY
- MERI MACHIN-ROBERTS, KPMG AUSTRALIA

[OUT] LEADERSHIP is proud to sponsor the 2020 Australian LGBTQ Inclusion Awards

Learn more about our work driving equality
through the power of business, globally:

www.outleadership.com

[OUT] WOMEN

[OUT] NEXT

OL-iQ
by Out Leadership

QUORUM



2020 AWEI EMPLOYER RECOGNITION



2020 ACHIEVEMENT AWARD FOR MOST IMPROVED EMPLOYER

- JOHN HOLLAND



2020 ACHIEVEMENT AWARD FOR MOST IMPROVED SMALL EMPLOYER

- ADSSI LIMITED



2020 EMPLOYEE NETWORK OF THE YEAR

- J.P. MORGAN
- RMIT UNIVERSITY



2020 AWARD FOR THE INCLUSION OF TRANS & GENDER DIVERSE EMPLOYEES

- RMIT UNIVERSITY

Inclusion and diversity are two of our most important resources for the future



Our purpose is to bring people and resources together to build a better world.

Jasper is BHP's employee inclusion group for our lesbian, gay, bisexual, transgender and others (LGBT+) community and its allies. Inspired by the mineral rock jasper, known for its unique multi-coloured patterns, Jasper has grown to over 1,100 members since its formation in 2017.

We're once again proud to support the AWEI awards and everyone involved.

Discover why inclusion and diversity are valuable resources at BHP.

bhp.com/lgbt

Jasper
Our LGBT+ ally network



Be yourself, change the world.

Diversity & Inclusion at Johnson & Johnson means – You Belong.

jn.jnj.com/about-jnj/diversity

Johnson & Johnson
FAMILY OF COMPANIES

 open&out



2020 HWEI SERVICE PROVIDER RANKINGS



HWEI
SERVICE PROVIDER
OF THE YEAR

2020 SERVICE PROVIDER OF THE YEAR

- ADVANCE DIVERSITY SERVICES



HWEI
MOST IMPROVED
SERVICE PROVIDER

2020 ACHIEVEMENT AWARD FOR MOST IMPROVED SERVICE PROVIDER

- ADSSI LIMITED



HWEI
GOLD SERVICE
PROVIDER

2020 GOLD SERVICE PROVIDERS

- ADVANCE DIVERSITY SERVICES
- MEDIBANK
- UNITING NSW.ACT



HWEI
SILVER SERVICE
PROVIDER

2020 SILVER SERVICE PROVIDERS

- FLOURISH AUSTRALIA
- NADA: NETWORK OF ALCOHOL & OTHER DRUGS AGENCIES
- UNITINGCARE QLD



HWEI
BRONZE SERVICE
PROVIDER

2020 BRONZE SERVICE PROVIDERS

- ADSSI LIMITED



HWEI
PARTICIPATING
SERVICE PROVIDER

2020 PARTICIPATING SERVICE PROVIDERS

- LIBERTY DOMESTIC AND FAMILY VIOLENCE SPECIALIST SERVICES
- NURSEWATCH



Australian Government
Australian Taxation Office

At the ATO **Inclusion** is for everyone



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2020 10 YEAR ACHIEVEMENT AWARDS

pride in 10 YEARS
diversity 2020

10 YEAR ACHIEVEMENT AWARD

10 years of Participation,
Highest Ranking University 2010–2020

Only employer to achieve Gold/Platinum every year for
the first 10 years of the AWEI

- UNIVERSITY OF WESTERN AUSTRALIA

10 YEAR ACHIEVEMENT AWARD

Achieved Employer of the Year twice 2010–2020

- PWC
- RMIT UNIVERSITY

10 YEAR ACHIEVEMENT AWARD

Highest Score Increase over any two year period
2010–2020

- DEPT PRIME MINISTER & CABINET

10 YEAR ACHIEVEMENT AWARD

Achieved Employer Network Group of the Year twice
2010–2020

- UNITY, COMMONWEALTH BANK

10 YEAR ACHIEVEMENT AWARD

10 years of participation,
Highest Ranking Public Sector 2010–2020

- AUSTRALIAN FEDERAL POLICE

10 YEAR ACHIEVEMENT AWARD

Highest Frequency,
Highest Ranking NFP/Charity 2010–2020

- UNITING NSW.ACT

10 YEAR ACHIEVEMENT AWARD

Highest Frequency,
Small Employer of the Year 2010–2020

- KEY ASSETS – THE CHILDREN'S SERVICE
PROVIDER

10 YEAR ACHIEVEMENT AWARD

Highest Frequency,
Highest Ranking Private Sector 2010–2020

- ACCENTURE



THANK YOU

In a year of disruption, uncertainty and for many, unprecedented hardship we have been incredibly heartened and humbled by the response to this luncheon and the support given by our members; whether that be through sponsorship, attendance both here in person and on-line streaming, or philanthropic donations of ticket funds.

We could not have held this event without that support and so, because of you, we are able to celebrate today and acknowledge the amazing work of so many of our members. With deepest gratitude and appreciation to everyone.

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- Qantas
- Salesforce
- SBS
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