

*Effective 1 January 2015



ABOUT PRIDE IN DIVERSITY

Pride in Diversity is Australia's national not-for-profit employer support program for all aspects of LGBTI Workplace Inclusion and the developers of the Australian Workplace Equality Index and the Australian National LGBTI Recruitment Guide. Pride in Diversity sits within the ACON Health suite of programs, Australia's largest health promotion organisation specialising in HIV and LGBTI health. Pride in Diversity is a membership program funded via employer memberships and sponsorships. Pride in Diversity is an internationally recognised program working with affiliates Diversity Champions (Stonewall UK), Out & Equal (US), Community Business (Hong Kong), Oogachaga (Singapore), Pride at Work (Canada) and GLEN (Ireland).



EXTERNAL CONSULTING AND SPEAKER ENGAGEMENT

Pride in Diversity provides external consulting and training to non-member organisations on a fee-for-service basis. Director Dawn Hough is also available for speaking engagements on all aspects of LGBTI Workplace Inclusion. Training programs delivered by the Pride in Diversity Team include: LGBTI Awareness / Sensitivity Training, LGBTI Ally Training, Employee Network Group Training, Training for HR Staff, Contact Officers, Diversity Teams and Executive. Consulting includes policy review, setting up LGBTI Employee Networks, LGBTI Strategy Planning, Stakeholder engagement, communications and preparation for the AWEI or Rainbow Tick Accreditation. Extensive "HOW TO" training for the Rainbow Tick can also be provided via our ACON team.

TRAINING, CONSULTING, SPEAKING RATES

*Not inclusive of travel costs	Non-Member Rates	Member Rates (for <u>additional hours</u> outside of membership allocation)
Minimum callout – up to 2 hours	\$500.00 plus GST	\$320.00 plus GST
Half day – up to 4 hours	\$1000.00 plus GST	\$600.00 plus GST
Full day – up to 8 hours	\$1800.00 plus GST	\$1100.00 plus GST
AWEI Executive Debrief and presentation	\$1750.00 plus GST	Included within membership
Training Packages – Hours in Credit (*unused hours expire one year from purchase)	14 hours - \$4,000.00 plus GST 21 hours - \$5,500.00 plus GST	TRAINING ADD-ON PACKAGES: 14 hours - \$2,500.00 plus GST 21 hours - \$3,500.00 plus GST

MEMBERSHIP BENEFITS 2015-2016

Membership to Pride in Diversity provides organisations active in LGBTI inclusion, or those starting to introduce LGBTI Inclusion into their diversity strategy with extensive support, resources, networking opportunities, training, consulting and advice via a dedicated account manager and frequent interaction with other LGBTI diversity practitioners within your local area. Pride in Diversity is a national program with the opportunity to train your staff in-house and provide face-to-face consulting expertise within Sydney, Canberra, Melbourne, Brisbane and Perth. Arrangements can also be made for staff within Adelaide, NT and Tasmania.

MEMBERSHIP TIERS 2015-2016

Tier 1, 2 and 3 memberships all include the following membership benefits in addition to those listed below the appropriate Membership Tier (see table on page 3):

- Dedicated account manager to provide ongoing telephone / email support in all aspects of LGBTI inclusion ensuring that you maximise the full benefits of the program. (See training offerings for your membership tier on the following page)
- Access to members only area of the Pride in Diversity Website (research, resources)
- 2 hard copies of annual PID publication focusing on an area of LGBTI workplace inclusion
- Copy of the annual National LGBTI Recruitment Guide
- 2 hard copies of the annual AWEI Benchmarking Publication
- Soft copies of all of the above publications for internal distribution (with the ability to upload to your intranet site)
- Discounted member prices on LGBTI inclusion merchandise to support your LGBTI inclusion initiatives
- LGBTI Dates of Significance: 1 x Information and Resources Kit for LGBTI Days of Significance: IDAHOT, Wear It Purple, World AIDS Day, Transgender Day of Remembrance.
- Access to Pride in Diversity targeted news / update services in addition to Quarterly PID Working Paper Discussion.
- Discounted member tickets to the Annual Pride in Practice LGBTI Workplace Conference
- Option for listing within the Members Page on the Pride in Diversity Website
- Recruitment Support/Profiling: 2 page organisational profile in the National LGBTI Recruitment Guide (optional)
- Recruitment Support/ Profiling: Organisational Profile on the Inclusive Employers pages of the Pride in Diversity Website (optional)
- Recruitment Support /Profiling: Ability to place free job ads on the Recruitment Pages of the Pride in Diversity Website
- Invitation to staff to join Pride in Diversity in key community events: ie. Mardi Gras, World AIDS Day Activities
- Exclusive use of Pride in Diversity Logo for internal / external communications
- Exclusive use of Rainbow flag on Job Ads / Profiles on GRADConnect

GOLD MEMBERSHIP

\$10,000.00

Incorporates portion of membership supporting the work of Pride in Diversity.
Earns points under community support in AWEI.

- Tier 2 Membership for the year (value \$5,500.00)
- Soft copy logo acknowledgement of Gold Membership [year]
- Website acknowledgement of Gold Membership [year]

In addition to the above General Membership Benefits on the first page, your membership provides you with the following additional benefits (appropriate to Membership Tier)

*All rates quoted are exclusive of GST

Tier 1 Membership: \$2500*	Tier 2 Membership \$5500*	Tier 3 Membership \$8500*	"Add-on" Training Budget Packages	"Add-on" Regional Membership \$5000*
**All General Membership Benefits (see previous page)	**All General Membership Benefits (see previous page)	**All General Membership Benefits (see previous page)	Your Tier 1, 2 or 3 Membership Level + Additional Training/Consulting Hours	Your Tier 1, 2 or 3 Membership Level (Australia) +Regional Benefits as stated below
Target Group: <100 Employees / Regional Employers with less than 100 employees or based within a single office in a region or state that roundtables / networking events are not currently held in.	Target Group: 100+ Employees Employers active in, or starting to focus on LGBTI workplace inclusion	Target Group: 100+ Employees Employers active in, or starting to focus on LGBTI workplace inclusion who would like to incorporate additional support within the membership year or would like to spread membership benefits across subsidiary organisations.	Target Group: Employers wanted to allocate training budget for additional training/support over the membership year. These packages have been designed to draw from training budgets for additional training/consulting hours Can be utilised for training, consulting, speaker engagement, AWEI or Rainbow Tick preparation.	Regional Benefits: <ul style="list-style-type: none"> • Unlimited telephone / email support to your regional offices • 2 day consecutive visit to one of your regional offices of choice throughout membership year (all costs covered by membership) • When in the area for another regional member, optional office meeting/catchup or consulting (up to 4 hours) with the opportunity to cover additional accommodation / travel expenses should you wish to extend. • Shared regional membership access to members only area of the website and publications.
Training/Consulting Benefits: <ul style="list-style-type: none"> • Unlimited telephone / email support as required • Catch-up meetings throughout the year (via phone where necessary) • Plus annual strategy & planning meeting (via phone where necessary) • Plus full executive debrief (2 hours) on AWEI if submitting (value \$1750.00) 	Training/Consulting Benefits: <ul style="list-style-type: none"> • Unlimited telephone / email support as required, catchup meetings throughout the year • Up to 8 hours face-to-face engagement (on-site) over the membership year. Can be utilised for training, consulting work, speaker engagement, AWEI or Rainbow Tick preparation (general catchup meetings do not come out of this allocation) • Plus annual strategy & planning meeting • Plus full executive debrief (2 hours) on AWEI if submitting (value \$1750.00) 	Training/Consulting Benefits: <ul style="list-style-type: none"> • Unlimited telephone / email support as required, catchup meetings throughout the year • Up to 25 hours face-to-face engagement (on-site) across your organisation or related subsidiaries over the membership year (shared hours). Can be utilised for training, consulting work, speaker engagement, AWEI or Rainbow Tick preparation (general catchup meetings do not come out of this allocation) • Plus annual strategy & planning meeting • Plus full executive debrief (2 hours) on AWEI if submitting (value \$1750.00) 	TRAINING PACKAGE 1: Add-on Training Budget \$2500* Your Tier 1, 2 or 3 Membership Level + An additional 14 hours training/consulting over the membership year (excluding associated travel costs if applicable). * Unused hours will expire at the end of the membership year. TRAINING PACKAGE 2: Add-on Training Budget \$3500* Your Tier 1, 2 or 3 Membership Level + An additional 21 hours training/consulting over the membership year (excluding associated travel costs if applicable). * Unused hours will expire at the end of the membership year.	
Best Practice Roundtables <ul style="list-style-type: none"> • Ability to dial in to 3 roundtables (practitioner practice sharing / discussions) of your choice a year. 	Best Practice Roundtables Ability to send 1-2 delegates to each state based round table, held 3-4 times per year (number of delegates will depend on State). Professional Networking Events Professional Networking Events for your LGBTI Allies across Sydney, Melbourne, Canberra, Perth, Brisbane throughout the year.	Best Practice Roundtables Ability to send 1-2 delegates to each state based round table, held 3-4 times per year (number of delegates will depend on State). Professional Networking Events Professional Networking Events for your LGBTI Allies across Sydney, Melbourne, Canberra, Perth, Brisbane throughout the year. Recruitment Support / Profiling <ul style="list-style-type: none"> • Ability to profile <u>all subsidiaries</u> within the Australian National LGBTI Recruitment Guide and on the Inclusive Employers page of the PID website • Ability to list <u>all subsidiaries</u> as members on the PID Members list. 		