

pridein**diversity**

AWARE

AUSTRALIAN WORKPLACE EQUALITY INDEX 2016

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Our greatest asset is what makes us different.

Goldman Sachs is a proud supporter of Pride in Diversity and Australian Marriage Equality.

At Goldman Sachs, we know that without the best people, we cannot be the best firm. We recognize the value that every employee brings, and people perform better when they can be themselves. Our Talent Development team strives to foster an inclusive environment where each employee feels they can bring their entire self to work through supporting employee affinity networks numerous partnerships, including one with the firm's Lesbian, Gay, Bisexual, Transgender and Intersex (LGBTI) Network. Some of their efforts and achievements include educating colleagues on issues of sexual orientation and gender identity, supporting professional development and promoting mentorship. These efforts serve to foster a strong sense of community and illustrate the belief that our success depends on having people who reflect the diversity of the communities and cultures in which we operate.

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WELCOME FROM OUR PRIDE IN DIVERSITY DIRECTOR



DAWN HOUGH

Director

ACON's Pride Inclusion Programs

Pride in Diversity, Pride in Sport

On behalf of ACON and the Pride in Diversity team, it gives me great pleasure to present the 2016 benchmarking data set along with profiles from some of our award winning employers.

We have continued over the last six years to see a remarkable shift in LGBTI workplace inclusion. The index has gone from strength to strength, and in this year, the last of the 2nd AWEI iteration, we are still continuing to see high levels of achievement surpassing all expectations. For that we congratulate you.

In 2017 we move to a new AWEI and a new publication. For next year's publication we will focus on the benchmarking data and survey results; releasing this information quickly. Our website will focus on highlighting some of the amazing work of award winning organisations while maintaining an active log of media, news stories and testimonials. If you haven't done so already, we encourage you to visit the www.pid-awei.com.au website to not only review some of the stories surrounding this year's winners but also to familiarise yourself with the new AWEI, support documentation and training videos.

Next year we will also see the introduction of new awards along with the presentation of the Pride in Sport Awards for the very first time. It's going to be an exciting event.

Thank you to each and every participating employer for your contribution to not only LGBTI workplace inclusion within Australia, but this important data set that will continue to determine, shape and lead our work in this important area of diversity practice.

And once again, a great many thanks to Goldman Sachs for their sponsorship of this publication for the last six years. We couldn't produce this without you!

WELCOME FROM OUR 2016 PUBLICATION SPONSOR



SIMON ROTHERY
CEO, Goldman Sachs
Australia & New Zealand

Goldman Sachs is honoured to sponsor the Australian Workplace Equality Index (AWEI) annual benchmarking publication for the sixth consecutive year. We would like to extend our congratulations to all the organisations and their Lesbian, Gay, Bisexual, Transgender and Intersex (LGBTI) networks who took part in the 2016 AWEI.

As a founding member of Pride in Diversity, we hope this publication provides support and guidance to further advance the work on LGBTI inclusion across Australia in the same way it did for Goldman Sachs.

At Goldman Sachs, we are committed to ensuring we offer an inclusive workplace that embraces all forms of diversity. We believe people have the right to a welcoming, respectful workplace where employees can bring their whole selves to work and fully utilise their insights, talents and experience.

We are proud to feature consistently in the Top 10 of the AWEI since its inception and this year, to additionally qualify for Platinum Tier status. Work has already begun on our inclusion project, which we look forward to sharing next year.

It is gratifying to know that the progress of our senior leadership, GLaM (Gays, Lesbians and Mates) Network and Human Capital Management team continues to be recognised. We are appreciative of the sharing of best practices across the Pride in Diversity member organisations which has in turn helped us to learn and grow throughout our journey.

We are delighted to see continued progress being made across Australia with regard to LGBTI inclusion and look forward to building on our success with PID and our fellow supporters of the national benchmark for LGBTI inclusion.

Goldman Sachs

WELCOME FROM OUR 2016 EMPLOYER OF THE YEAR



BRAD COOPER

CEO, BT Financial Group

Executive Sponsor of GLOBAL

We are extremely proud that Westpac Group has been recognised as the number one employer in the AWEI.

In conjunction with GLOBAL our employee action group for LGBTI Inclusion, our senior leaders, and our Diversity and Inclusion team, we have built an engaged, welcoming and respectful workplace where our staff and our customers can be themselves. We are both excited and honoured that we have come from 9th place when we first entered the awards 4 years ago, to 3rd, to 2nd, and now first.

We are encouraged by the amazing progress our Pride in Diversity partners are also making with regard to LGBTI Inclusion, and are grateful for their support.

As Australia's oldest company, Westpac Group supports you being you.



OUR PRIDE IN DIVERSITY PATRON



**THE HONORABLE
MICHAEL KIRBY AC CMG
Patron**

Once again we come together to acknowledge the progress being made in Australia in inclusion and non-discrimination in work, sport and life.

Once again, outstanding successes will be celebrated across a wide range of activities and sectors of our society. At occasions like this, it is easy to fall into the trap of believing that ignorant and unscientific prejudice against LGBTI citizens has been overcome in our country and is a thing of the past. Unfortunately, this is not so.

Full equality has not been achieved in 2016. In fact, there have been some notable reverses in the past year which we need to look squarely in the eyes. They include the delay in achieving marriage equality which has now long been available in other countries whose legal systems we once thought lagged far behind our own. A totally exceptional step of a plebiscite has been inserted into the enactment of a law by the Federal Parliament on marriage, a matter on which Parliament has full constitutional power. Nothing like this has happened in Australia since the divisive conscription plebiscites of the First World War.

As well, a senior church figure attempted to persuade a major Australian corporation to withdraw its public support for marriage equality, important to its staff, customers and citizens, by suggesting that otherwise it might lose church business. Fortunately, the effort eventually failed but the attempt showed the level of hostility. So did the response to attempts to provide for school education that mentions LGBTI identity. And that program was modified.

These steps are not only deeply hurtful to many of us. They are also a clear sign that the struggle for full dignity in Australia is far from over.

Therefore, in the midst of our celebrations and prizes, we need to redouble our persuasion and examples of progress until every shabby element of prejudice, inequality and hostility is expunged from Australia's national life. And we need to support the efforts of Pride in Diversity and ACON to achieve these goals.

Taken from Awards Luncheon Opening, May 2016

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ABOUT THE AUSTRALIAN WORKPLACE EQUALITY INDEX (AWEI)

HISTORY

The Australian Workplace Equality Index originally drew from the rich experience, expertise and methodology of the Diversity Champions Workplace Equality Index published by Stonewall in the UK.

The Australian Index was officially launched in November 2010 at Australian Federal Police Headquarters in Canberra acknowledging the AFP's early support of Pride in Diversity as a Foundation Member and their sponsorship support of the Index's initial development.

This allowed Pride in Diversity to work closely with Stonewall UK to ensure a localised starting point targeting mid-level practice within the current Australian context. The methodology utilised by the Index was academically scrutinised by Academic Advisor Dr. Raymond Trau resulting in high praise for its rigour and objectivity.

The AWEI now stands as the definitive national benchmark on LGBTI workplace inclusion and comprises the largest and only national employee survey designed to gauge the overall impact of inclusion initiatives on organisational culture as well as identifying and non-identifying employees.

The Index drives best practice in Australia and sets a comparative benchmark for Australian employers across all sectors. For this reason alone, the Index has to be comprehensive and rigorous. The work compiled annually by employers submitting for the Index is a testament to the importance of LGBTI inclusion with their current D&I initiatives.

Employer participation in the Index and the optional employee survey has grown annually since its launch in 2010 and in 2014 moved from recognising the Top 10 Employers to the Top 20 Employers.

HOW REFLECTIVE ARE TOP EMPLOYERS OF BEST PRACTICE WITHIN AUSTRALIA?

While Awards are a nice end-result to the Index, the real intent of the index is to gauge, monitor and move Australian practice closer to International Best Practice.

Many Awards nomination processes boast a much quicker and less cumbersome submission process, but the AWEI is extremely comprehensive and evidence based and therefore 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. Evidence may entail a detailed description of a process or alternatively copies of supporting documentation to validate responses. This ensures that all employers are measured on not only the same criteria but also that they have flexibility in their approach to meeting that criteria (provided sufficient evidence is supplied).

As the Index is used for benchmarking purposes, its necessary rigour and submission process provides an accurate gauge as to the level of inclusivity currently being worked on within the submitting employer organisation. The current AWEI measures practice in terms of:

- Inclusive Policy and Practice (30 pts)
- Inclusive Culture and Visibility (60 pts)
- Staff Awareness Training and Development (30 pts)
- Monitoring (10 pts)
- Supplier Diversity (15 pts)
- Community Engagement (30 pts)
- Inclusion beyond (10 pts)
- Additional work not covered within the Index (10 pts)
- Participation in the optional employee survey (5 pts)

HOW ARE AWEI SUBMISSIONS ASSESSED?

The assessment process is rigorous.

For the full benchmarking instrument, the following applies:

Each submission is marked in isolation on separate scoresheets by at least two members of the Pride in Diversity team using a comprehensive rubric identifying the evidence required for every question to warrant a point.

Once the submission has gone through at least two individual marking processes, a "score comparison" sheet is completed identifying any questions for which the two markers disagree a point value based on the evidence supplied.

Once this sheet has been completed, the two scorers meet to discuss any difference in points allocated. This involves referring to the original submission, combing through the evidence supplied and finally agreeing a point value. This process is repeated until all score values have been investigated and agreed. Highest ranking employers within the Top 10 will often undergo three individual markings, comparisons and an agreement meeting.

Once all submissions have undergone the two individual markings, score comparisons and meetings to agree on the final outcome for each question, the scores for each question within the submission are entered into a spreadsheet. The spreadsheet tallies section scores and finally produces a leader table.

From the leader table, a benchmark for good practice is gauged and the minimum score is set for Bronze, Silver and Gold Status Employers.

Data is then collected for industry, sector and tier benchmarking.

In regard to individual assessments:

Each submission gets an initial assessment against point criteria by members of the Pride in Diversity team, in isolation.

Each marker will then compile a summary sheet for their marking along with recommendations and reasons for their support of a nomination (listing unique contributions and impact).

The individually marked sheets for each nomination are then tallied into an overall count sheet that averages the individual marks given for each assessment and identifies the Top 2-3 contenders for the award by both point value and individual marker nominations.

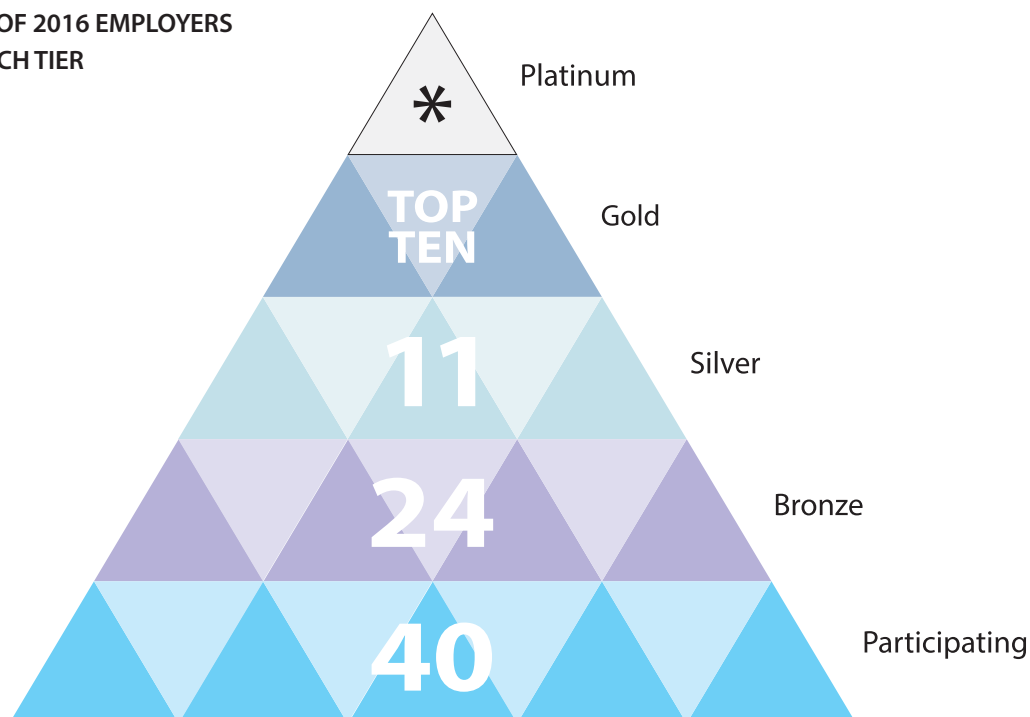
The markers then meet to discuss and argue the overall winner for each submission based on evidence and impact provided within the submission. All markers must agree on the final winner for the award to be given.

Receipt of a nomination does not guarantee that an award will be given that year. Minimum criteria needs to be met.

For more information on the AWEI, please contact the **Pride in Diversity** office on **(02) 9206 2139**.

2016 EMPLOYEE TIER RECOGNITION: WHAT YOUR STATUS MEANS

NUMBERS OF 2016 EMPLOYERS
WITHIN EACH TIER



AWEI PLATINUM TIER EMPLOYERS

Platinum Recognition awards significant levels of achievement over a five year period. This is the ultimate recognition for employers that wish to set themselves apart as long-term leaders in LGBTI workplace inclusion. Platinum Recognition is difficult to obtain and maintain. **To qualify for Platinum Recognition, an employer must be one of the ten highest performing organisations overall at least four times within the last five years, or have achieved Employer of the Year twice within that period.** Platinum Employers can continue to submit for the AWEI annually or choose to alternate the AWEI with project work. Project work must be completed as per an approved submitted proposal or a minimum Platinum score achieved on the AWEI. If results do not meet requirements for Platinum, appropriate recognition will be awarded. Employers must continue to meet the qualifying criteria for Platinum to maintain Platinum Recognition.

* **Platinum projects currently underway:** Goldman Sachs and PwC

2016 Platinum Qualifiers: Accenture, Lendlease, The University of Western Australia and Westpac

AWEI GOLD TIER EMPLOYERS

Employers of choice for LGBTI employees. Gold tier employers are highly active in LGBTI workplace inclusion and have achieved significant results in this area. To achieve this recognition, employers must attain a **minimum score** set by current practice **and** achieve a comparative ranking of 1 through to 10 within the Index (Employers that meet one but not both criteria will be awarded Silver tier).

- Allens
- Accenture
- Australian Federal Police
- Commonwealth Bank of Australia
- EY
- Macquarie Bank
- National Australia Bank
- The University of Western Australia
- Uniting
- Westpac Group

AWEI SILVER TIER EMPLOYERS

Organisations that have undertaken a significant amount of work in the area of LGBTI inclusion and are currently very active in this space. Silver tier employers must attain a **minimum score** set by current practice **and** achieve a comparative **ranking of 11 through to 20** within the Index (Employers that meet one but not both criteria will be awarded Bronze tier).

- AGL Energy
- ANZ
- Baker & McKenzie
- Bankwest
- Department of Defence
- Deutsche Bank
- IBM
- Lendlease
- Norton Rose Fulbright
- NSW Police Force
- Telstra

AWEI BRONZE TIER – ACTIVE EMPLOYERS

Organisations that have provided sufficient evidence of work in this space to be considered active in LGBTI workplace inclusion. Bronze tier employers must achieve a **minimum score** set by current practice and show a considerable amount of activity in this area. **This recognition is significant and should not be underestimated in comparison.**

- Alcoa of Australia
- American Express
- Ashurst Australia
- Australian Taxation Office
- Aurecon
- Aurizon
- Australian Red Cross Blood Service
- Clayton Utz
- Corrs Chambers Westgarth
- Deakin University
- Deloitte
- Department of Premier & Cabinet
- Gilbert + Tobin
- HSBC Australia
- J.P. Morgan
- Key Assets
- KPMG
- Macquarie University
- Medibank
- State Street
- The Star Entertainment Group
- The University of Queensland

+2 employers not for publication



AWEI PARTICIPATING EMPLOYERS

Organisations that participated in the AWEI for the identified year. These employers are currently working on LGBTI inclusion initiatives and have submitted evidence of work being implemented (or started) within the assessed year.

- A.T. Kearney
- Attorney General's Department
- Australia Post
- Australian Taxation Office
- CBRE
- Citibank
- Department of Justice & Regulation
- Department of Agriculture & Water
- Department of Education & Training
- Department of Foreign Affairs & Trade
- Department of Health
- Department of Immigration & Border Protection
- Envato
- General Electric
- Griffith University
- Henry Davis York
- IAG
- Mercer
- MinterEllison
- QBE
- Richmond PRA
- Royal Bank of Canada
- The University of Sydney

+17 employers not for publication

TOP 20 EMPLOYERS 2016

RANK	EMPLOYER	NO. YEARS IN TOP 10 LIST
1	WESTPAC GROUP	4
2	COMMONWEALTH BANK OF AUSTRALIA	3
3	EY	1
Equal 4	MACQUARIE BANK THE UNIVERSITY OF WESTERN AUSTRALIA	2 6
6	UNTING	1
7	NATIONAL AUSTRALIA BANK	2
8	ACCENTURE	5 
9	AUSTRALIAN FEDERAL POLICE	4
10	ALLENS	1
11	NSW POLICE FORCE	1
12	LENDLEASE	4
13	AGL ENERGY	
14	ANZ	2
15	TELSTRA	1
16	NORTON ROSE FULBRIGHT	
17	DEUTSCHE BANK	
18	IBM	4 
19	BANKWEST	
Equal 20	BAKER & MCKENZIE DEPARTMENT OF DEFENCE	

Previous Employer of the Year = 

AWARD WINNERS 2016

Employer of the Year

WESTPAC GROUP

Highest Ranking NFP/Charity

UNITING

Highest Ranking University

THE UNIVERSITY OF WESTERN
AUSTRALIA

Highest Ranking Small Employer – AWEI

KEY ASSETS

Highest Ranking Public Sector Employer

AUSTRALIAN FEDERAL POLICE

High Performing Networks

COMMONWEALTH BANK – UNITY
DEUTSCHE BANK – DB PRIDE
EY – UNITY

Achievement Award for Most Improved

CLAYTON UTZ

LGBTI Employer Network of the Year

COMMONWEALTH BANK – UNITY

Innovation Award

ACCENTURE

Out Role Model

RHIANNON KOP – AURIZON

CEO of the Year

GREG WARD
MACQUARIE BANK

Sapphire Inspire Award

SUZI RUSSELL-GILFORD
PWC

Inclusion Champion

BRAD COOPER
BT FINANCIAL GROUP

Executive Leadership Award

SUPT TONY CRANDELL
NSW POLICE FORCE

Regional Inclusion Champion

STEVE RIENIETS – AGL

Transgender Inclusion Award

NSW POLICE FORCE

Small Employer Award

DOMESTIC VIOLENCE SERVICE
MANAGEMENT NSW

Sally Webster Ally Award

MELISSA TANDY – ANZ

WHAT OUR AWARD WINNERS SAY...



RANKED 1
2016 EMPLOYER OF THE YEAR

WESTPAC GROUP
Brian Hartzler
Chief Executive Officer

Westpac is proud to be recognised as the Number One Employer in the AWEI. We are also honoured that GLOBAL's Executive Sponsor, Brad Cooper, has been recognised as an LGBTI Inclusion Role Model.

At Westpac Group, we believe our longstanding commitment to building a truly diverse and inclusive culture is one of the things that underpins our success. As Australia's oldest company, we are serious about maintaining a workplace that is safe and respectful for our LGBTI employees.

We know that having unique people working together delivers extraordinary results, so we will continue to take the lead on initiatives that bring out the best in each and every one of our people.



RANKED 2 +
LGBTI EMPLOYEE NETWORK OF THE YEAR

COMMONWEALTH BANK
Matt Comyn
Group Executive
Retail Banking Services

I have been proud to serve as one of the Group Executive champions for our LGBTI colleagues over the past three years.

At Commonwealth Bank, we're determined to create a culture that inspires everyone to give their best by embracing diversity. We've made good progress since 2012 following the launch of Unity, our LGBTI and allies employee network, and our work continues to ensure all our people feel comfortable to be themselves at work.

For Unity to be recognised as the 2016 LGBTI Employee Network of the Year was a testament to the hard work of our people helping to foster inclusion and respect for our LGBTI colleagues and customers.



RANKED 3

EY
Tony Johnson
Oceania CEO and Regional
Managing Partner

I'm extremely proud that EY has been recognised by the AWEI awards for our LGBTI inclusive culture. Our top three ranking in the awards acknowledges our determination to create an environment where everyone can be comfortable bringing their whole selves to work. It also reflects the encouragement and reassurance our LGBTI people and allies receive from our supportive policies and practices.

EY has established mutually rewarding relationships with leading LGBTI inclusive organisations to promote the importance of diversity among the communities in which our people live and work. Through our ongoing collaboration with ReachOut we champion mental health for LGBTI youth across Australia. We also support diversity in sports through our contribution to the Sydney Convicts.



RANKED EQUAL 4

MACQUARIE BANK

Greg Ward
Deputy Managing Director

Every day, I see new examples of the wonderful change that our focus on diversity and inclusion has prompted within our business. To me, pride means embracing our differences and understanding that there is no 'right', 'wrong', or 'normal' when it comes to our individuality. So I'm very proud that together we have built an environment where people feel comfortable to be who they truly are, where everyone is encouraged to understand, discuss, and eradicate bias. Thanks to employee groups like Pride@Macquarie, we are more open, accepting and free to be ourselves than ever before – and that is something to celebrate. Our journey is by no means over, but being recognised as a top 5 employer in the AWEI is a welcome acknowledgement of our considerable efforts and how far we have come in a relatively short time.



**RANKED EQUAL 4 +
HIGHEST RANKING
UNIVERSITY**

**THE UNIVERSITY OF
WESTERN AUSTRALIA**

Professor Paul Johnson
Vice-Chancellor

The University of Western Australia takes great pride in having retained our place in the Australian Workplace Equality Index (AWEI) top 10 since its inception in 2011.

Additionally, as the only Australian university included in the top 10 we are committed to leading the higher education sector in embracing diversity and it is pleasing to see this hard work being recognised.

Providing a safe and supportive environment for all our staff and students remains a priority for UWA as we continue to implement our Inclusion and Diversity Strategy.



**RANKED 6 +
HIGHEST RANKING
NFP/CHARITY**

UNITING

Steve Teulan
Director

For Uniting, pursuing inclusiveness has a special significance. It is core to our organisational values and the values of the Uniting Church, that is to respect the inherent dignity of each person, a passionate commitment to social justice and the celebration of diversity – not just the acceptance or tolerance, but celebration of diversity.



RANKED 7

NATIONAL AUSTRALIA BANK

Lorraine Murphy
Chief People Officer

At NAB we know that if we have diversity without inclusion, we are missing the most important part. Talented, hard-working people are welcome at NAB and can thrive regardless of who they are, who they love, or what gender they identify as. Being able to be yourself at work is just one key to offering our customers great service.

I am proud that NAB has again been named as a Top 10 Employer of choice for LGBTI employees. Our people need to feel safe and trust us as an employer. NAB's leaders are committed to continuing to build this sense of safety and trust. Our employee-run network, Pride@NAB, also helps to connect and support our LGBTI employees.



**RANKED 8 +
INNOVATION
AWARD**

ACCENTURE

Jack Percy
Country Managing Director

We are proud of the continuing recognition we receive from AWEI for our support of the LGBTI community, even more so of the positive impact that all award winners and entrants, together, have on our workplace culture in Australia.

A respectful, inclusive and safe work environment – in which individual differences are honoured and valued – is the foundation for high performance. When people feel supported and encouraged to perform to the best of their ability, our clients and organisations prosper.



RANKED 10

ALLENS

Richard Spurio
Managing Partner

We are really proud to be named as a top 10 Employer of Choice for our work in LGBTI inclusion.

This award acknowledges the work that goes on right across the firm and with our clients and community partners. This work aims to ensure that the rights of LGBTI people are acknowledged and respected, and that we maintain the firm's strong culture of diversity and inclusion.

We are very proud of the pro bono work we do to support LGBTI people and the organisations that fight to provide human rights under law.



**RANKED 9 +
HIGHEST RANKING
PUBLIC SECTOR EMPLOYER**

**AUSTRALIAN FEDERAL
POLICE**

Andrew Colvin APM OAM
Commissioner

The AFP appreciates the support received from Pride in Diversity and is proud to be a PID founding member and recognised in the AWEI. Our success in this area is attributed to our solid leadership on LGBTI workplace inclusion, promoted through our incredibly dedicated and active GLLO employee network and directed workplace initiatives.

Diversity is a core element of modern policing. Leveraging from a diverse workforce ensures that we reflect the community we serve, builds trust and strengthens our capacity to respond effectively to local, national and global challenges. The AFP values and supports diversity and is committed to embedding LGBTI inclusive practices into AFP organisational culture to ensure our members are confident to present as their authentic selves.



**RANKED 11 +
TRANS INCLUSION AWARD**

NSW POLICE FORCE

Tony Crandell
Superintendent

The NSW Police Force is proud to be placed amongst the top 20 organisations according to the AWEI, 2016.

Over 25 years ago we started a journey with a single goal: to build positive relationships with LGBTI communities. Our flagship strategy was the establishment of Gay and Lesbian Liaison Officers (GLLOs). Our success today rests on the back of these passionate and dedicated officers who are role models and champions of diversity, both within our organisation and throughout the community.

The 2016 AWEI results for the NSW Police Force are simply remarkable however, in context, they are also markers that encourage our ongoing organisational improvement to achieve an even higher level of excellence.



RANKED 12

LENLEASE

Tony Brennan
Group Executive

Lendlease is a founding member of Pride in Diversity and for the fifth year running we are thrilled to have been recognised as a Top Employer for LGBTI inclusion in the 2016 AWEI.

Our commitment to inclusive workplaces means having the courage to do things differently by questioning and challenging stereotypes. We believe diversity and inclusion is at its best when people encourage difference and it starts with our core value of respect.

World wide, we connect with our Lendlease colleagues to share ideas and best practice for LGBTI inclusion and we will continue to support and drive positive change in the construction industry through collaboration with our employees, clients, peers and business partners.



RANKED 14

ANZ

Shayne Elliott
Chief Executive Officer

Throughout ANZ's 180 year history we've been a socially progressive employer with a culture of respect for our people and the communities in which we operate.

Internally and externally this includes diversity support networks and inclusion programs, how we design our products and services, and our long running sponsorship of Sydney Gay and Lesbian Mardi Gras. It also reflects our values and belief that a strong inclusive and diverse workplace motivates people to deliver better results, and in turn better commercial outcomes.

We want ANZ to be a place our people are proud of, where they feel safe to be themselves and to contribute. Proud of what we've achieved, we'll continue efforts to ensure our LGBTI employees – and customers – feel welcome at ANZ.



RANKED 13

AGL ENERGY

Andy Vesey
Managing Director
Chief Executive Officer

I am proud of AGL's progress in building a supportive and inclusive environment for our LGBTI employees.

Historically, the energy sector has not had a strong record in this area, which is why I'm pleased that AGL, has taken a leadership role in driving change in our industry.

Breaking down barriers and stereotypes is incredibly important, and we are proud of Steve Rieniets, General Manager of our Loy Yang power facility, who won regional inclusion champion for his dedication to LGBTI inclusion in his regional Victorian community.

Anyone thinking of joining AGL can be sure, no matter your sexual orientation or gender identity, you will be joining a welcoming workplace that celebrates diversity.



RANKED 15

TELSTRA

Tony Warren
Group Executive,
Corporate Affairs

Research shows that organisations are at their best when they value, champion and celebrate diversity. We all know that diversity and inclusion breeds success through the talent pool, being open to fresh ideas and cultivating a culture of respect where everyone benefits. At Telstra, we believe diversity fosters greater innovation, customer connection and increased engagement. No one should feel they are excluded because of who they are.

We also know that for real success, everyone has a role to play to champion LGBTI inclusion. We are proud to be recognised as being a Top 20 Employer in the 2016 Pride in Diversity AWEI. While we know there is more work to be done, for us it affirms we are on the right path to building a community that values diversity.



RANKED 16

NORTON ROSE FULBRIGHT

Wayne Spanner
Managing Partner

We're delighted to be ranked number 16 and a Top 20 employer in the AWEI for LGBTI inclusion.

We have come a very long way since we first began our journey to LGBTI inclusion, illustrated by the significant growth of our LGBTI and allies network, Pride at Norton Rose Fulbright since it was launched in 2013. The network now has over 200 members nationally, representing nearly 25% of our Australian team.

We're proud of the work we have done, but know there is much further to go on this journey. Thank you to the Pride in Diversity team for this recognition.



RANKED 17

DEUTSCHE BANK

Michael Ormaechea
Chief Executive Officer

Deutsche Bank is delighted to be recognised as a Top 20 Employer in this year's AWEI. Our continued progress in the area of LGBTI inclusion is a significant part of Deutsche Bank's diversity priorities. Our ranking validates how far we have come, especially as many organisations in Australia continue to raise the bar in this important area of diversity and inclusion.

Congratulations to our LGBTI employee network, dbPride, which was shortlisted for the Employee Network of the Year Award in recognition of their work promoting a more inclusive work environment. Diversity is a key focus for us and will determine our long-term success. As a global organisation, we remain committed to developing teams with different backgrounds, skills and experiences to create sustainable value for our clients and our people.



RANKED 18

IBM

Kerry Purcell
Managing Director

At IBM we strive to make a difference by enabling our clients to drive transformation that matters, not only to their business but to the world around them. Innovation and creativity is essential to our success in making this happen and is only achieved by bringing together a diverse workforce. Diversity and inclusion is embedded in all that we do.

We are proud to participate in Pride in Diversity's annual Australian Workplace Equality Index, which is an integral part of our commitment to provide a welcoming and inclusive workplace for lesbian, gay, bisexual, transgender and intersex employees.



RANKED 19

BANKWEST

Rob De Luca
Managing Director

I'm incredibly proud that Bankwest has been recognised as one of Australia's top 20 employers for LGBTI employees in the AWEI awards and I congratulate everyone at Bankwest for making it such an inclusive place to work.

At Bankwest, we embrace a culture of inclusion, understanding and respect so that every one of our people feels empowered to bring their whole selves to work - regardless of their sexual orientation, gender identity, or gender expression. Our diversity promotes innovative thinking and helps us provide a better service to our customers.

It is encouraging that workplace diversity and inclusion programs are recognised through these awards to allow organisations to drive best practice in Australia.



RANKED EQUAL 20

DEPARTMENT OF DEFENCE

Richard Oliver
First Assistant Secretary
People Services

The Department of Defence is extremely proud to be in the top 20 and recognised as a Silver Tier Status employer for LGBTI people for the second year in a row. AWEI participation provides tangible areas of focus for LGBTI policy and practice; while continuing to undertake activities that promote inclusion for all members of the Defence community. I stand proud as a LGBTI champion. The Department of Defence continues to evolve and is beginning to truly reflect the Australian community. Our strong focus on enhancing capability by employing the best person for the job has ensured that Defence will continue to be considered as an employer of choice now and into the future. We look forward to putting in a continued effort to ensure the Department of Defence is an inclusive and supportive environment for all members regardless of their gender, race or sexual orientation.



HIGHEST RANKING SMALL EMPLOYER

KEY ASSETS THE CHILDREN'S SERVICES PROVIDER

Estella Abraham
Chief Executive Officer

I am proud to say that over the last 12 months our Australian team has continued to build on enhancing our commitment to diversity and inclusion for the LGBTI community, our employees, carers and children and this was recognised in our AWEI ranking. To be acknowledged as the highest ranking small employer for the second year running is a wonderful accomplishment, especially when you consider we are benchmarked against many much larger organisations.

This has been a good year for us. We have also been recognised as a great place to work in Ireland and Canada, a top 100 LGBTI employer in the UK and as the Stonewall West Midlands (UK) 'LGBT Role Model of the Year'. One of our values is 'People Matter'. Participating in the AWEI is one way for us to not only show this but evidence it.



MOST IMPROVED ACHIEVEMENT AWARD

CLAYTON UTZ

Rob Cutler
Chief Executive Partner

It was a real honour to accept the Achievement Award because it recognises the significant efforts by our LGBTI Alliance to highlight the importance of an LGBTI inclusive and supportive workplace and ensure our culture embraces these values.

Since the launch of the Alliance in 2015, we've had some fun events, learned a lot, and worked hard at removing barriers to inclusiveness. I've seen firsthand the positive impact the Alliance has had on our LGBTI colleagues and the firm's diversity and inclusion.

This makes it all the more important for Clayton Utz to continue building on our progress, so we have a wholly inclusive culture and workplace where all our people are comfortable and able to thrive.



SMALL EMPLOYER AWARD

DOMESTIC VIOLENCE SERVICE MANAGEMENT NSW

Gillian Cohen
General Manager

I write this in the wake of the tragedy in Orlando, and if nothing else, this level of self-hatred and intolerance to diversity is the very reason that I am proud that DVSM won the AWEI small business award. It's very easy for a small business like DVSM to just believe that we welcome diversity in our clients and our workforce.

We went one step further than just questioning, and I am very proud of the team here at DVSM, because we actively bring up the biases we have and discuss them. We create safe spaces to name them, and unpack them together without judgement, so that we can overcome them. To us, this awareness is integral to providing best quality, client centric service provision. It's challenging, and to us, absolutely worth it. Noticing and challenging biases in now a core part of individual and group reflective practice.

THE AUSTRALIAN WORKPLACE EQUALITY INDEX

We encourage all employers to participate in the 2017 Australian Workplace Equality Index

There is no cost. You do not need to be a Pride in Diversity member.
Results are confidential.

Participation will provide you with:

- Transcript of results
- Employer Recognition (Platinum, Gold, Silver, Bronze & Participating)
- The ability to benchmark your practice
- Year on year results by which to gauge improvements made as well as the ability to identify opportunities for future improvement
- Opportunity to participate in an employee survey with comprehensive high level results fed back to your organisation
- Certificate of participation
- Hard copy benchmarking publication
- Participation acknowledgement

ALL WITHOUT COST!

You may also choose to participate anonymously.

For more information on the AWEI, support documentation and training tutorials visit www.pid-awei.com.au

SUBMISSIONS CLOSE FRIDAY 17TH MARCH 2017 AEST



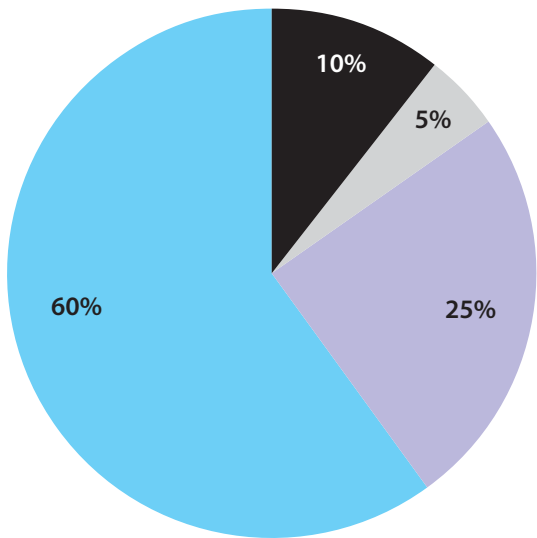
AUSTRALIAN WORKPLACE EQUALITY INDEX 2016 BENCHMARKING DATA

PARTICIPATION OVERVIEW

Participation in the full AWEI benchmarking instrument increased this year by 46.6% (n85). First time submissions increased by 125% (n36) and survey responses increased by 48% to a staggering 13,393 responses. We were also particularly pleased to see a 40% increase in public sector participation and an 80% increase in Higher Education entries.

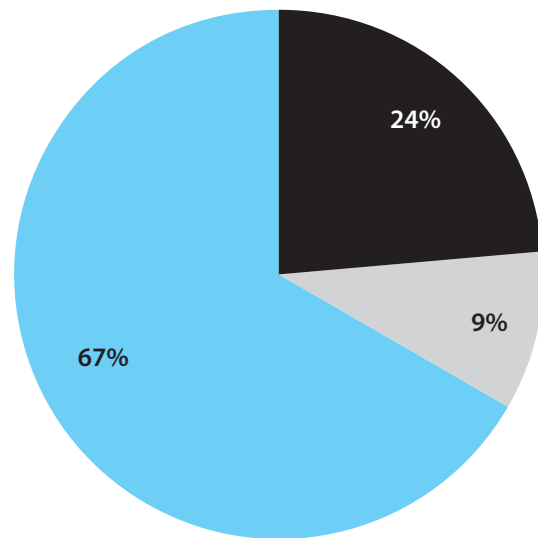
This year, to provide additional benchmarking data to public sector employees (in lieu of industry benchmarks), we have broken public sector down into Federal and State. While we do not yet have enough numbers to have a separate data set for Local Government. We are hoping to see a participation increase within Local Government over the next couple of years.

PARTICIPATION BY SECTOR



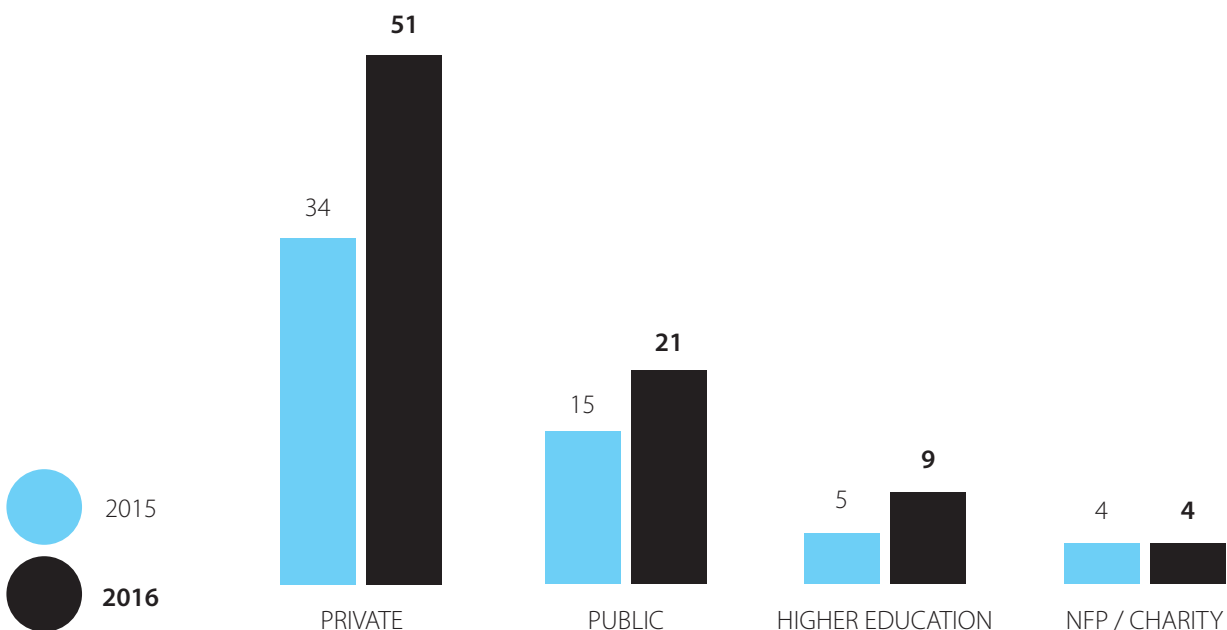
- Private (51)
- NFP / Charity (4)
- Public (21)
- Higher Education (9)

GOVERNMENT BREAKDOWN



- Federal (14)
- State (5)
- Local (2)

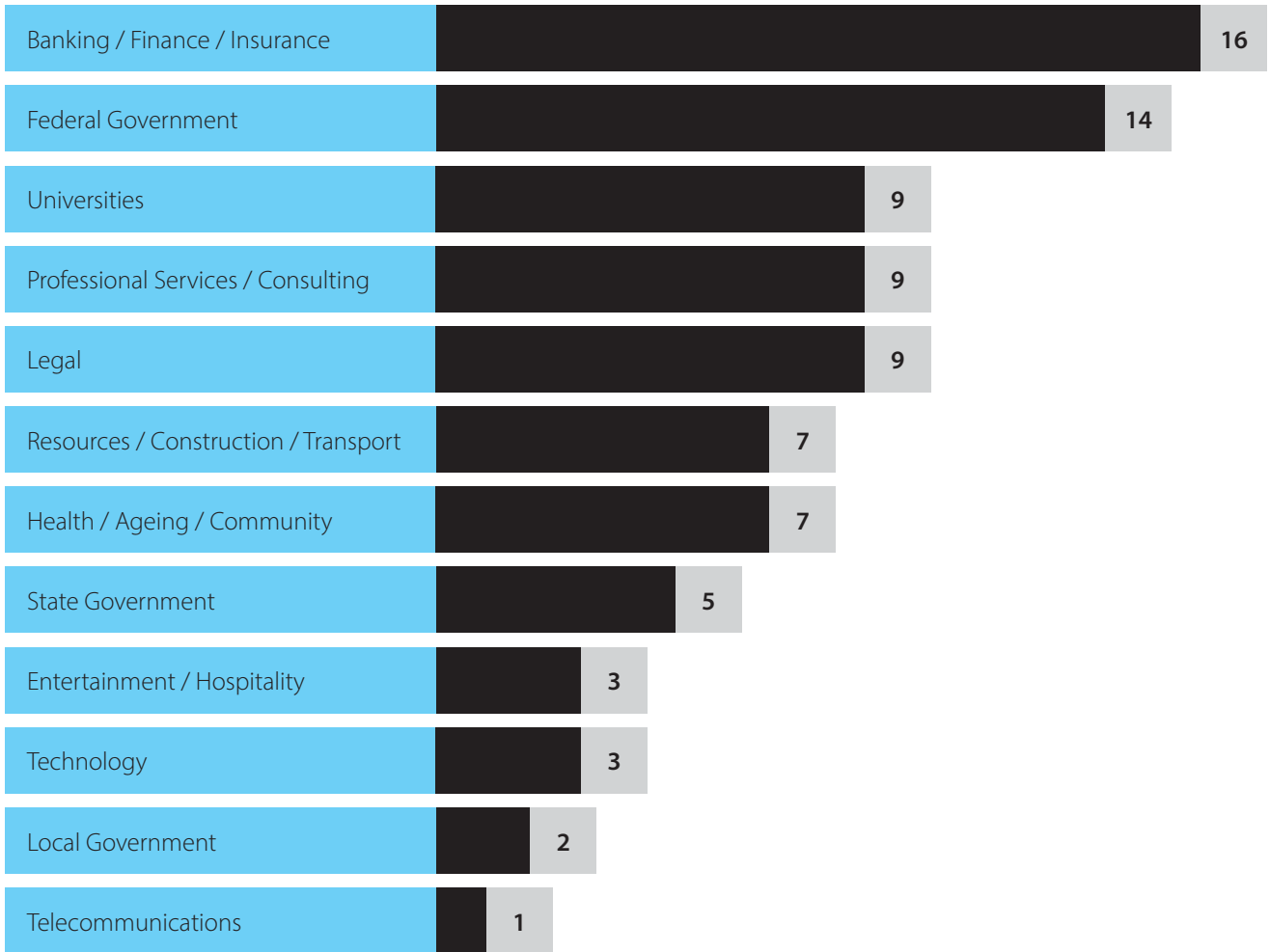
SECTOR PARTICIPATION INCREASES



- 2015
- 2016

PARTICIPATION OVERVIEW

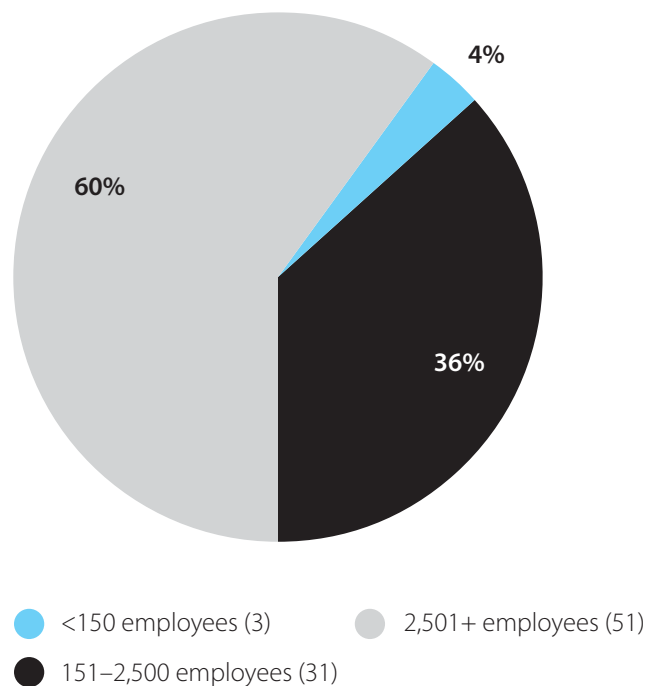
GOVERNMENT / INDUSTRY PARTICIPATION



PARTICIPATION BY EMPLOYER SIZE

For the first time in 2016, we asked employers to indicate an employee population range as opposed to stating specific numbers.

For the first time this year, we will provide benchmarks based on employers that have less than 150 employees, employers with between 151 – 2,500 employees and employers with more than 2,500 employees.



UNDERSTANDING YOUR SCORE AND BENCHMARKING DATASETS

FULL BENCHMARKING

The AWEI scores that employers receive provide a year-on-year comparison as to the shift in their own practice as gauged by the national benchmark. The Sector, Tier, Employer Size and Industry benchmarks for the year provide a comparative gauge as to how your scores compare to other submitting organisations for the assessed year.

YOUR EMPLOYER SCORE

- Use your score to assess improvements in LGBTI inclusivity.
- Utilise AWEI results to determine strategy, where you excel and areas for improvement.
- Benchmark your work against other employer organisations active in this space.

EMPLOYER SIZE BENCHMARK

- Benchmark LGBTI inclusion work against employers within the same employee numbers range.
- Compare activity across different sections and consider relevance.

INDUSTRY BENCHMARK

- Where available, benchmark your work against your industry peers.
- Understand industry trends, areas for improvement and areas of good practice.

SECTOR BENCHMARK

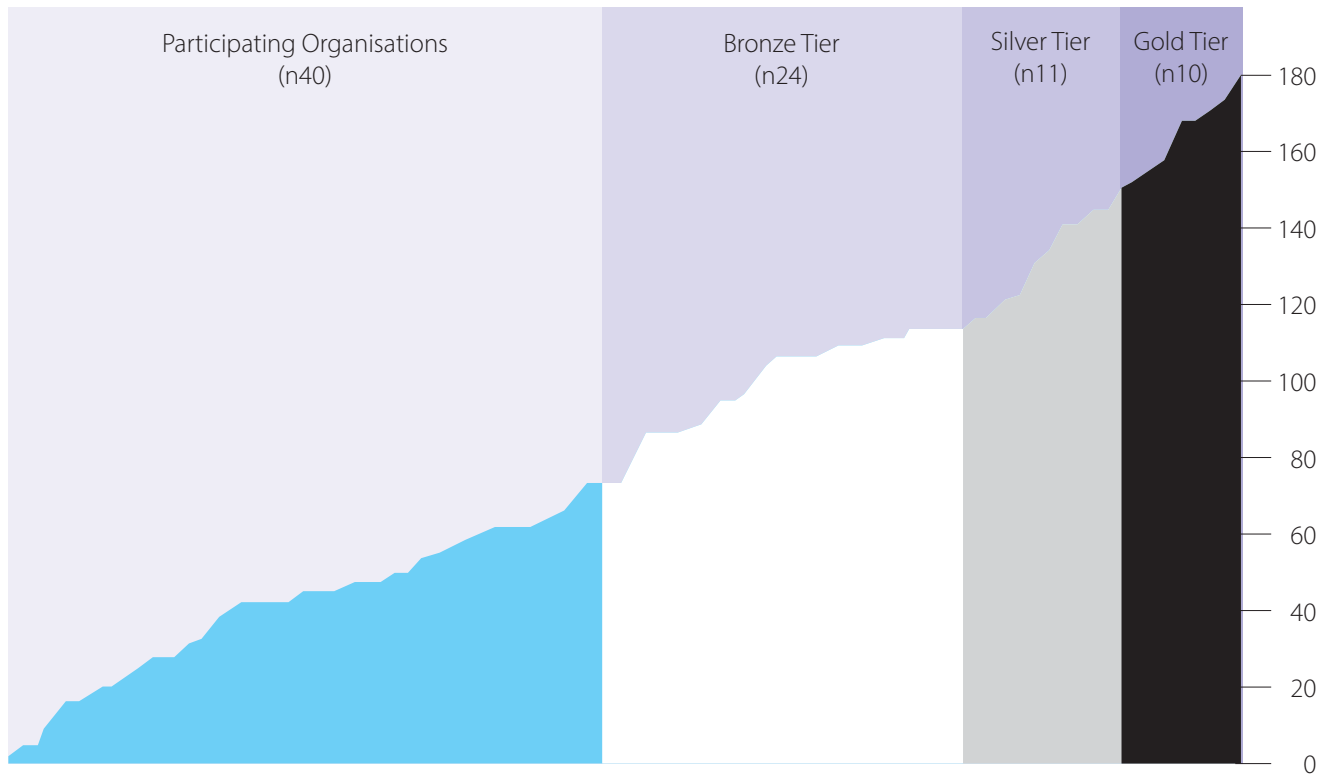
- Benchmark LGBTI inclusion work against other employers within your sector.
- Understand sector trends, areas for improvement and areas of good practice.

TIER BENCHMARK

- Compare your scores against participating organisations within the same tier ranking.
- Benchmark your scores against current tier and next tier up to identify areas of opportunity and growth.

2016 DISTRIBUTION OF SCORES

SCORE DISTRIBUTION 2016



BENCHMARKING DATA: ALL SUBMISSIONS

ANALYSIS ACROSS ALL SUBMISSIONS

	Max	Min	Average	Medium
Section 1 – Policy & Practice	30	0	15.8	16
Section 2 – Culture & Visibility	59	0	32.4	30
Section 3 – Staff Development & Training	30	0	9.9	10
Section 4 – Monitoring	10	0	2.3	2
Section 5 – Supplier Policies	15	0	2.9	0
Section 6 – Community Engagement	28	0	10.4	10
Section 7 – Inclusion Beyond	9	0	2.6	2
Section 8 – Additional Information	10	0	1.9	1
Section 9 – Survey Participation	5	0	3.3	5
Overall	181	0	81.5	73

BENCHMARKING DATA: ALL SUBMISSIONS

SECTOR AND INDUSTRY TOP 5

From the Gold, Silver and Bronze Tier employers only, we select Top 5 by Sector / Industry.

Private Sector	
1	Westpac Group
2	Commonwealth Bank of Australia
3	EY
4	Macquarie Bank
5	National Australia Bank

Public Sector	
1	Australian Federal Police
2	NSW Police
3	Department of Defence
4	Australian Taxation Office

Federal Government	
1	Australian Federal Police
2	Department of Defence
3	Australian Taxation Office

State Government	
1	NSW Police
2	Department of Premier & Cabinet (VIC)

Higher Education	
1	The University of Western Australia
2	Macquarie University
3	University of Queensland
4	Deakin University

Health / Ageing / Community	
1	Uniting
2	Australian Red Cross Blood Service
3	Key Assets
4	Medibank

NFP / Charity	
1	Uniting
2	Australian Red Cross Blood Service
3	Key Assets

Legal	
1	Allens
2	Norton Rose Fulbright
3	Baker & McKenzie
4	Clayton Utz
5	Corrs Chambers Westgarth

Banking / Finance / Insurance	
1	Westpac Group
2	Commonwealth Bank of Australia
3	Macquarie Bank
4	National Australia Bank
5	ANZ

Professional Services	
1	EY
2	Accenture
3	KPMG
4	Not for publication
5	Aurecon

Resources / Construction / Transport	
1	Lendlease
2	AGL Energy
3	Alcoa of Australia
4	Aurizon

EMPLOYER SIZE BENCHMARKS

EMPLOYER SIZE

While there were insufficient small employers to produce a benchmarking data table, both medium and large employer data tables have been included.

MEDIUM EMPLOYERS 151 – 2,500 Employees	Max	Min	Average	Medium
Section 1 – Policy & Practice	30	1	13.7	10
Section 2 – Culture & Visibility	59	0	28.7	30
Section 3 – Staff Development & Training	30	0	8.1	7
Section 4 – Monitoring	9	0	2	2
Section 5 – Supplier Policies	8	0	2	0
Section 6 – Community Engagement	20	0	8.9	9
Section 7 – Inclusion Beyond	9	0	2	2
Section 8 – Additional Information	10	0	1.9	1
Section 9 – Survey Participation	5	0	2.9	5
Overall	169	3	70.1	62

LARGE EMPLOYERS 2,501+ Employees	Max	Min	Average	Medium
Section 1 – Policy & Practice	30	0	17.2	20
Section 2 – Culture & Visibility	59	0	35.7	30
Section 3 – Staff Development & Training	27	0	11.2	10
Section 4 – Monitoring	10	0	2.4	2
Section 5 – Supplier Policies	15	0	3.4	1
Section 6 – Community Engagement	28	0	11.7	11
Section 7 – Inclusion Beyond	9	0	3	2
Section 8 – Additional Information	7	0	2	1
Section 9 – Survey Participation	5	0	3.6	5
Overall	181	0	90.2	88

SECTOR BENCHMARKS

PRIVATE SECTOR	Max	Min	Average	Medium
Section 1 – Policy & Practice	30	1	17.6	21
Section 2 – Culture & Visibility	59	0	36	30
Section 3 – Staff Development & Training	30	0	11.1	11
Section 4 – Monitoring	10	0	2.7	2
Section 5 – Supplier Policies	15	0	3.9	3
Section 6 – Community Engagement	28	0	10.8	10
Section 7 – Inclusion Beyond	9	0	3.1	2
Section 8 – Additional Information	8	0	1.9	1
Section 9 – Survey Participation	5	0	3.5	5
Overall	181	3	90.7	105

PUBLIC SECTOR (Not including Higher Education)	Max	Min	Average	Medium
Section 1 – Policy & Practice	29	0	11.2	9
Section 2 – Culture & Visibility	57	0	25.2	29
Section 3 – Staff Development & Training	25	0	6.1	3
Section 4 – Monitoring	4	0	0.8	0
Section 5 – Supplier Policies	5	0	0.6	0
Section 6 – Community Engagement	24	0	8.3	7
Section 7 – Inclusion Beyond	8	0	1.7	0
Section 8 – Additional Information	10	0	1.7	0
Section 9 – Survey Participation	5	0	2.4	2
Overall	151	0	58.1	45

FEDERAL GOVERNMENT	Max	Min	Average	Medium
Section 1 – Policy & Practice	29	3	11.9	8
Section 2 – Culture & Visibility	57	0	26.9	29
Section 3 – Staff Development & Training	22	0	6.1	4
Section 4 – Monitoring	4	0	1.2	0
Section 5 – Supplier Policies	5	0	0.5	0
Section 6 – Community Engagement	22	0	6.4	6
Section 7 – Inclusion Beyond	7	0	1.5	0
Section 8 – Additional Information	6	0	1	0
Section 9 – Survey Participation	5	0	2.1	1
Overall	151	3	57.5	46.5

SECTOR BENCHMARKS

STATE GOVERNMENT	Max	Min	Average	Medium
Section 1 – Policy & Practice	18	0	10.2	11
Section 2 – Culture & Visibility	52	0	24.8	26.5
Section 3 – Staff Development & Training	25	0	7.2	2
Section 4 – Monitoring	0	0	0	0
Section 5 – Supplier Policies	5	0	1	0
Section 6 – Community Engagement	24	0	10.6	12
Section 7 – Inclusion Beyond	8	0	2	0
Section 8 – Additional Information	10	0	3.4	0
Section 9 – Survey Participation	5	0	3	5
Overall	144	0	62.2	42

HIGHER EDUCATION	Max	Min	Average	Medium
Section 1 – Policy & Practice	30	3	12.6	8
Section 2 – Culture & Visibility	53	0	28.8	27
Section 3 – Staff Development & Training	25	0	8.7	9
Section 4 – Monitoring	5	0	1.4	1
Section 5 – Supplier Policies	9	0	1.2	0
Section 6 – Community Engagement	28	2	12	11
Section 7 – Inclusion Beyond	8	0	2	1
Section 8 – Additional Information	6	0	2	2
Section 9 – Survey Participation	5	0	3.3	5
Overall	169	5	72	68

NFP / CHARITY	Max	Min	Average	Medium
Section 1 – Policy & Practice	26	14	23	26
Section 2 – Culture & Visibility	53	8	33.3	27
Section 3 – Staff Development & Training	27	7	15.8	14.5
Section 4 – Monitoring	10	2	5.5	5
Section 5 – Supplier Policies	11	0	5.8	6
Section 6 – Community Engagement	22	6	12.8	11.5
Section 7 – Inclusion Beyond	6	0	3	3
Section 8 – Additional Information	4	1	3	3.5
Section 9 – Survey Participation	5	5	5	5
Overall	158	45	107	112.5

INDUSTRY BENCHMARKS

BANKING / FINANCE / INSURANCE	Max	Min	Average	Medium
Section 1 – Policy & Practice	30	5	19.6	22.5
Section 2 – Culture & Visibility	59	14	42.5	30
Section 3 – Staff Development & Training	30	0	13.3	13
Section 4 – Monitoring	7	0	3.3	3.5
Section 5 – Supplier Policies	15	0	5.7	5
Section 6 – Community Engagement	28	1	12.9	10.5
Section 7 – Inclusion Beyond	9	0	3.9	2.5
Section 8 – Additional Information	8	0	2.4	1.5
Section 9 – Survey Participation	5	0	4	5
Overall	181	45	107.7	109.5

HEALTH / AGEING / COMMUNITY	Max	Min	Average	Medium
Section 1 – Policy & Practice	26	2	17.1	19
Section 2 – Culture & Visibility	53	0	26.9	27
Section 3 – Staff Development & Training	27	3	12.1	13
Section 4 – Monitoring	10	0	3.4	2
Section 5 – Supplier Policies	11	0	3.3	0
Section 6 – Community Engagement	22	2	10	10
Section 7 – Inclusion Beyond	6	0	1.7	0
Section 8 – Additional Information	4	0	1.9	1
Section 9 – Survey Participation	5	5	5	5
Overall	158	12	81.4	88

LEGAL	Max	Min	Average	Medium
Section 1 – Policy & Practice	28	7	19.3	22
Section 2 – Culture & Visibility	52	16	39.7	26.5
Section 3 – Staff Development & Training	21	3	12.2	12
Section 4 – Monitoring	7	0	3.1	4
Section 5 – Supplier Policies	8	0	2.6	2
Section 6 – Community Engagement	18	0	12.1	14
Section 7 – Inclusion Beyond	9	0	2.9	2
Section 8 – Additional Information	4	0	2	2
Section 9 – Survey Participation	5	0	3.9	5
Overall	145	26	97.8	105

INDUSTRY BENCHMARKS

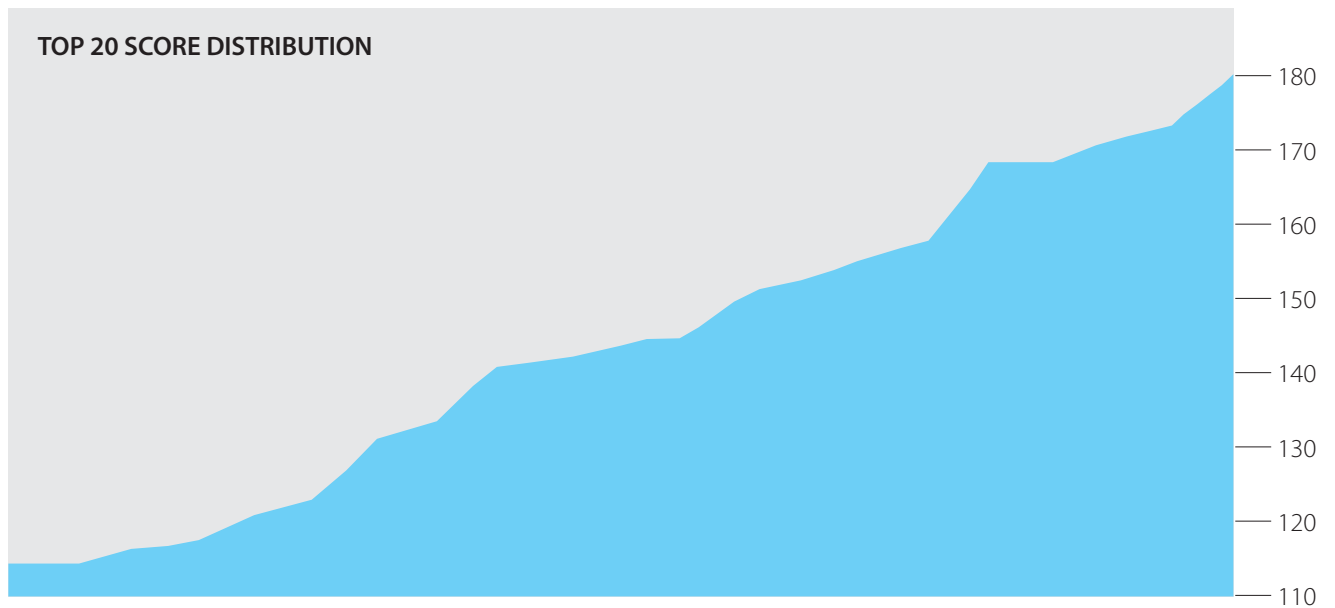
PROFESSIONAL SERVICES / CONSULTING	Max	Min	Average	Medium
Section 1 – Policy & Practice	30	3	17.1	17
Section 2 – Culture & Visibility	59	5	34.1	30
Section 3 – Staff Development & Training	22	0	11.6	10
Section 4 – Monitoring	10	0	3.3	1
Section 5 – Supplier Policies	14	0	4.6	3
Section 6 – Community Engagement	21	0	9.8	8
Section 7 – Inclusion Beyond	6	0	3.6	5
Section 8 – Additional Information	5	0	2.3	1
Section 9 – Survey Participation	5	0	3	5
Overall	172	21	89.3	107

RESOURCES / CONSTRUCTION / TRANSPORT	Max	Min	Average	Medium
Section 1 – Policy & Practice	27	7	16.7	20
Section 2 – Culture & Visibility	56	8	35.4	28.5
Section 3 – Staff Development & Training	20	0	11	13
Section 4 – Monitoring	7	0	1.7	0
Section 5 – Supplier Policies	7	0	2.9	3
Section 6 – Community Engagement	27	0	9.3	8
Section 7 – Inclusion Beyond	7	0	2.6	3
Section 8 – Additional Information	3	0	1.4	1
Section 9 – Survey Participation	5	0	2.9	5
Overall	142	17	83.9	107

TOP 20 BENCHMARKS

HISTORICAL TIER DATA	2011	2012	2013	2014	2015	2016
Bronze	45	50	50	68	70	70
Silver	56	60	65	91	107	114
Gold	68	70	84	121	130	145
Platinum						2*

* Platinum Tier Qualifiers: Goldman Sachs, PwC

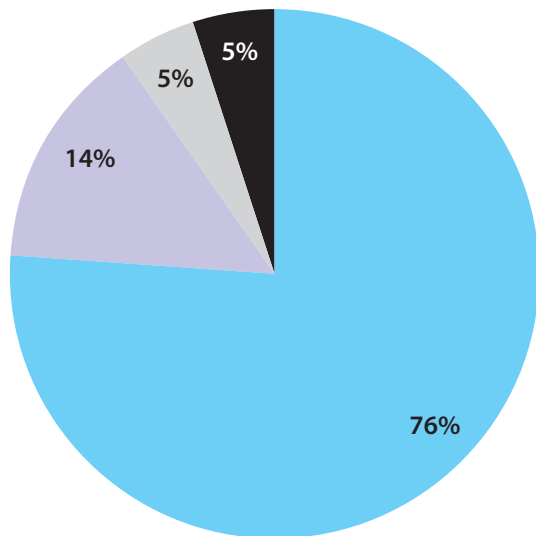


TOP 20 BENCHMARKING	Max	Min	Average	Medium
Section 1 – Policy & Practice	30	18	26	26
Section 2 – Culture & Visibility	59	41	51.4	30
Section 3 – Staff Development & Training	30	8	19	18
Section 4 – Monitoring	10	0	4.8	4
Section 5 – Supplier Policies	15	0	7.8	7
Section 6 – Community Engagement	28	9	20.1	21
Section 7 – Inclusion Beyond	9	2	6.2	6
Section 8 – Additional Information	8	0	3.8	4
Section 9 – Survey Participation	5	5	5	5
Overall	181	114	144	144

TOP 20 BENCHMARKS

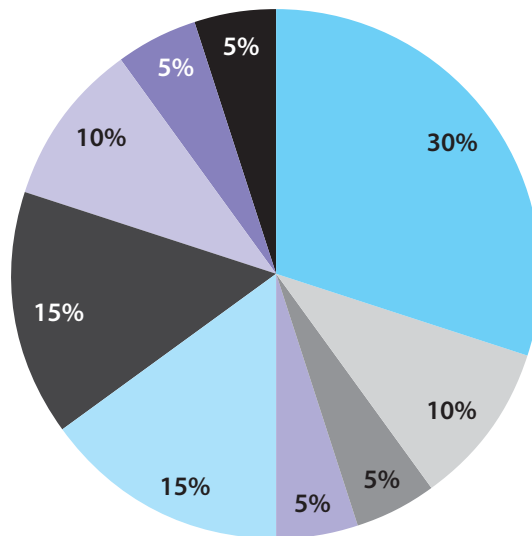
The charts below provide an overview of Sector and Industry representation with the Top 20.

TOP 20 BY SECTOR



- Private (16)
- Public (3)
- Higher Education (1)
- NFP / Charity (1)

TOP 20 BY INDUSTRY



- Banking/Finance/Insurance (6)
- Government (3)
- Legal (3)
- Professional Services/Consulting (2)
- Universities (1)
- Health/Ageing/Community (1)
- Resources/Construction/Transport (2)
- Telecommunications (1)
- Technology (1)

EMPLOYER TIER BENCHMARKS

GOLD TIER BENCHMARKING	Max	Min	Average	Medium
Section 1 – Policy & Practice	30	25	28.3	28.5
Section 2 – Culture & Visibility	59	52	55.6	30
Section 3 – Staff Development & Training	30	16	22.8	23
Section 4 – Monitoring	10	4	5.5	5
Section 5 – Supplier Policies	15	5	10.6	11
Section 6 – Community Engagement	28	18	22.9	22
Section 7 – Inclusion Beyond	9	5	7.1	7
Section 8 – Additional Information	8	2	5	4.5
Section 9 – Survey Participation	5	5	5	5
Overall	181	145	162.8	163.5

SILVER TIER BENCHMARKING	Max	Min	Average	Medium
Section 1 – Policy & Practice	29	18	23.9	24
Section 2 – Culture & Visibility	56	41	47.5	28.5
Section 3 – Staff Development & Training	25	8	15.5	15
Section 4 – Monitoring	8	0	4.1	4
Section 5 – Supplier Policies	12	0	5.3	5
Section 6 – Community Engagement	27	9	17.5	18
Section 7 – Inclusion Beyond	8	2	5.4	6
Section 8 – Additional Information	7	0	2.7	3
Section 9 – Survey Participation	5	5	5	5
Overall	144	114	127	123

EMPLOYER TIER BENCHMARKS

BRONZE TIER BENCHMARKING	Max	Min	Average	Medium
Section 1 – Policy & Practice	29	12	20.9	22
Section 2 – Culture & Visibility	51	27	39.1	26
Section 3 – Staff Development & Training	21	2	12.5	12.5
Section 4 – Monitoring	10	0	2.8	2
Section 5 – Supplier Policies	9	0	2.5	1.5
Section 6 – Community Engagement	18	3	11.5	11.5
Section 7 – Inclusion Beyond	5	0	2.4	2
Section 8 – Additional Information	10	0	2.2	1
Section 9 – Survey Participation	5	0	3.8	5
Overall	113	72	97.5	102

PARTICIPATING ORGANISATIONS BENCHMARKING	Max	Min	Average	Medium
Section 1 – Policy & Practice	21	0	7.6	7
Section 2 – Culture & Visibility	37	0	18.6	19
Section 3 – Staff Development & Training	10	0	3.8	3
Section 4 – Monitoring	4	0	0.7	0
Section 5 – Supplier Policies	5	0	0.6	0
Section 6 – Community Engagement	20	0	4.6	3
Section 7 – Inclusion Beyond	7	0	0.9	0
Section 8 – Additional Information	6	0	0.8	0
Section 9 – Survey Participation	5	0	2.2	2
Overall	68	0	39.6	44

SECTION 1: POLICY & PRACTICE

Section 1 of the AWEI sets out the foundational piece of work for LGBTI workplace inclusion and the initial baseline for any organisation looking at introducing LGBTI inclusion into the workplace for the first time. HR and/or Diversity professionals typically provide the content for this section. This section is worth 30 of the 200 point allocation and has been broken down into the following areas:

- Strategic approach to LGBTI inclusion
- LGBTI accountability
- LGBTI inclusive policies and benefits
- Discrimination and human rights complaints
- LGBTI related bullying/harassment and/or grievance procedures

QUICK REFERENCE BENCHMARKING DATA FOR SECTION 1

BY SECTOR	Max	Min	Average	Medium
Private Sector (n51)	30	1	17.6	21
Public Sector – excluding Higher Ed (n21)	29	0	11.2	9
Federal Government (n14)	29	3	11.9	8
State Government (n5)	18	0	10.2	11
Higher Education (n9)	30	3	12.6	8
NFP/Charity (n4)	26	14	23	26

With insufficient participation numbers to provide confidential benchmarking data, Local Government have been omitted from this table

BY INDUSTRY	Max	Min	Average	Medium
Banking, Finance, Insurance (n16)	30	5	19.6	22.5
Professional Services, Consulting (n9)	30	3	17.1	17
Health, Ageing & Community (n7)	26	2	17.1	19
Legal (n9)	28	7	19.3	22
Resources, Construction, Transport (n7)	27	7	16.7	20

Industries with an insufficient participation numbers to provide confidential benchmarking data have been omitted from this table

BY TIER	Max	Min	Average	Medium
All Employers (n85)	30	0	15.8	16
Top 20 (n21) * Tie 20th place	30	18	26	26
Gold Tier (n10)	30	25	28.3	28.5
Silver Tier (n11)	29	18	23.9	24
Bronze Tier (n24)	29	12	20.9	22
Participating Organisation (n40)	21	0	7.6	7

SECTION 2: CULTURE & VISIBILITY

Section 2 of the AWEI focuses on the culture of an organisation for LGBTI employees as well as the visibility of inclusion and support of inclusion from senior leaders. Typically the LGBTI employee networks contribute to this section of the index.

This section is worth 60 of the 200 point allocation and has been broken down into the following areas:

- LGBTI employee networks
- Executive sponsorship and support
- Ally engagement
- Visibility of internal inclusion

QUICK REFERENCE BENCHMARKING DATA FOR SECTION 2

BY SECTOR	Max	Min	Average	Medium
Private Sector (n51)	59	0	36	30
Public Sector – excluding Higher Ed (n21)	57	0	25.2	29
Federal Government (n14)	57	0	26.9	29
State Government (n5)	52	0	24.8	26.5
Higher Education (n9)	53	0	28.8	27
NFP/Charity (n4)	53	8	33.3	27

With insufficient participation numbers to provide confidential benchmarking data, Local Government have been omitted from this table

BY INDUSTRY	Max	Min	Average	Medium
Banking, Finance, Insurance (n16)	59	14	42.5	30
Professional Services, Consulting (n9)	59	5	34.1	30
Health, Ageing & Community (n7)	53	0	26.9	27
Legal (n9)	52	16	39.7	26.5
Resources, Construction, Transport (n7)	56	8	35.4	28.5

Industries with an insufficient participation numbers to provide confidential benchmarking data have been omitted from this table

BY TIER	Max	Min	Average	Medium
All Employers (n85)	59	0	32.4	30
Top 20 (n21) * Tie 20th place	59	41	51.4	30
Gold Tier (n10)	59	52	55.6	30
Silver Tier (n11)	56	41	47.5	28.5
Bronze Tier (n24)	51	27	39.1	26
Participating Organisation (n40)	37	0	18.6	19

SECTION 3: STAFF DEVELOPMENT & TRAINING

Section 3 looks at staff development and training. The first part of the section looks at general LGBTI awareness/inclusion training beyond any compliance or regulatory training. The remainder of this section looks at leading edge practices; specifically the accountability of managers and leaders, of LGBTI specific career development and talent (high performer) tracking.

This section is worth 30 of the 200 point allocation and has been broken down into the following areas:

- LGBTI Inclusion/Awareness training (and its content)
- Manager/Leadership competencies and accountability for inclusion
- LGBTI specific career development

QUICK REFERENCE BENCHMARKING DATA FOR SECTION 3

BY SECTOR	Max	Min	Average	Medium
Private Sector (n51)	30	0	11.1	11
Public Sector – excluding Higher Ed (n21)	25	0	6.1	3
Federal Government (n14)	22	0	6.1	4
State Government (n5)	25	0	7.2	2
Higher Education (n9)	25	0	8.7	9
NFP/Charity (n4)	27	7	15.8	14.5

With insufficient participation numbers to provide confidential benchmarking data, Local Government have been omitted from this table

BY INDUSTRY	Max	Min	Average	Medium
Banking, Finance, Insurance (n16)	30	0	13.3	13
Professional Services, Consulting (n9)	22	0	11.6	10
Health, Ageing & Community (n7)	27	3	12.1	13
Legal (n9)	21	3	12.2	12
Resources, Construction, Transport (n7)	20	0	11	13

Industries with an insufficient participation numbers to provide confidential benchmarking data have been omitted from this table

BY TIER	Max	Min	Average	Medium
All Employers (n85)	30	0	9.9	10
Top 20 (n21) * Tie 20th place	30	8	19	18
Gold Tier (n10)	30	16	22.8	23
Silver Tier (n11)	25	8	15.5	15
Bronze Tier (n24)	21	2	12.5	12.5
Participating Organisation (n40)	10	0	3.8	3

SECTION 4: MONITORING (LGBTI DATA)

Section 4 looks at the collection and analysis of LGBTI related employee data. Diversity demographics are often collected as part of engagement surveys or internal culture surveys. Some organisations develop independent diversity surveys specifically to collect diversity demographics, generally an 'opt-in' survey. We are now starting to see a trend of organisations incorporating employee self-select diversity demographics into online employee HR systems or records.

This section typically looks at where this information is collected (if at all), the language that is used for data collection; any analysis of that data, findings and actions undertaken as a result. It's worth 10 of the 200 point allocation and has been broken down into the following areas:

- Monitoring data (data collection points)
- Analysis of data collected

QUICK REFERENCE BENCHMARKING DATA FOR SECTION 4

BY SECTOR	Max	Min	Average	Medium
Private Sector (n51)	10	0	2.7	2
Public Sector – excluding Higher Ed (n21)	4	0	0.8	0
Federal Government (n14)	4	0	1.2	0
State Government (n5)	0	0	0	0
Higher Education (n9)	5	0	1.4	1
NFP/Charity (n4)	10	2	5.5	5

With insufficient participation numbers to provide confidential benchmarking data, Local Government have been omitted from this table

BY INDUSTRY	Max	Min	Average	Medium
Banking, Finance, Insurance (n16)	7	0	3.3	3.5
Professional Services, Consulting (n9)	10	0	3.3	1
Health, Ageing & Community (n7)	10	0	3.4	2
Legal (n9)	7	0	3.1	4
Resources, Construction, Transport (n7)	7	0	1.7	0

Industries with an insufficient participation numbers to provide confidential benchmarking data have been omitted from this table

BY TIER	Max	Min	Average	Medium
All Employers (n85)	10	0	2.3	2
Top 20 (n21) * Tie 20th place	10	0	4.8	4
Gold Tier (n10)	10	4	5.5	5
Silver Tier (n11)	8	0	4.1	4
Bronze Tier (n24)	10	0	2.8	2
Participating Organisation (n40)	4	0	0.7	0

SECTION 5: SUPPLIER POLICIES

Section 5 looks at supplier policies and is considered to be at the forefront of LGBTI inclusion practice; a virtually untapped area of LGBTI inclusion currently within Australian practice.

This section is worth 15 of the 200 point allocation and has been broken down into the following areas:

- Expectations of suppliers that work for us
- The utilisation of LGBTI suppliers

QUICK REFERENCE BENCHMARKING DATA FOR SECTION 5

BY SECTOR	Max	Min	Average	Medium
Private Sector (n51)	15	0	3.9	3
Public Sector – excluding Higher Ed (n21)	5	0	0.6	0
Federal Government (n14)	5	0	0.5	0
State Government (n5)	5	0	1	0
Higher Education (n9)	9	0	1.2	0
NFP/Charity (n4)	11	0	5.8	6

With insufficient participation numbers to provide confidential benchmarking data, Local Government have been omitted from this table

BY INDUSTRY	Max	Min	Average	Medium
Banking, Finance, Insurance (n16)	15	0	5.7	5
Professional Services, Consulting (n9)	14	0	4.6	3
Health, Ageing & Community (n7)	11	0	3.3	0
Legal (n9)	8	0	2.6	2
Resources, Construction, Transport (n7)	7	0	2.9	3

Industries with an insufficient participation numbers to provide confidential benchmarking data have been omitted from this table

BY TIER	Max	Min	Average	Medium
All Employers (n85)	15	0	2.9	0
Top 20 (n21) * Tie 20th place	15	0	7.8	7
Gold Tier (n10)	15	5	10.6	11
Silver Tier (n11)	12	0	5.3	5
Bronze Tier (n24)	9	0	2.5	1.5
Participating Organisation (n40)	5	0	0.6	0

SECTION 6: COMMUNITY ENGAGEMENT

Section 6 looks at community engagement and external awareness/promotion of an organisation's LGBTI workplace inclusivity.

This section, worth 30 of the 200 point allocation and is broken down into the following areas:

- Support of LGBTI community groups, charities and events
- External promotion of LGBTI inclusivity
- Specific offerings targeting the LGBTI communication from a commercial, university, government or not-for-profit perspective

QUICK REFERENCE BENCHMARKING DATA FOR SECTION 6

BY SECTOR	Max	Min	Average	Medium
Private Sector (n51)	28	0	10.8	10
Public Sector – excluding Higher Ed (n21)	24	0	8.3	7
Federal Government (n14)	22	0	6.4	6
State Government (n5)	24	0	10.6	12
Higher Education (n9)	28	2	12	11
NFP/Charity (n4)	22	6	12.8	11.5

With insufficient participation numbers to provide confidential benchmarking data, Local Government have been omitted from this table

BY INDUSTRY	Max	Min	Average	Medium
Banking, Finance, Insurance (n16)	28	1	12.9	10.5
Professional Services, Consulting (n9)	21	0	9.8	8
Health, Ageing & Community (n7)	22	2	10	10
Legal (n9)	18	0	12.1	14
Resources, Construction, Transport (n7)	27	0	9.3	8

Industries with an insufficient participation numbers to provide confidential benchmarking data have been omitted from this table

BY TIER	Max	Min	Average	Medium
All Employers (n85)	28	0	10.4	10
Top 20 (n21) * Tie 20th place	28	9	20.1	21
Gold Tier (n10)	28	18	22.9	22
Silver Tier (n11)	27	9	17.5	18
Bronze Tier (n24)	18	3	11.5	11.5
Participating Organisation (n40)	20	0	4.6	3

SECTION 7: INCLUSION BEYOND

Section 7 of the index looks at the impact of an organisation's LGBTI inclusion initiatives beyond its immediate employee base. This may include work that the Australian organisation has contributed to globally or public organisational stands within Australia on issues that impact LGBTI people. It may also include the opening up of training to people outside of the organisation or innovative products or services not covered elsewhere in the submission.

This section is worth 10 of the 200 point allocation.

QUICK REFERENCE BENCHMARKING DATA FOR SECTION 7

BY SECTOR	Max	Min	Average	Medium
Private Sector (n51)	9	0	3.1	2
Public Sector – excluding Higher Ed (n21)	8	0	1.7	0
Federal Government (n14)	7	0	1.5	0
State Government (n5)	8	0	2	0
Higher Education (n9)	8	0	2	1
NFP/Charity (n4)	6	0	3	3

With insufficient participation numbers to provide confidential benchmarking data, Local Government have been omitted from this table

BY INDUSTRY	Max	Min	Average	Medium
Banking, Finance, Insurance (n16)	9	0	3.9	2.5
Professional Services, Consulting (n9)	6	0	3.6	5
Health, Ageing & Community (n7)	6	0	1.7	0
Legal (n9)	9	0	2.9	2
Resources, Construction, Transport (n7)	7	0	2.6	3

Industries with an insufficient participation numbers to provide confidential benchmarking data have been omitted from this table

BY TIER	Max	Min	Average	Medium
All Employers (n85)	9	0	2.6	2
Top 20 (n21) * Tie 20th place	9	2	6.2	6
Gold Tier (n10)	9	5	7.1	7
Silver Tier (n11)	8	2	5.4	6
Bronze Tier (n24)	5	0	2.4	2
Participating Organisation (n40)	7	0	0.9	0

SECTION 8: ADDITIONAL INFORMATION

Section 8 of the index allows employers to present additional information on initiatives not covered elsewhere in the index. Points may also be allocated here for work over and above the expectations of the index in a given area.

This section is worth 10 of the 200 point allocation.

QUICK REFERENCE BENCHMARKING DATA FOR SECTION 8

BY SECTOR	Max	Min	Average	Medium
Private Sector (n51)	8	0	1.9	1
Public Sector – excluding Higher Ed (n21)	10	0	1.7	0
Federal Government (n14)	6	0	1	0
State Government (n5)	10	0	3.4	0
Higher Education (n9)	6	0	2	2
NFP/Charity (n4)	4	1	3	3.5

With insufficient participation numbers to provide confidential benchmarking data, Local Government have been omitted from this table

BY INDUSTRY	Max	Min	Average	Medium
Banking, Finance, Insurance (n16)	8	0	2.4	1.5
Professional Services, Consulting (n9)	5	0	2.3	1
Health, Ageing & Community (n7)	4	0	1.9	1
Legal (n9)	4	0	2	2
Resources, Construction, Transport (n7)	3	0	1.4	1

Industries with an insufficient participation numbers to provide confidential benchmarking data have been omitted from this table

BY TIER	Max	Min	Average	Medium
All Employers (n85)	10	0	1.9	1
Top 20 (n21) * Tie 20th place	8	0	3.8	4
Gold Tier (n10)	8	2	5	4.5
Silver Tier (n11)	7	0	2.7	3
Bronze Tier (n24)	10	0	2.2	1
Participating Organisation (n40)	6	0	0.8	0



AUSTRALIAN WORKPLACE EQUALITY INDEX 2016 EMPLOYEE SURVEY ANALYSIS

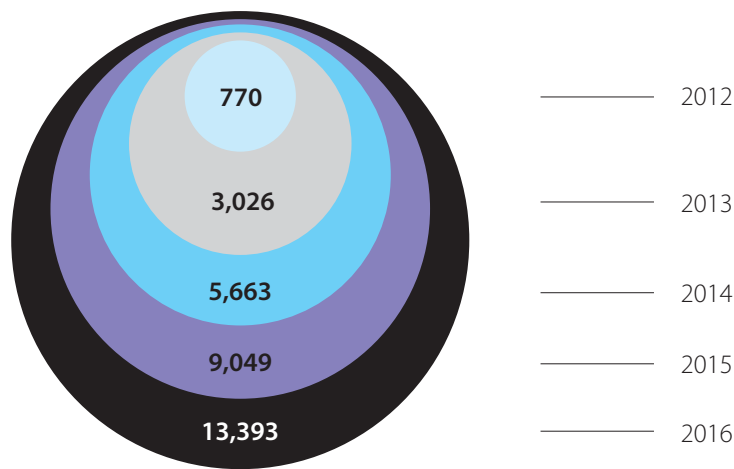
ANNUAL SURVEY

SURVEY PARTICIPATION

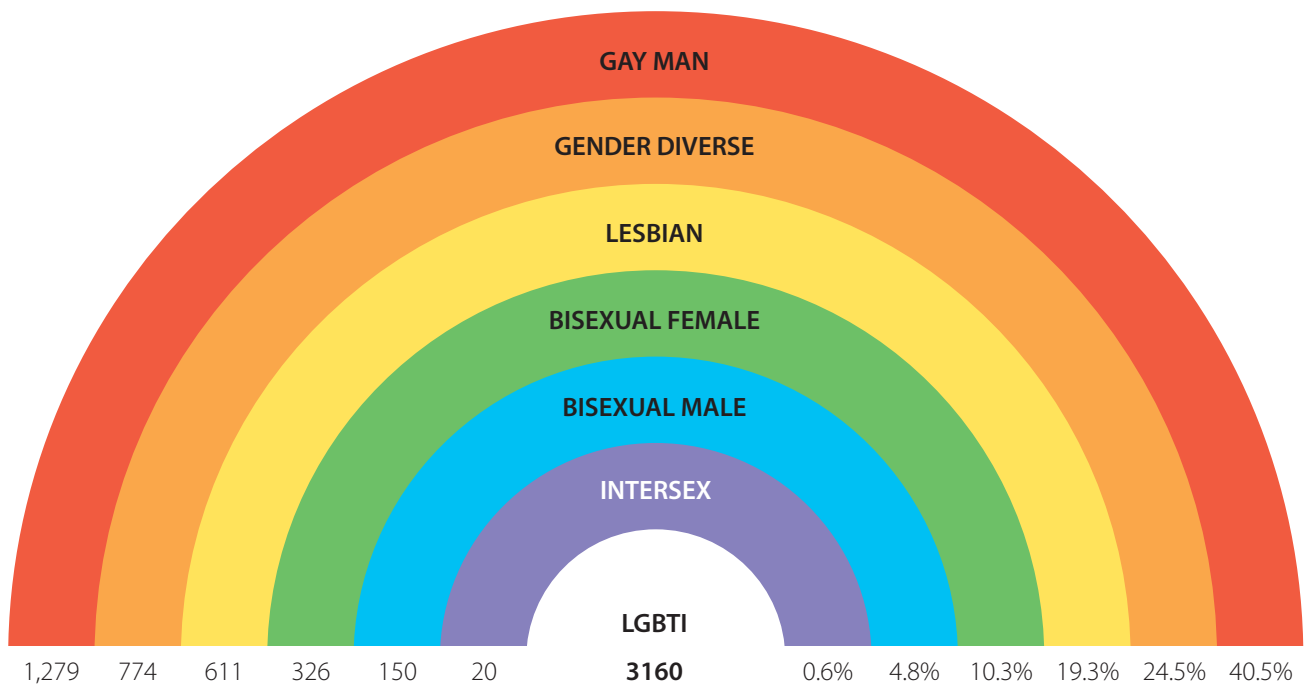
Survey participation continues to grow year-on-year making the AWEI Employee Survey the largest annual LGBTI workplace inclusion dataset in Australia. The survey is unique in that it looks at the impact of LGBTI inclusion initiatives on all employees, with a separate subset of questions that only apply to LGBTI employees and their experiences of the workplace culture.

Participating organisations not only receive their own comprehensive results, but this year we have extended the survey dataset benchmarks enabling employers to compare their individual results by sector.

SURVEY RESPONSES – 5 YEAR GROWTH



LGBTI SURVEY PARTICIPATION



EXECUTIVE SUMMARY

As part of the annual Australian Workplace Equality Index (AWEI), employees are invited to complete an optional survey. This year, responses were received from employees at 65 different organisations, from both the Private and Public sectors, from Higher Education institutions as well as Not-for-Profit organisations.

The total number of surveys completed was an incredible 13,258, a 48% increase on last year's responses (135 respondents were screened out for not being in Australia). Thank you to all the organisations that encouraged their staff to participate; the results are presented in this report.

The survey was open to all employees to help us understand the impact of LGBTI inclusion initiatives regardless of someone's sexual orientation, gender identity or intersex status. Those that were heterosexual, were not gender diverse nor intersex, comprised 70% of the total responses (excluding people who preferred not to respond). Almost 10% of respondents identified as a gay man, just under 5% identified as lesbian and 3.6% as bisexual. Almost 6% of respondents identified as gender diverse, a similar proportion to the results in last year's survey, with twenty participants indicating they were intersex. This year, we also included a 'neither sex attracted' option, which was selected by 45 respondents, or 0.34% of the total.

In addition, analysis was done on responses according to the age of the participant, their seniority level within an organisation, and whether they worked for one of the 2016 'Top 20 Organisations', broadened from the analysis of Top 10 organisations conducted in previous years. This year, we also reviewed responses in light of whether the participant worked in the Private sector (42.7%), the Public sector (42%), Higher Education (7.6%) or the Not-for-Profit sector (7.7%).

SECTOR

Support for and belief in LGBTI inclusion initiatives were considerably lower in the Public sector, with only 76% of respondents personally believing in their importance. These employees were also less likely to believe that their organisation, senior leaders and managers support inclusion.

The NFP sector was rated inclusive on all measures by its employees, with high levels of belief that the organisation truly supports LGBTI inclusion (91%), that both senior leaders and managers support it too (92% and 90% respectively) and that LGBTI employees could comfortably be themselves within the organisation (89%).

The percentage of respondents personally experiencing bullying or harassment was much higher in the Public

sector (11%), compared to a low of 3.5% in the Private sector. The sector in which a participant worked did not have much bearing on whether or not they would report bullying but it had an effect when it came to actually reporting bullying; 60% of those working in the NFP sector had reported bullying compared to less than one-quarter of respondents in the Private sector.

The impact of this bullying is highlighted by the number of people looking to leave the organisation: 8% of those in the Public sector admitted to seeking another job, with bullying being either the predominant or contributing factor.

TOP 20 ORGANISATIONS

This year, analysis was conducted on the Top 20 ranked organisations rather than the Top 10 as in previous years. The greater percentage of responses included in the top tier has led to a more obvious 'middle ground', with percentages for the Top 20 generally decreasing from those seen in the Top 10 analysis last year, and the percentages for the non-Top 20 organisations increasing from those seen in the non-Top 10 last year.

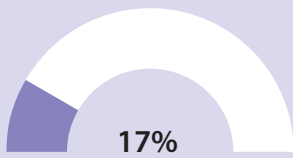
This carried through to analysis of leaders' responses across Top 20 organisations versus the others. For example, this year, 95.4% of leaders at Top 20 organisations personally supported LGBTI inclusion, with 95.2% of those at non-Top 20 organisations feeling likewise.

However, on some measures, there were still visible differences between leaders of the top-ranked organisations. For example, leaders at Top 20 organisations were more likely to:

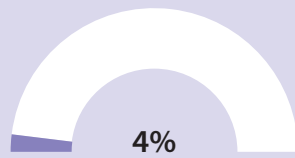
- Believe that their organisation truly supports LGBTI inclusion (93.9% vs 84.8%)
- Have confidence that their managers support inclusion (87.3% vs 81.9%).

Other staff at Top 20 organisations were also more likely to believe their organisation genuinely supports inclusion than at non-Top 20. They also had more confidence that their senior leaders and managers supported inclusion.

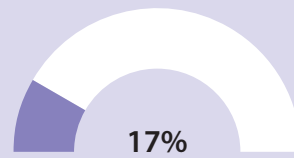
One of the key findings was that 80% of staff at Top 20 organisations agreed that they knew where to go to get more information on LGBTI inclusion. This was in contrast to only 61% in non-Top 20 organisations. These percentages were irrespective of whether or not the respondent was LGBTI, demonstrating that visibility is the key to the success of these initiatives.



18-24 year old LGB employees hide their sexuality at work



18-24 year old LGB employees have been personally bullied or harassed



18-24 year old LGB employees would not report if personally bullied

THE MOST COMMON REASON FOR NOT REPORTING BULLYING IS: **IT WOULD MEAN 'OUTING' THEMSELVES**

AGE

Younger respondents had much stronger beliefs in and support for LGBTI inclusion. They were also more likely to believe that their organisation should do more in the way of communication and/or training in inclusion.

Younger LGB employees were less likely to be out to their manager with only one in two 18-24 year olds admitting that they were, whereas this tended to be about three-quarters of those in older age groups. This meant that 17% of 18-24 year olds and 19% of 25-34 year olds agreed that they expend energy hiding their sexual orientation at work.

On the plus side, there was a much lower rate of bullying reported by younger LGB employees in this year's survey. Only 4% of 18-24 year olds had been personally bullied or harassed compared to 9.7% last year. However, this age group was the least likely to feel comfortable reporting bullying were it to happen to them; 17% would not report it (10-11% across other age groups) with the most commonly selected reason being that it would mean 'outing' themselves to people they are not currently out to.

INCLUSION INITIATIVES

The majority of respondents, whether LGBTI or not, believe that their organisation supports inclusion. However, these rates fell slightly from those recorded last year; in 2015, 78% of LGBTI respondents agreed that their organisation was supportive, falling slightly to 75% this year, whilst 85% of non-LGBTI respondents agreed last year, decreasing to 83.2% this year.

In contrast, there was a slight increase in the percentage of LGBTI respondents who felt they could comfortably be themselves in their organisation, rising from 77% in agreement last year to 79% this year.

Two-thirds of LGBTI respondents indicated that an organisation's track record in diversity would influence their decision to join that organisation; this was much higher than the 38% of non-LGBTI respondents. Just over half also talk

about their organisation's inclusion initiatives outside of work, compared to only 38% of non-LGBTI respondents. The initiatives were responsible for a number of LGB respondents coming out at work, with approximately 5-6% at non-Top 20 organisations but between 9.5% and 12% at the Top 20.

LGB RESPONSES

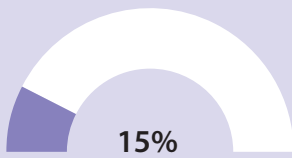
There was a difference between bisexuals and same sex-only attracted respondents in how important it was for them to be out at work but this year saw a strong increase in bisexual men agreeing that it was important, rising to 28% from only 18% last year. Bisexual men were still less likely to feel that it was important to work for an organisation where they could be out; however this was more important to bisexual women (75%) and very important to gay men and lesbians (over 90%).

Over 90% of lesbian and bisexual women and gay men believed that openly out role models are important. Reassuringly, 88% of the LGB leaders surveyed (CEO, Executive and Senior Leadership levels) were either 'completely' or 'moderately' out at work, regardless of whether the organisation was in the Top 20 or not.

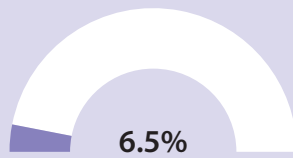
LGB respondents at Top 20 organisations were more likely to believe that their manager supports inclusion; specifically, 83% of lesbians and gay men at Top 20 organisations agreed with this. The percentage was much lower for bisexual men, with only 70% agreeing at a Top 20 organisation, dropping to 65% at a non-Top 20.

Believing their manager to support inclusion was a clear predictor of whether or not an LGB respondent was out to that manager. Of those who agreed that their manager did support inclusion, 80% were out, whereas only 45% were out when they believed their manager was not supportive.

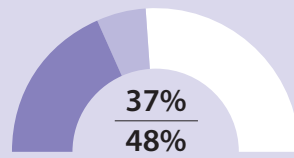
Unfortunately, 5% of respondents did not believe their manager supported inclusion and in these cases, where the respondent was out, 90% believed it had changed the relationship for the worse or they were unsure whether it had changed.



Gender diverse employees were negatively impacted at work by attitudes towards them



Gender diverse employees have been personally bullied or harassed



Less than half of gender diverse employees reported the bullying (non Top 20, Top 20 split)

TWO THIRDS OF THOSE BULLIED OR HARASSED CONSIDERED LEAVING WORK BECAUSE OF IT

Approximately 82% of respondents had confidence that their managers would address inappropriate behaviour. This perception was highest amongst gay men and lowest amongst bisexuals, particularly at non-Top 20 organisations. However, these figures are much higher than those seen in last year's survey, when only 56% of bisexual men at non-Top 10 organisations had confidence in their managers.

Between 15-16% of lesbian and bisexual women and gay men agreed that they expend energy hiding their sexual orientation at work; this was consistent across both Top 20 and non-Top 20 organisations. Bisexual men were much more likely to expend energy but there was a difference depending on the organisation, with 19% agreeing at Top 20 organisations, rising to 24% at the non-Top 20.

When asked whether they had been personally bullied or harassed in the past year, almost one in ten lesbians admitted that they had; the figures were similar irrespective of whether or not they worked at a Top 20 organisation. The figures were not as high for male respondents and only 2.5% of bisexual women had experienced bullying because of their sexual orientation.

Whilst most respondents who had not been bullied claimed that they would report it if it happened, in reality, less than one-third did report it when it actually happened.

GENDER DIVERSE

We asked participants to indicate whether they considered themselves 'gender diverse', which 774 respondents, or 5.8% of the total, did. When presented with more specific options with which to identify, one-third preferred 'gender diverse', approximately 19% preferred to identify only as their affirmed gender, with 5% happy to identify as Trans.

Almost two-thirds of gender diverse respondents indicated that LGBTI inclusion initiatives were important to their level of engagement and a slightly higher percentage would recommend their organisation as a place where gender diverse people could comfortably work.

Four in five respondents had confidence that their manager would address any transphobic behaviour, a similar percentage as recorded in last year's survey. Whilst 85% of gender diverse respondents indicated that they would report bullying if it happened, the most commonly cited reason for the 15% who would not report it was that it 'would not be taken seriously'.

Responses from those working at Top 20 organisations rated more highly on a number of measures, including:

- Belief that their organisations were fully supportive of them (82.2% vs 68.6%)
- That the organisation's initiatives benefit gender diverse employees (59.7% vs 45.5%)
- That the inclusion or transition policies are more visible (44.6% vs 31%).

Employees who had transitioned within a Top 20 organisation reported higher levels of satisfaction with the process and were also more likely to report bullying if it occurred than their counterparts at non-Top 20 organisations.

Still, 15% of respondents indicated that attitudes towards gender diverse people had had a negative impact in the previous year, regardless of whether at a Top 20 organisation or otherwise. 6.5% of respondents had been personally bullied or harassed; with two-thirds considering leaving their current place of work due to the bullying.

INTERSEX

Twenty surveys were completed by intersex employees. Two-thirds of them indicated they would be happy to disclose their intersex status at work, an increase from 50% in last year's survey, and three-quarters did not believe that others' attitudes had had a negative impact on their day to day work.

However, four respondents admitted to having been personally bullied or harassed for being intersex but all of them reported it. Intersex employees were the least likely to believe that LGBTI inclusion initiatives were important to their level of engagement at work (only 33%).

DEMOGRAPHICS

There were 13,393 people who participated in this year's survey, a 48% increase on the 2015 participation numbers (9,048). After screening out 135 respondents not based in Australia, we had 13,258 people complete the full survey.

The state breakdown of these participants is shown in the table below.

BY STATE	2016		2015		Change from 2015
	Responses	Percentage	Responses	Percentage	
NSW	5,338	39.9%	3,250	35.9%	3.9%
ACT	1,367	10.2%	689	7.6%	2.6%
VIC	3,580	26.7%	2,761	30.5%	-3.8%
QLD	1,289	9.6%	716	7.9%	1.7%
WA	1,070	8.0%	1,323	14.6%	-6.6%
SA	410	3.1%	182	2.0%	1.0%
TAS	110	0.8%	33	0.4%	0.5%
NT	94	0.7%	39	0.4%	0.3%
Outside Australia	135	1.0%	55	0.6%	0.4%
TOTAL	13,393		9,048		

A greater percentage of respondents were based in NSW this year corresponding to a similar decline in the percentage from Victoria. Western Australia saw a drop in responses, and a greater percentage of respondents came from the ACT, possibly related to a much higher percentage of respondents working in the Public sector.

BY SECTOR	2016		2015		Change from 2015
	Responses	Percentage	Responses	Percentage	
Private	5,663	42.7%	4,836	53.8%	-11.1%
Public (Government Department / Agency)	5,565	42.0%	2,423	26.9%	15.0%
Higher Education	1,005	7.6%	693	7.7%	-0.1%
Not-for-Profit / Charity	1,021	7.7%	936	10.4%	-2.7%
Blank / Prefer not to respond	4	0.0%	105	1.2%	-1.1%
TOTAL	13,258		8,993		

There were almost the same number of respondents from the private and public sectors this year. Whilst the actual number of respondents from the not-for-profit sector increased, the numbers still represented a smaller percentage of the overall total than in last year's survey.

DEMOGRAPHICS

The vast majority of participants were based in metropolitan centres although this year saw a 2% increase in the percentage of respondents in regional areas.

BY LOCATION	2016		2015		Change from 2015
	Responses	Percentage	Responses	Percentage	
Metropolitan	10,592	79.9%	7,328	81.5%	-1.6%
Regional	2,097	15.8%	1,248	13.9%	1.9%
Rural	457	3.4%	364	4.0%	-0.6%
Remote	112	0.8%	53	0.6%	0.3%
TOTAL	13,258		8,993		

Neither state nor location were taken into account during the analysis. However, data were analysed according to sector, as well by age group, sexual orientation, gender identity and intersex status, as per the breakdowns below.

BY AGE GROUP	2016		2015		Change from 2015
	Responses	Percentage	Responses	Percentage	
<18 years	1	0.0%	5	0.1%	0.0%
18-24 years	559	4.2%	412	4.6%	-0.4%
25-34 years	3,432	25.9%	2,460	27.4%	-1.5%
35-44 years	3,942	29.7%	2,588	28.8%	1.0%
45-54 years	3,556	26.8%	2,381	26.5%	0.3%
55-64 years	1,540	11.6%	988	11.0%	0.6%
65+ years	130	1.0%	97	1.1%	-0.1%
Prefer not to respond	98	0.7%	62	0.7%	0.0%
TOTAL	13,258		8,993		

Respondents were asked whether or not they were heterosexual or opposite/other sex attracted; 75.8% indicated that they were, a 2.7% decrease from the previous year. A further 5.4% preferred not to respond, a slight increase from the previous year. The other 18.8% were then asked to select whether they were same sex attracted, same and other sex attracted, neither sex attracted, or other.

DEMOGRAPHICS

Participants were also asked to select the gender with which they identify, whether they consider themselves gender diverse and/or of intersex status. The full responses of those who chose to identify are shown in the table below:

	Referred to in the report as	Responses	Percentage*
Heterosexual / Opposite or Other Sex Attracted	Heterosexual	10,051	75.8%
Same Sex Attracted, Identify as Male	Gay Man	1,279	9.6%
Same & Other Sex Attracted, Identify as Male	Bisexual (M)	150	1.1%
Same Sex Attracted, Identify as Female	Lesbian	611	4.6%
Same & Other Sex Attracted, Identify as Female	Bisexual (F)	326	2.5%
Neither Sex Attracted	Asexual	45	0.34%
Gender Diverse	Gender Diverse	774	5.8%
Intersex	Intersex	20	0.15%
Prefer not to Respond**		993	7.5%

* The percentages do not add up to 100% because a respondent could be in more than one category, for example, be gender diverse and same sex attracted.

** The number of respondents who selected 'prefer not to respond' to any of the sexuality, gender diverse or intersex questions.

There were 9,293 respondents (70.1%) who indicated that they were heterosexual, they were not gender diverse nor were they intersex; this cohort has been referred to as 'non-LGBTI' throughout the report. Note that respondents who selected 'prefer not to respond' to any of the specific sexuality, and gender diverse or intersex questions were excluded from this cohort.

The slightly lower percentage of gay men responding to this year's survey (9.6% over 9.9% last year) corresponded to an increase in the percentage of responses from lesbians and bisexuals. This year we also included a 'neither sex attracted' option, which was selected by 45 respondents, or 0.34% of the total. Of these, 25 identified as female, 9 as male and 10 as 'other' (with one blank). The percentages of those identifying as gender diverse and those indicating they are intersex are the same as in last year's survey.

CEO, EXECUTIVE AND SENIOR LEADERSHIP

Data were analysed according to respondents' position in the organisation. Responses from those who indicated they were at C-level and Senior Leadership Team (SLT) level (n=941) were analysed against all other respondents.

TOP 20 ORGANISATIONS

In previous years, the lived experiences of both LGBTI and non-LGBTI staff have differed according to whether an organisation was ranked in the Top 10 or not. This year, the survey broadened the distinction to encompass those working at Top 20 organisations (n=5,837 or 44%) rather than the Top 10

Finally, the CEO, Executive and SLT data were further broken down into the leaders of Top 20 organisations (n=412 or 43.8%) versus non-Top 20, to analyse the effect that commitment and support from leadership teams can have on an organisation's effectiveness in promoting diversity.

PERSONAL BELIEFS IN LGBTI INCLUSION INITIATIVES

The following questions assessed respondents' personal beliefs on LGBTI inclusion in the workplace, regardless of organisational initiatives or policies.

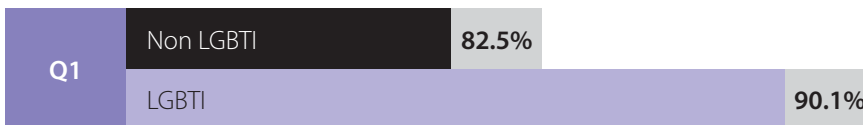
Question #	Survey Question	Data selection for chart
Q1	How important do you personally believe LGBTI inclusion initiatives are to an organisation?	Very Important / Somewhat Important
Q2	To what extent do you understand why LGBTI inclusion is important to an organisation?	Large Extent / Moderate Extent
Q6	Please state your level of agreement with the statement "I personally support LGBTI workplace inclusion"	Strongly Agree / Agree

LGBTI v NON-LGBTI RESPONDENTS

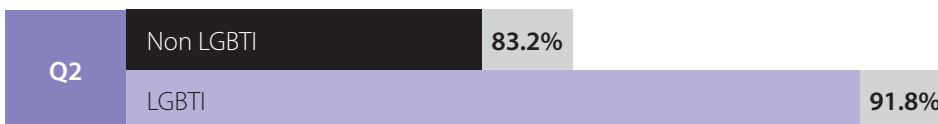
Personal belief in LGBTI inclusion initiatives (Q1) was naturally higher amongst LGBTI respondents (90.1% vs 82.5%) and similar percentages across both groups understood why LGBTI inclusion is important to an organisation.

Personal Beliefs on LGBTI Workplace Inclusion

*How important do you personally believe LGBTI inclusion initiatives are to an organisation?
Very Important / Somewhat Important*



*To what extent do you understand why LGBTI inclusion is important to an organisation?
Large Extent / Moderate Extent*



*Please state your level of agreement with the statement "I personally support LGBTI workplace inclusion"
Strongly Agree / Agree*



PERSONAL BELIEFS IN LGBTI INCLUSION INITIATIVES

Unlike results from previous years, this year we saw a higher level of personal support for and belief in the importance and merits of LGBTI inclusion from non-LGBTI respondents working at organisations outside of the Top 20 than those working at Top 20 organisations. (The strength of personal beliefs were similar amongst the LGBTI cohort, regardless of whether or not they worked at a Top 20 organisation).

Personal Beliefs on LGBTI Workplace Inclusion – Non-LGBTI Respondents

*How important do you personally believe LGBTI inclusion initiatives are to an organisation?
Very Important / Somewhat Important*



*To what extent do you understand why LGBTI inclusion is important to an organisation?
Large Extent / Moderate Extent*



*Please state your level of agreement with the statement "I personally support LGBTI workplace inclusion"
Strongly Agree / Agree*



AGE GROUP

Younger respondents had much stronger beliefs in and support for LGBTI inclusion; 93.7% of 18 to 24 year olds personally support LGBTI inclusion, decreasing across the age groups to 85.6% of 55 to 64 year olds.

LEADERSHIP

In previous years, the beliefs of the leadership teams at the top-ranked organisations were much more in favour of LGBTI inclusion initiatives than those at the lower-ranked organisations. This year, however, there was very little difference in the strength of views between the two cohorts. 95.4% of leaders at Top 20 organisations personally support LGBTI inclusion, with 95.2% of those at non-Top 20 organisations feeling likewise. When asked whether they understood why LGBTI inclusion was important to an organisation, 91.6% of leaders at non-Top 20 organisations agreed that they did, up slightly from last year (90.7% of non-Top 10 leaders). This figure is similar to the leadership teams at Top 20 organisations, where 92.2% agree with the importance of inclusion, although this figure is down on last year (95.6% of Top 10 leaders).

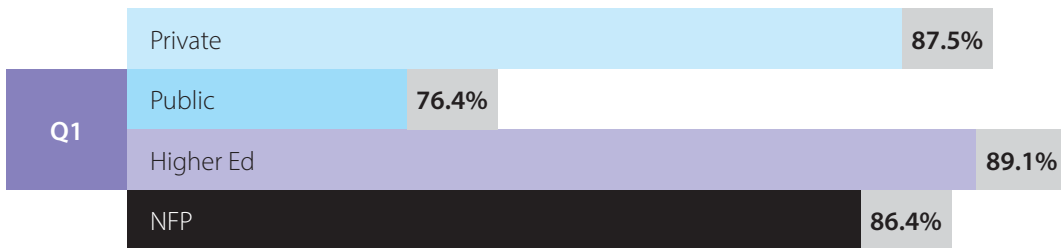
PERSONAL BELIEFS IN LGBTI INCLUSION INITIATIVES

SECTOR

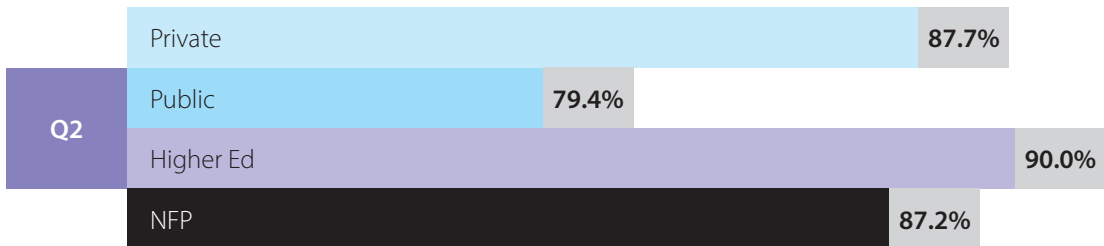
This year, responses by sector were analysed. Support for and belief in LGBTI inclusion initiatives were strongest in the Higher Education sector with those working in the Private and Not-for-Profit sectors also rating them highly. Support for the initiatives was much lower in the Public sector, with only 76.4% of respondents personally believing in the importance of the initiatives, although this was an increase on the 71.8% believing in them last year.

Personal Beliefs by Sector

*How important do you personally believe LGBTI inclusion initiatives are to an organisation?
Very Important / Somewhat Important*



*To what extent do you understand why LGBTI inclusion is important to an organisation?
Large Extent / Moderate Extent*



*Please state your level of agreement with the statement "I personally support LGBTI workplace inclusion"
Strongly Agree / Agree*



LGBTI INCLUSIVE CULTURE

As well as their personal views, respondents were asked their views on how LGBTI-inclusive the culture of their own organisation is.

Question #	Survey Question	Data selection for chart
Q3	To what extent do you believe your organisation genuinely supports LGBTI inclusion?	Large Extent / Moderate Extent
Q4	Please state your level of agreement with the statement "I feel confident that senior leaders within this organisation support LGBTI workplace inclusion"	Strongly Agree / Agree
Q5	Please state your level of agreement with the statement "I feel confident that managers / team leaders within this organisation support LGBTI workplace inclusion"	Strongly Agree / Agree
Q8	Please state your level of agreement with the statement "LGBTI employees within my immediate work area could comfortably be themselves within this organisation"	Strongly Agree / Agree

LGBTI v NON-LGBTI RESPONDENTS

The rates of both LGBTI and non-LGBTI respondents believing that their organisation supports inclusion (Q3) fell from last year. In 2015, 77.6% of LGBTI respondents agreed that their organisation was supportive, falling to 74.6% this year, whilst 85.2% of non-LGBTI respondents agreed last year decreasing to 83.2% this year. There is still, however, a significant difference between the perception of LGBTI respondents to non-LGBTI respondents.

Respondents had very similar levels of confidence in their senior leaders and their managers though, again, these rates were slightly lower than those expressed last year.

One slight increase was the percentage of LGBTI respondents who felt they could comfortably be themselves in the organisation, rising from 76.6% in agreement last year to 78.5% this year.

LGBTI Inclusive Culture

*To what extent do you believe your organisation genuinely supports LGBTI inclusion?
Large Extent / Moderate Extent*



*Please state your level of agreement with the statement
"I feel confident that senior leaders within this organisation support LGBTI workplace inclusion"
Strongly Agree / Agree*



LGBTI INCLUSIVE CULTURE

LGBTI Inclusive Culture

Please state your level of agreement with the statement
 "I feel confident that managers / team leaders within this organisation support LGBTI workplace inclusion"
 Strongly Agree / Agree



Please state your level of agreement with the statement
 "LGBTI employees within my immediate work area could comfortably be themselves within this organisation"
 Strongly Agree / Agree



LEADERSHIP

Leaders at Top 20 organisations were far more likely to believe that their organisation truly supports LGBTI inclusion – 93.9% compared to only 84.8% of leaders at non-Top 20 organisations (Q3). This percentage of 84.8% is significantly lower than that recorded in last year's survey, where 90.9% of leaders at non-Top 10 organisations believed their organisation genuinely supports inclusion. This may be indicative of the number of new organisations taking part in the survey who are just commencing their inclusion work. Senior leaders at the Top 20 organisations also had much more confidence that their managers support inclusion (Q5) than did their counterparts at non-Top 20 organisations (87.3% vs 81.9%). This confidence also extended across staff in non-leadership roles; 85.9% of staff at the Top 20 believe their organisation genuinely supports inclusion (Q3) against only 75.4% at non-Top 20. There is a similar disparity between the two groups with regard to confidence in their senior leaders and managers (Q4, Q5).

LGBTI Inclusive Culture – Leadership

To what extent do you believe your organisation genuinely supports LGBTI inclusion?
 Large Extent / Moderate Extent



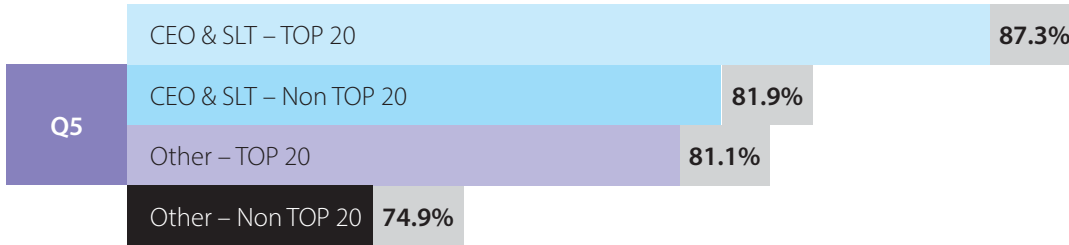
Please state your level of agreement with the statement
 "I feel confident that senior leaders within this organisation support LGBTI workplace inclusion"
 Strongly Agree / Agree



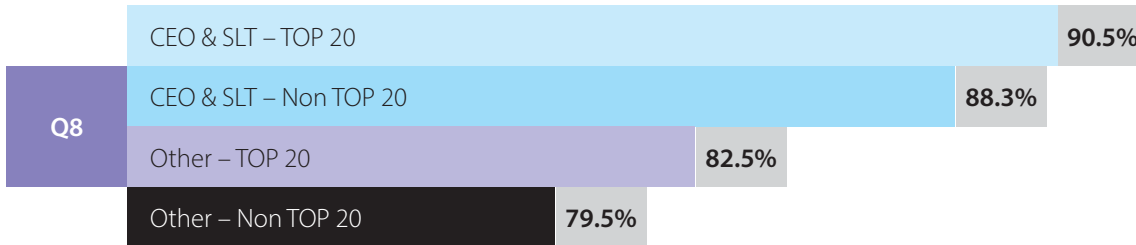
LGBTI INCLUSIVE CULTURE

LGBTI Inclusive Culture – Leadership

Please state your level of agreement with the statement
 "I feel confident that managers /team leaders within this organisation support LGBTI workplace inclusion"
 Strongly Agree / Agree



Please state your level of agreement with the statement
 "LGBTI employees within my immediate work area could comfortably be themselves within this organisation"
 Strongly Agree / Agree



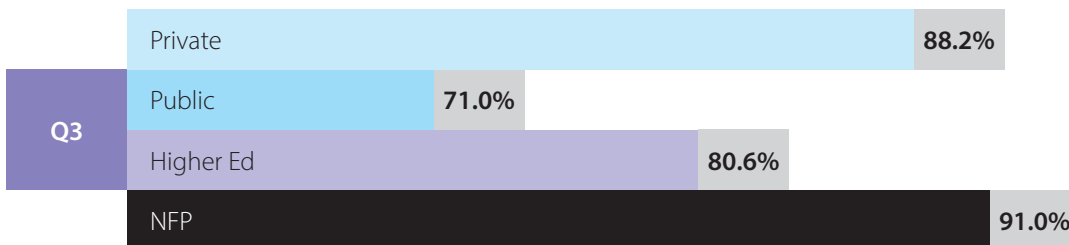
SECTOR

The NFP sector was rated inclusive on all measures by its employees, with high levels of belief that the organisation truly supports LGBTI inclusion (91%), that both senior leaders and managers support it too (91.6% and 90.4% respectively) and that LGBTI employees could comfortably be themselves within the organisation (88.6%).

These beliefs were slightly lower from those working in the Private sector, lower still from those in the Higher Education sector, whilst those working in the Public sector had the least confidence in their organisation's support (71%) and less still in their senior leaders (69.4%) and managers (70.8%).

LGBTI Inclusive Culture by Sector

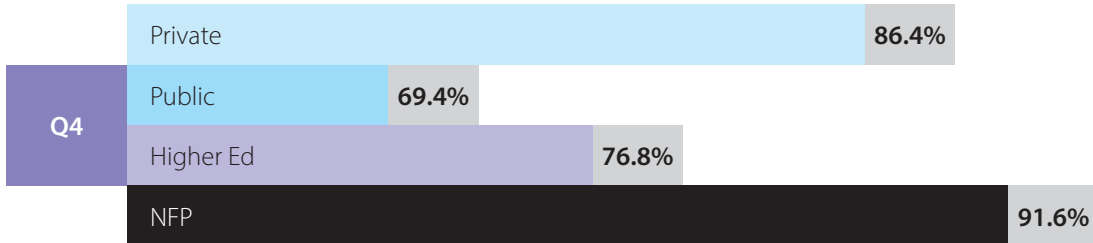
To what extent do you believe your organisation genuinely supports LGBTI inclusion?
 Large Extent / Moderate Extent



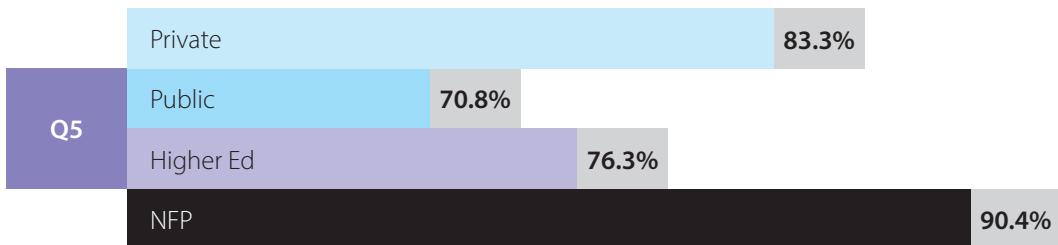
LGBTI INCLUSIVE CULTURE

LGBTI Inclusive Culture by Sector

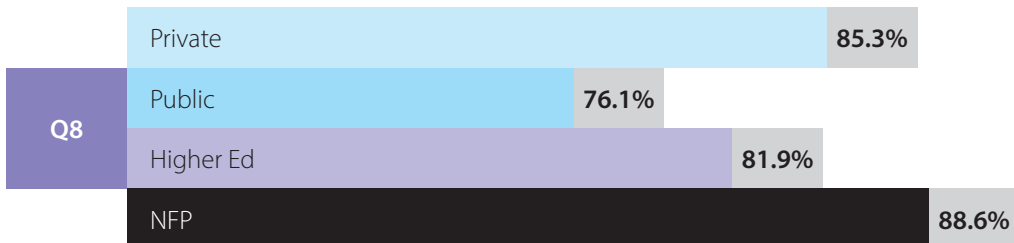
Please state your level of agreement with the statement
 "I feel confident that senior leaders within this organisation support LGBTI workplace inclusion"
 Strongly Agree / Agree



Please state your level of agreement with the statement
 "I feel confident that managers / team leaders within this organisation support LGBTI workplace inclusion"
 Strongly Agree / Agree



Please state your level of agreement with the statement
 "LGBTI employees within my immediate work area could comfortably be themselves within this organisation"
 Strongly Agree / Agree



COMMUNICATION & VISIBILITY OF LGBTI INITIATIVES

Participants were asked for their perceptions of how well their organisation communicates internally about LGBTI inclusion initiatives and how visible they are.

Question #	Survey Question	Data selection for chart
Q9	To what extent do you believe your organisation communicates LGBTI inclusion internally (to people in your workplace)?	Large Extent / Moderate Extent
Q11	Please state your level of agreement with the statement "I know where to go for more information on LGBTI inclusion within this organisation"	Strongly Agree / Agree
Q12	Do you believe your organisation should do less or more communication/training in the area of LGBTI workplace inclusion?	Much More / Somewhat More
Q13	Do you believe that people managers in your organisation should be trained in LGBTI inclusion?	Strongly Agree / Agree

LGBTI v NON-LGBTI RESPONDENTS

LGBTI respondents were less likely to believe that their organisation communicates inclusion (Q9) than non-LGBTI respondents (57.6% vs 66.1%) and were far more likely to believe that their organisation should do more communication and/or training in this area (64.9% vs 43% for non-LGBTI respondents).

Visibility of LGBTI Inclusion Initiatives

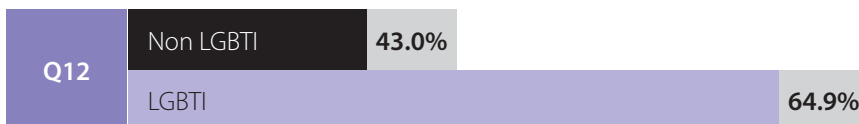
*To what extent do you believe your organisation communicates LGBTI inclusion internally (to people in your workplace)?
Large Extent / Moderate Extent*



*Please state your level of agreement with the statement "I know where to go for more information on LGBTI inclusion within this organisation"
Strongly Agree / Agree*



*Do you believe your organisation should do less or more communication/training in the area of LGBTI workplace inclusion?
Much More / Somewhat More*



*Do you believe that people managers in your organisation should be trained in LGBTI inclusion?
Strongly Agree / Agree*

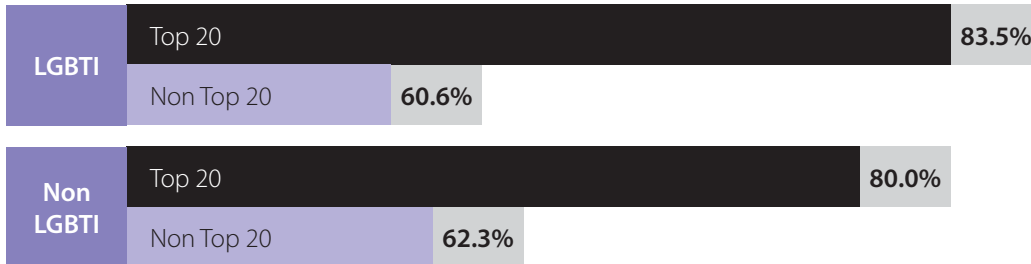


COMMUNICATION & VISIBILITY OF LGBTI INITIATIVES

Whilst this chart shows that 70% of all respondents agreed that they know where to go to get more information (Q11), an interesting difference appears when the data are viewed according to whether a respondent works in a Top 20 organisation or not.

Knowing Where to Get More Information

Please state your level of agreement with the statement
 "I know where to go for more information on LGBTI inclusion within this organisation"
 Strongly Agree / Agree

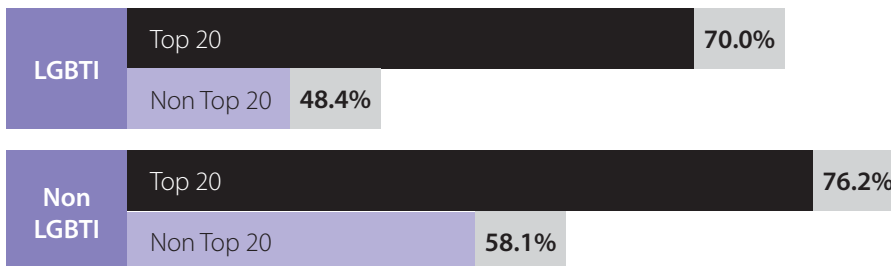


83.5% of LGBTI respondents know where to get more information about the inclusion initiatives at Top 20 organisations; the percentage is still relatively high even amongst non-LGBTI respondents (80%). Contrast this with the responses from those in organisations outside of the Top 20, where only 61-62% of all respondents know where to go.

And whilst non-LGBTI respondents feel that their organisation communicates inclusion more strongly than their LGBTI counterparts (Q9), the responses are again markedly different depending on whether the employee works at a Top 20 organisation. For LGBTI respondents, 70% agreed that their Top 20 organisation communicates inclusion, compared to less than half at non-Top 20 organisations.

Communicating LGBTI Inclusion Internally

To what extent do you believe your organisation communicates LGBTI inclusion internally (to people in your workplace)?
 Large Extent / Moderate Extent



COMMUNICATION & VISIBILITY OF LGBTI INITIATIVES

AGE GROUP

Younger respondents were much more likely to believe that there should be more communication and/or training provided in their organisation, with approximately 55% of those under 35 believing there should be 'somewhat more' or 'much more', dropping to 44% of those aged 55-64 and only 36% of those aged 65+.

LEADERSHIP

Leaders at Top 20 organisations had a much stronger perception that their organisation communicates inclusion (86.6% vs 71.7%). Whilst these figures were lower amongst their staff, the pattern was similar, with 73.2% of staff at Top 20 organisations believing this, compared to only 54.3% of staff at non-Top 20 organisations.

This apparent weakness in visibility was recognised by many leaders at non-Top 20 organisations, with 54.7% believing that there should be 'somewhat more' or 'much more' communication and/or training on inclusion initiatives; 42% believed the amount to be 'fine as is'. This figure is much higher amongst the leadership at Top 20 organisations, where 56% believe the amount is 'fine as is' and only 38.5% feel there should be more training.

Visibility of LGBTI Inclusion Initiatives

*To what extent do you believe your organisation communicates LGBTI inclusion internally (to people in your workplace)?
Large Extent / Moderate Extent*



*Please state your level of agreement with the statement
"I know where to go for more information on LGBTI inclusion within this organisation"
Strongly Agree / Agree*



*Do you believe your organisation should do less or more communication/training in the area of LGBTI workplace inclusion?
Much More / Somewhat More*



*Do you believe that people managers in your organisation should be trained in LGBTI inclusion?
Strongly Agree / Agree*



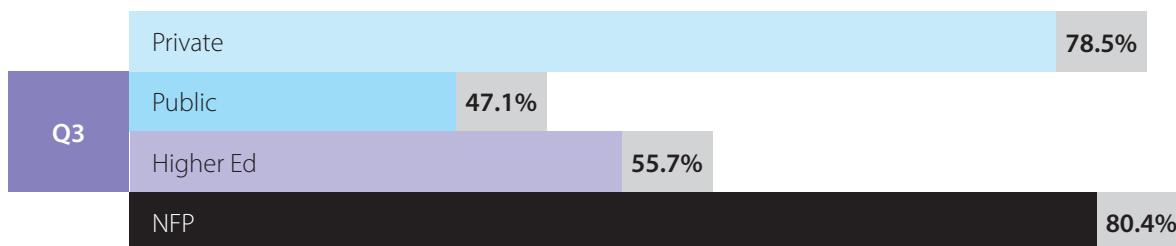
COMMUNICATION & VISIBILITY OF LGBTI INITIATIVES

SECTOR

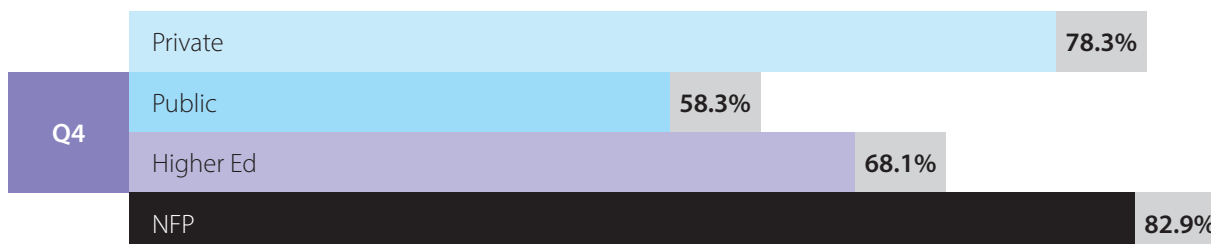
Employees in both the Private and NFP sectors had a stronger belief that their organisation communicates LGBTI inclusion (Q3) and that they knew where to go to get more information (Q4). These sentiments were not shared as strongly by those working in the Higher Education sector and much less so in the Public sector, where less than half of all respondents believed their organisation communicates inclusion.

Visibility of LGBTI Inclusion by Sector

*To what extent do you believe your organisation genuinely supports LGBTI inclusion?
Large Extent / Moderate Extent*



*Please state your level of agreement with the statement
"I feel confident that senior leaders within this organisation support LGBTI workplace inclusion"
Strongly Agree / Agree*



EXTERNAL IMPACT OF LGBTI INCLUSION INITIATIVES

Participants were asked to indicate their views on the external impact of their organisation’s inclusion initiatives and how much of an influence they may be on recruitment.

Question #	Survey Question	Data selection for chart
Q10	To what extent do you believe your organisation communicates LGBTI inclusion externally (clients / customers / suppliers / partners)?	Large Extent / Moderate Extent
Q7	Please state your level of agreement with the statement "I talk about my workplace's LGBTI inclusion initiatives outside of work".	Strongly Agree / Agree
Q14	To what extent would an organisation's track record in LGBTI diversity (and equally other areas of diversity) influence your decision to join an organisation?	Large Extent / Moderate Extent

LGBTI v NON-LGBTI RESPONDENTS

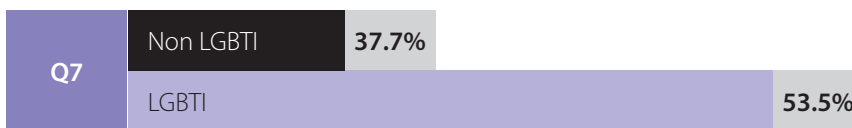
Two-thirds of LGBTI respondents indicated that an organisation’s track record in diversity would influence their decision to join that organisation (Q14); this was much higher than the 38% of non-LGBTI respondents. Just over half also talk about their organisation’s inclusion initiatives outside of work (Q7), compared to only 38% of non-LGBTI respondents.

External Impact of LGBTI Inclusion Initiatives

*To what extent do you believe your organisation communicates LGBTI inclusion externally (clients / customers / suppliers / partners)?
Large Extent / Moderate Extent*



*Please state your level of agreement with the statement "I talk about my workplace's LGBTI inclusion initiatives outside of work".
Strongly Agree / Agree*



*To what extent would an organisation's track record in LGBTI diversity (and equally other areas of diversity) influence your decision to join an organisation?
Large Extent / Moderate Extent*



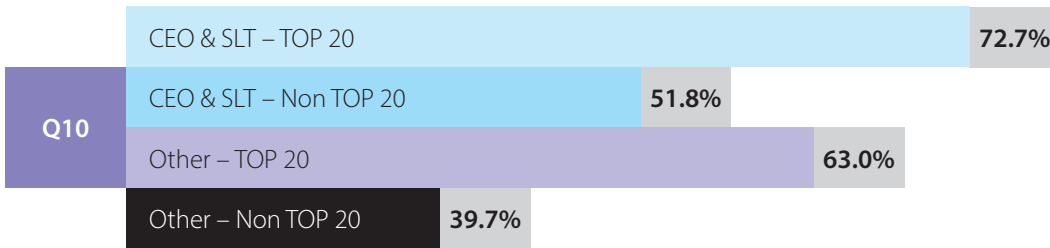
LEADERSHIP

Leaders at Top 20 organisations had a much stronger belief that their organisation communicates LGBTI inclusion initiatives externally (Q10) than at non-Top 10 organisations (72.7% vs 51.8%). Indeed, a similar disparity was seen across other employees, with 63% agreeing with this at Top 20 organisations, versus only 39.7% at non-Top 20. Almost two-thirds of leaders at Top 20 organisations were more likely to talk about their organisation’s initiatives outside of work (Q7). This dropped to just over one-third of other employees at non-Top 20 organisations.

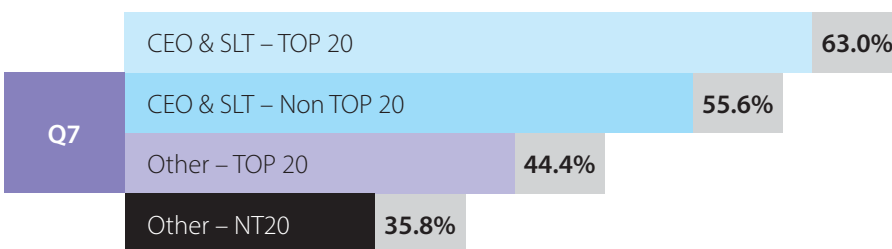
EXTERNAL IMPACT OF LGBTI INCLUSION INITIATIVES

External Impact of LGBTI Inclusion Initiatives by Sector

To what extent do you believe your organisation communicates LGBTI inclusion externally (clients / customers / suppliers / partners)? Large Extent / Moderate Extent



Please state your level of agreement with the statement "I talk about my workplace's LGBTI inclusion initiatives outside of work". Strongly Agree / Agree

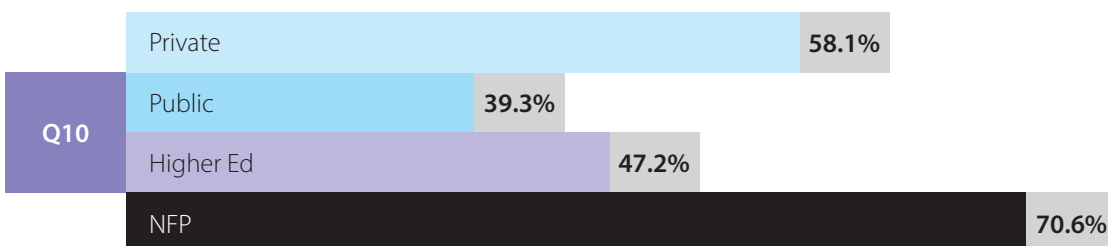


SECTOR

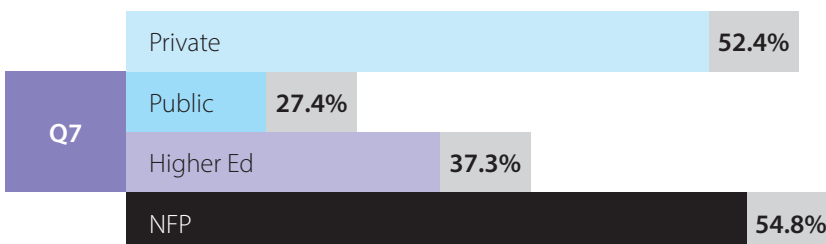
Those working in the NFP sector were more likely to believe that their organisation communicates externally about their inclusion initiatives (70.6%), higher than all other sectors, particularly the Public sector, where only 39.3% of employees agreed with this. Just over one-quarter of those in the Public sector indicated that they talk about their organisation's initiatives outside of work (Q7), with twice as many in the NFP sector acknowledging that they do. However, only 34.8% of Public sector employees said that an organisation's diversity track record would influence them to join an organisation, compared to approximately 51% across the other sectors.

External Impact of LGBTI Inclusion Initiatives by Sector

To what extent do you believe your organisation communicates LGBTI inclusion externally (clients / customers / suppliers / partners)? Large Extent / Moderate Extent



Please state your level of agreement with the statement "I talk about my workplace's LGBTI inclusion initiatives outside of work". Strongly Agree / Agree



BULLYING AND/OR NEGATIVE COMMENTARY IN THE WORKPLACE

Participants were asked to indicate the levels of bullying and/or negative commentary they had witnessed or been made aware of in the previous twelve months at their current workplace.

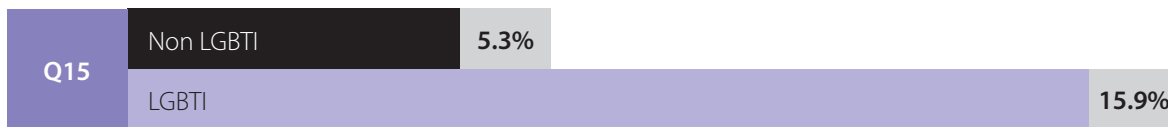
Question #	Survey Question	Data selection for chart
Q15	To what extent within the last 12 months (current employer only) have you personally witnessed (or been made aware of) negative commentary or jokes targeting LGBTI people at work?	Large Extent / Moderate Extent
Q17	To what extent within the last 12 months (current employer only) have you personally witnessed (or been made aware of) more serious LGBTI employee bullying/harassment at work?	Large Extent / Moderate Extent
Q19	Please state your level of agreement with the statement "I feel confident that managers / team leaders within this organisation would address bullying/harassment of LGBTI employees (including constant innuendo / jokes regarding sexuality, etc.)"	Strongly Agree / Agree
Q20	In relation to jokes or innuendo (about someone's sexual orientation, gender identity or intersex status) within the workplace, please select the statement that most closely represents your view.	Totally Unacceptable / Somewhat Unacceptable

LGBTI v NON-LGBTI RESPONDENTS

15.9% of LGBTI respondents indicated that they had either witnessed or been made aware of negative commentary or jokes (Q15) versus only 5.3% of non-LGBTI respondents. A higher rate of LGBTI respondents were also aware of more serious bullying (4.2% against only 0.6% of non-LGBTI respondents).

Bullying/ Negative Commentary in the Workplace

To what extent within the last 12 months (current employer only) have you personally witnessed (or been made aware of) negative commentary or jokes targeting LGBTI people at work?
Large Extent / Moderate Extent



To what extent within the last 12 months (current employer only) have you personally witnessed (or been made aware of) more serious LGBTI employee bullying/harassment at work?
Large Extent / Moderate Extent

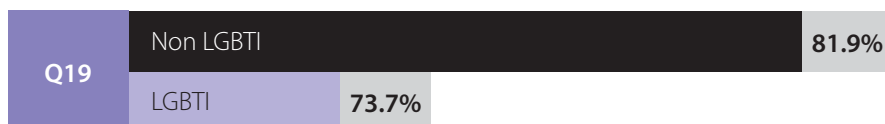


Over four-fifths of non-LGBTI respondents had confidence that this bullying would be addressed by managers (Q19), although this level of faith was not shared by as many LGBTI respondents, with only 73.7% agreeing with this. Both groups expressed a similar lack of acceptance of jokes or innuendo (Q20).

BULLYING AND/OR NEGATIVE COMMENTARY IN THE WORKPLACE

Non Acceptance of Negative Commentary – LGBTI vs Non-LGBTI

Please state your level of agreement with the statement "I feel confident that managers / team leaders within this organisation would address bullying/harassment of LGBTI employees (including constant innuendo / jokes regarding sexuality, etc.)"
Strongly Agree / Agree



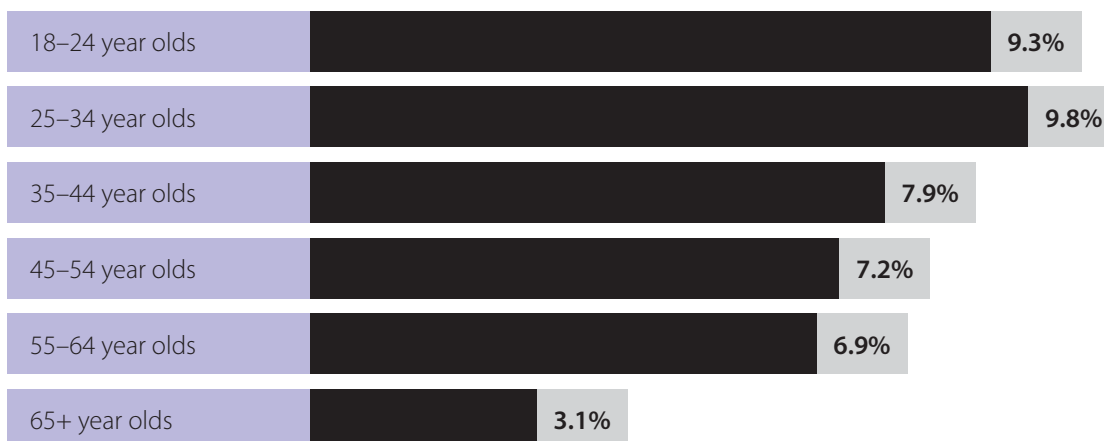
In relation to jokes or innuendo (about someone's sexual orientation, gender identity or intersex status) within the workplace, please select the statement that most closely represents your view.
Totally Unacceptable / Somewhat Unacceptable



AGE GROUP

Those in the younger age groups were far more likely to have either witnessed or been made aware of negative commentary during the previous year, ranging from 9.8% of 25-34 year olds to 3.1% of those aged 65 and over. The percentages of those witnessing or being made aware of more serious bullying were consistent across all age groups at approximately 1.5% of respondents.

To what extent within the last 12 months (current employer only) have you personally witnessed (or been made aware of) negative commentary or jokes targeting LGBTI people at work?
Large Extent / Moderate Extent



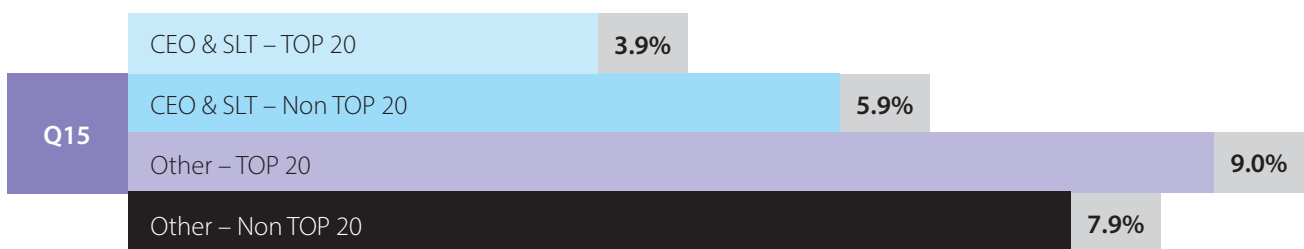
BULLYING AND/OR NEGATIVE COMMENTARY IN THE WORKPLACE

LEADERSHIP

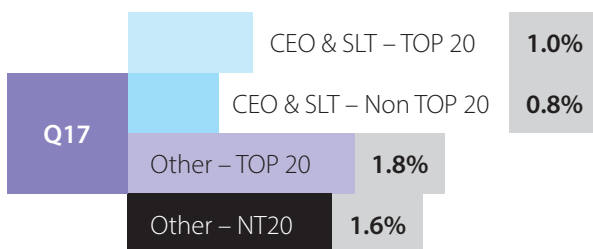
Leaders were much less likely to have witnessed or been made aware of both negative commentary (Q15) and more serious bullying (Q17) than their employees were. 3.9% of leaders at Top 20 organisations were aware of negative commentary against 5.9% of leaders at other organisations. In contrast to survey results in previous years, a higher percentage of employees at Top 20 organisations claimed negative commentary and more serious bullying than at other organisations.

Bullying / Negative Commentary in the Workplace

*To what extent within the last 12 months (current employer only) have you personally witnessed (or been made aware of) negative commentary or jokes targeting LGBTI people at work?
Large Extent / Moderate Extent*



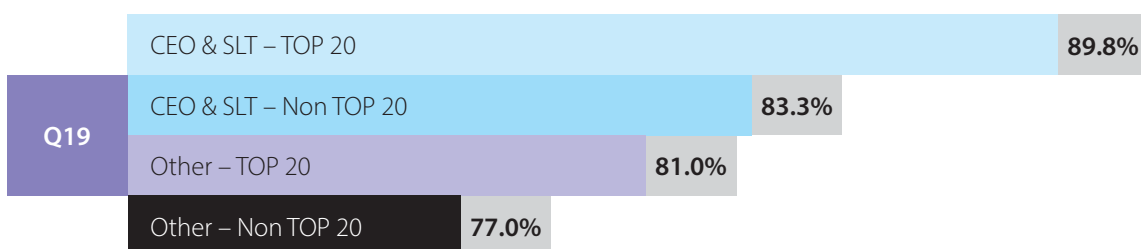
*To what extent within the last 12 months (current employer only) have you personally witnessed (or been made aware of) more serious LGBTI employee bullying/harassment at work?
Large Extent / Moderate Extent*



Leaders were more likely than their employees to believe that managers and/or team leaders would address bullying in the workplace (Q19) and this was seen at a higher rate in the Top 20 organisations. However, both leaders and employees at non-Top 20 organisations showed (marginally) less tolerance for negative jokes or innuendo (Q20) than their counterparts at Top 20 organisations.

Non Acceptance of Negative Commentary – By Leadership

*Please state your level of agreement with the statement
"I feel confident that managers / team leaders within this organisation would address bullying/harassment of LGBTI employees (including constant innuendo / jokes regarding sexuality, etc.)"
Strongly Agree / Agree*



BULLYING AND/OR NEGATIVE COMMENTARY IN THE WORKPLACE

LEADERSHIP

Non Acceptance of Negative Commentary – By Leadership

In relation to jokes or innuendo (about someone’s sexual orientation, gender identity or intersex status) within the workplace, please select the statement that most closely represents your view. Totally Unacceptable / Somewhat Unacceptable

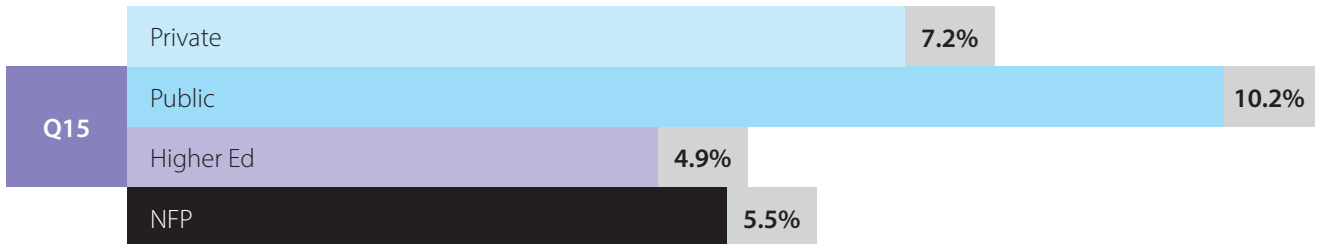


SECTOR

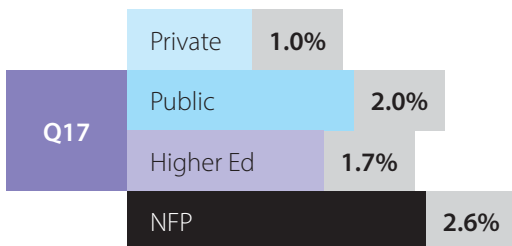
Respondents working in the Public sector claimed much higher levels of negative commentary (Q15) than in other sectors, more than twice as much as in the Higher Education sector (10.2% vs 4.9%). And whilst there were also higher levels of more serious bullying (Q17) claimed in the Public sector than in the Private or Higher Education sectors, the Not-for-Profit sector recorded the highest level (2.6%).

Bullying / Negative Commentary in the Workplace

To what extent within the last 12 months (current employer only) have you personally witnessed (or been made aware of) negative commentary or jokes targeting LGBTI people at work? Large Extent / Moderate Extent



To what extent within the last 12 months (current employer only) have you personally witnessed (or been made aware of) more serious LGBTI employee bullying/harassment at work? Large Extent / Moderate Extent



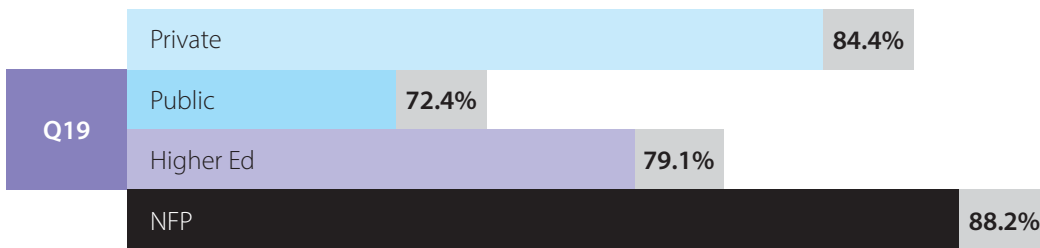
BULLYING AND/OR NEGATIVE COMMENTARY IN THE WORKPLACE

SECTOR

Whilst the level of more serious bullying witnessed was highest in the NFP sector, these employees also recorded the highest level of confidence that it would be addressed by managers and/or team leaders (88.2%). This was much higher than confidence expressed in the Public sector, at only 72.4%. The Public sector also demonstrated the highest level of tolerance for negative jokes or innuendo (Q20), with only 82.1% of employees believing them to be unacceptable.

Non Acceptance of Negative Commentary – By Sector

*Please state your level of agreement with the statement
"I feel confident that managers / team leaders within this organisation would address bullying/harassment of LGBTI employees (including constant innuendo / jokes regarding sexuality, etc.)"
Strongly Agree / Agree*



*In relation to jokes or innuendo (about someone's sexual orientation, gender identity or intersex status) within the workplace, please select the statement that most closely represents your view.
Totally Unacceptable / Somewhat Unacceptable*



LESBIAN, GAY, BISEXUAL EMPLOYEES: LIVED EXPERIENCE

Participants were asked if they were heterosexual; those who said 'no' (n=2,495) were then asked a series of questions about their lived experience as LGB employees within their organisation.

ORGANSATIONAL INCLUSION

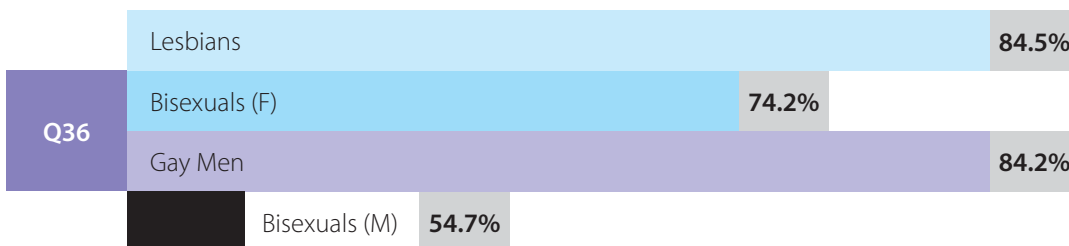
Those who identified as 'same sex attracted' and 'same and different sex attracted' were asked a series of questions about their perception of LGBTI inclusion initiatives as well as their lived experience in their current workplace.

Question #	Survey Question	Data selection for chart
Q36	How important is an LGBTI inclusive culture to your level of engagement?	Very Important / Somewhat Important
Q23	How important is it for you to work for an organisation where you feel that you can be out?	Very Important / Somewhat Important
Q37	How important do you believe openly out role models are to an LGBTI inclusive culture?	Very Important / Somewhat Important

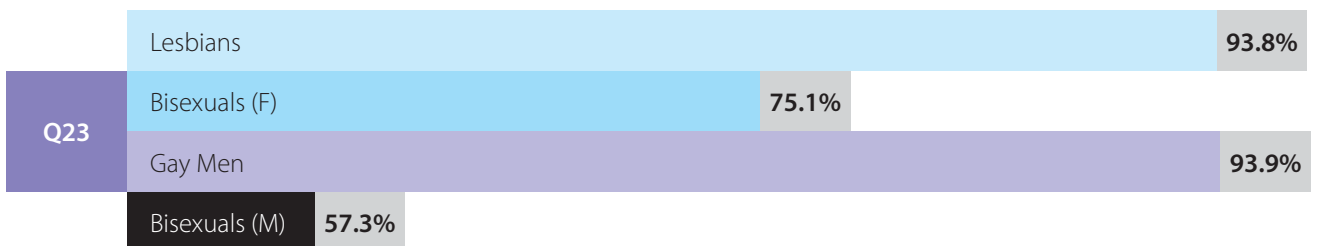
Bisexual men were the least likely group to place an importance on an LGBTI inclusive culture (Q36), with just over half (54.7%) agreeing that it was important, in contrast to 84% of gay men and lesbians. They were also less likely to feel that it was important to work for an organisation where they could be out (Q23). A higher percentage of bisexual women felt this was important (75%), which rose to well over 90% of gay men and lesbians.

Culture & Engagement by Sexual Orientation

*How important is an LGBTI inclusive culture to your level of engagement?
Very Important / Somewhat Important*



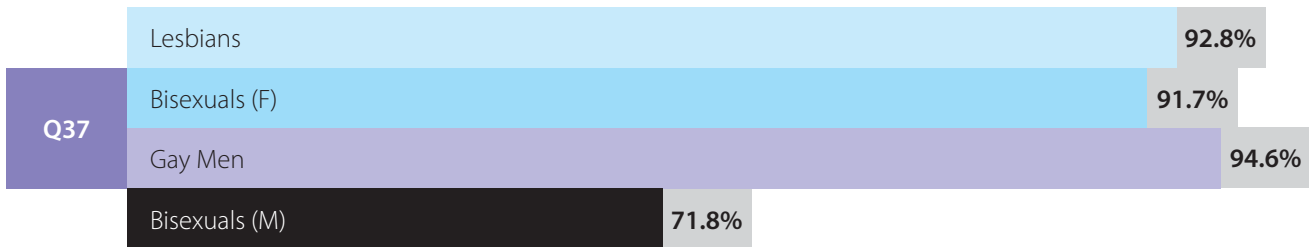
*How important is it for you to work for an organisation where you feel that you can be out?
Very Important / Somewhat Important*



LESBIAN, GAY, BISEXUAL EMPLOYEES: LIVED EXPERIENCE

Culture & Engagement by Sexual Orientation

*How important is an LGBTI inclusive culture to your level of engagement?
Very Important / Somewhat Important*



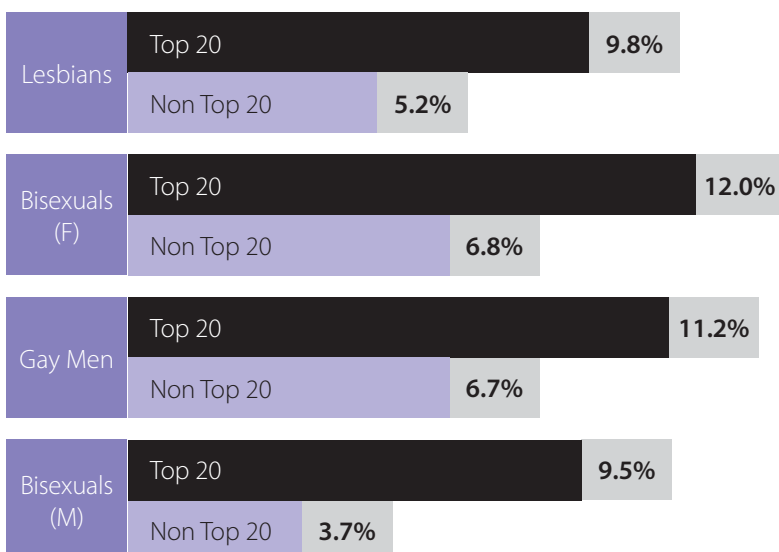
Openly out role models (Q37) were important to over 90% of lesbian and bisexual women and gay men; however, only 71.8% of bisexual men agreed that they were. Reassuringly, 88% of the LGB leaders surveyed (CEO, Executive and Senior Leadership levels) were either 'completely' or 'moderately' out at work, regardless of whether the organisation was in the Top 20 or not.

Participants were asked to select whether LGBTI Workplace Inclusion initiatives had had a positive, negative or no impact on how they feel about their orientation, and whether the initiatives had been responsible for them coming out at work or made them feel more self-conscious or uncomfortable. Approximately 46% of lesbian and bisexual women (at Top 20) felt that the initiatives had had a positive effect, although bisexual women at non-Top 20 organisations were less inclined to believe this (36.9%). Gay men felt much more strongly that the initiatives had had a positive impact, particularly at Top 20 organisations (58.6%). Again, bisexual men were less likely to believe this, with less than one-third agreeing that the initiatives had had a positive impact. Whilst approximately 5% of respondents felt that the initiatives had made them feel more self-conscious or uncomfortable, this increased to 11% amongst bisexual men.

The initiatives were responsible for a number of respondents coming out at work, with approximately 5-6% at non-Top 20 organisations but between 9.5% and 12% at Top 20 organisations.

Responsible for Coming Out

*Have workplace inclusion initiatives been responsible for your coming out at work?
Yes*



LESBIAN, GAY, BISEXUAL EMPLOYEES: LIVED EXPERIENCE

BEING OUT AT WORK

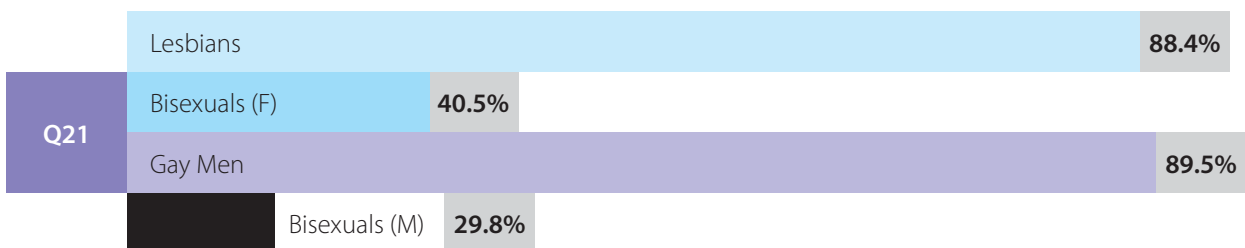
Participants were asked whether they were out about their sexual orientation at work, whether this was important to them, and whether they expend any energy hiding their sexual orientation at work.

Question #	Survey Question	Data selection for chart
Q21	To what extent are you out about your sexual orientation at work?	Completely / Moderate Extent
Q22	How important is it for you to be out at work?	Very Important / Somewhat Important
Q35	To what extent do you agree with the statement "I expend energy hiding this aspect of myself to fit in within my immediate work environment"?	Strongly Agree / Agree

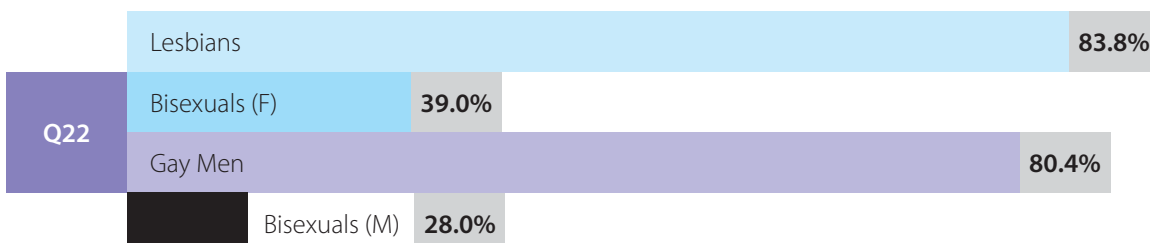
Last year we saw a significant difference between the extent to which bisexual respondents were out in their workplace compared to their same-sex counterparts. The difference was still clearly visible in this year's results (Q21) but a higher percentage of bisexuals agreed that they were out 'completely' or to a 'moderate extent'. Last year, 37% of bisexual women were out, compared to 40.5% this year and, last year, only 20.2% of bisexual men were out, which had risen to 29.8% in this year's results. Indeed, the percentage of gay men who were out also increased from 86.8% to 89.5%. Only the percentage of lesbians who were out decreased in this year's results, slightly down from 89.6% to 88.4%.

'Outness' by Sexuality

*To what extent are you out about your sexual orientation at work?
Completely / Moderate Extent*



*How important is it for you to be out at work?
Very Important / Somewhat Important*



LESBIAN, GAY, BISEXUAL EMPLOYEES: LIVED EXPERIENCE

BEING OUT AT WORK

Again, there was a difference between bisexuals and same sex-only attracted respondents in how important it was for them to be out at work (Q22) but this year saw a strong increase in bisexual men agreeing that it was important, rising to 28% from only 18% last year.

Between 15-16% of lesbian and bisexual women and gay men agreed that they expend energy hiding their sexual orientation at work (Q35); this was fairly consistent across both Top 20 and non-Top 20 organisations. Bisexual men were much more likely to expend energy but there was a difference depending on the organisation, with 19% agreeing at Top 20 organisations, rising to 24% at the non-Top 20.

Across the board, one-third of participants who were not out at work, or only to a little extent, claimed that they expend a lot of energy hiding their sexual orientation. The younger age groups were less likely to be out at work and therefore spend more energy; only 64.6% of 18-24 year olds were out with 17% agreeing that they expend energy, increasing to 19% of 25-34 year olds.

Participants who were not out 'at all' or only 'to a little extent' were asked to select reasons why from a list of options. The most commonly selected reason was that they did not 'want to be labelled' (301 respondents) followed by 'unsure of repercussions' (214 respondents).

Reason for not being out at work

Participants who responded 'not out at all' or 'to a little extent'	Responses
Don't want to be labelled	301
Unsure of repercussions	214
I'm just not comfortable enough to be out at work	194
I think it would make people uncomfortable	177
Don't want to be the target of jokes or innuendo regarding my sexuality	157
Not enough out people at work to make me think it would be ok	125
Would be career limiting	119
Too risky	99
Wouldn't be acceptable within my immediate work area	95
None of the above	164

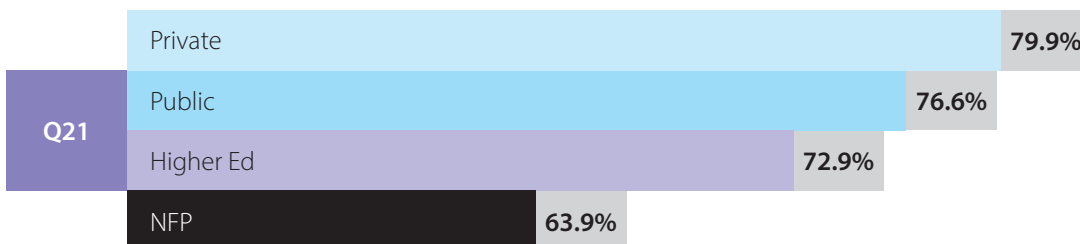
LESBIAN, GAY, BISEXUAL EMPLOYEES: LIVED EXPERIENCE

BEING OUT AT WORK

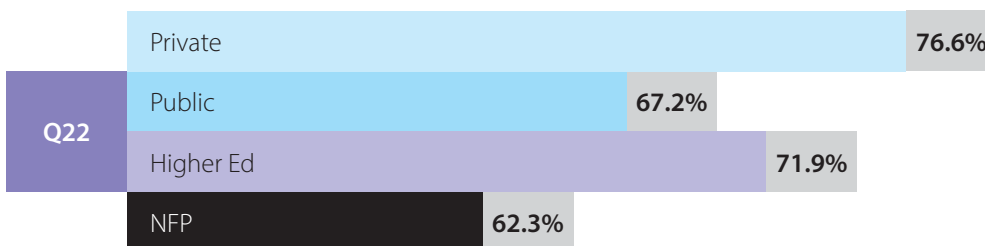
Those working in the NFP sector were much less likely to be out (Q21) than their counterparts in other sectors and it was also less important a factor for them (Q22).

'Outness' by Sector

*To what extent are you out about your sexual orientation at work?
Completely / Moderate Extent*



*How important is it for you to be out at work?
Very Important / Somewhat Important*



MANAGERIAL SUPPORT

Question #	Survey Question	Data selection for chart
Q24	To what extent do you agree with the statement "I believe that my manager supports LGBTI inclusion"	Strongly Agree / Agree
Q25	Are you out to your manager?	Yes
Q26	Do you believe that being out at work has changed your relationship with your manager?	Directional question
Q27	To what extent do you agree with the statement "I feel confident that my manager would address inappropriate behaviour regarding my sexuality within my work team"?	Strongly Agree / Agree

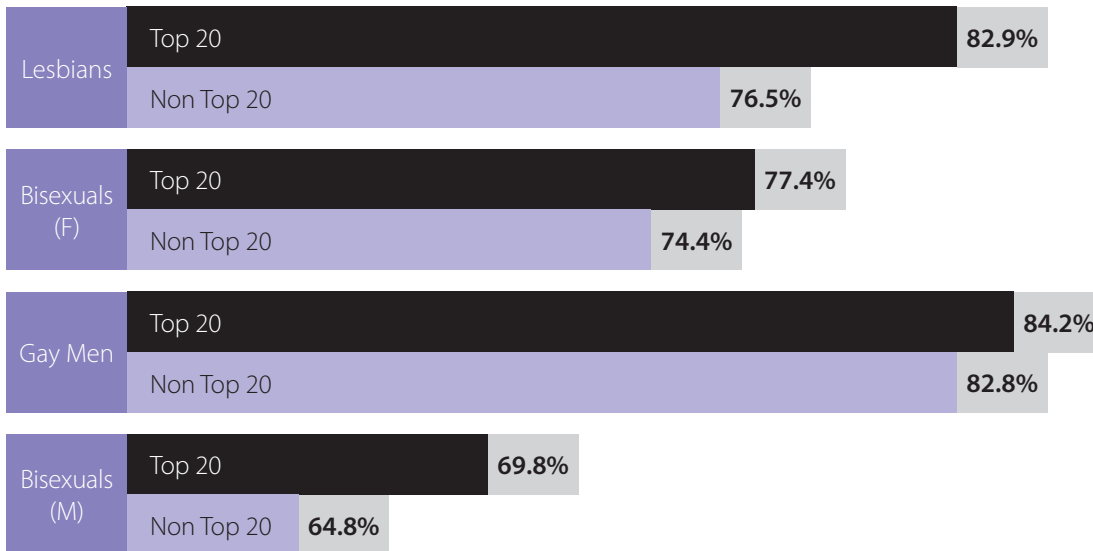
Respondents at Top 20 organisations were more likely to believe that their manager supports LGBTI inclusion (Q24), with 82% agreeing with the statement, compared to 77.9% at non-Top 20 organisations. This feeling was shared by more than 80% of lesbians and gay men. The percentage was much lower for bisexual men with only 69.8% agreeing at a Top 20 organisation, dropping to 64.8% at a non-Top 20.

LESBIAN, GAY, BISEXUAL EMPLOYEES: LIVED EXPERIENCE

MANAGERIAL SUPPORT

Manager Supports LGBTI Inclusion

To what extent do you agree with the statement "I believe that my manager supports LGBTI inclusion"
Strongly Agree / Agree



Believing their manager to support inclusion was a clear predictor of whether or not an LGB respondent was out to that manager. Of those who agreed that their manager did support inclusion, 80% were out, whereas only 44.6% were out when they believed their manager was not supportive. The exception to this was seen in employees in the NFP sector, which had the second highest rate of managerial support (84.2%) behind the Private sector and the second highest rate of belief that managers would address inappropriate behaviour (82.7%), again behind the Private sector, and yet had the lowest percentage of employees being out to their manager (65.4%).

Are you out to your manager?
Yes



Participants who were out to their manager were asked whether there was any change in the relationship and whether it was for the better or the worse. Whilst 45% of respondents indicated that being out to their manager had not changed the relationship at all, one-third believed it had changed it for the better.

Unfortunately, 5% of respondents did not believe their manager supported inclusion and in these cases, where the respondent was out, 90% believed it had changed the relationship for the worse or they were unsure. Younger employees were less likely to be out to their manager with only one in two 18-24 year olds admitting that they were, whereas this tended to be about three-quarters of those in older age groups. When asked why they were not out to their manager, the responses were similar to those provided when asked about being out in general, with the most selected response being that they did not 'want to be labelled' (213 respondents) and the third most selected being that they were 'unsure of repercussions' (159 respondents). However, the second response, selected by 190 participants, was that they would not be comfortable being out to their manager.

LESBIAN, GAY, BISEXUAL EMPLOYEES: LIVED EXPERIENCE

MANAGERIAL SUPPORT

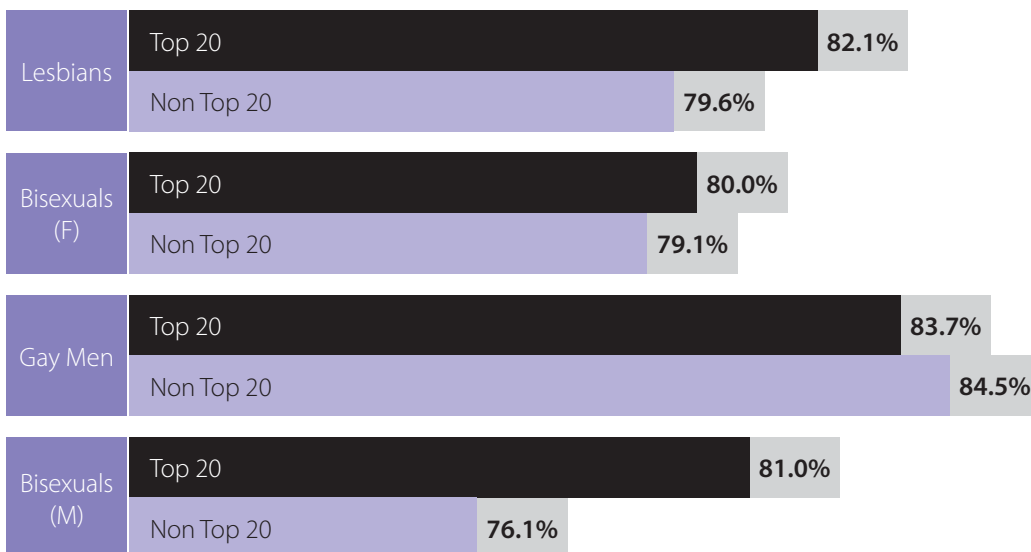
Reason for Not Being Out to Manager

Participants who responded 'not out at all' or 'to a little extent'	Responses
Don't want to be labelled	213
I just wouldn't be comfortable being out to my manager	190
Unsure of repercussions	159
I think it would make them uncomfortable	156
Would be career limiting	88
Don't want to be the target of gay jokes or sexual innuendo	83
Manager works at a different location, so don't have depth of relationship	77
Too risky	70
Wouldn't be acceptable within my immediate work area	54
None of the above	285

Approximately 82% of respondents had confidence that their managers would address inappropriate behaviour. This perception was highest amongst gay men and lowest amongst bisexuals, particularly at non-Top 20 organisations. However, these figures are much higher than those seen in last year's survey, when only 56% of bisexual men at non-Top 10 organisations had confidence in their managers.

Confidence in Manager to Address Inappropriate Behaviour

To what extent do you agree with the statement "I feel confident that my manager would address inappropriate behaviour regarding my sexuality within my work team"?
Strongly Agree / Agree



LESBIAN, GAY, BISEXUAL EMPLOYEES: LIVED EXPERIENCE

BULLYING AND/OR NEGATIVE COMMENTARY IN THE WORKPLACE

Participants were asked to indicate the levels of bullying and/or negative commentary they had been aware of or experienced in the previous twelve months at their current workplace.

Question #	Survey Question	Data selection for chart
Q28	To what extent have you personally experienced negative commentary or jokes regarding sexuality at your current place of employment within the last year?	Large Extent / Moderate Extent
Q29	With regard to this behaviour in your workplace, please indicate the extent to which you felt comfortable responding to it.	Large Extent / Moderate Extent
Q30	Do you agree with the statement "I have been personally bullied or harassed because of my sexual orientation at my current place of work within the last year"?	Yes
Q31	Did you report being bullied or harassed because of your orientation at work?	Yes
Q32	Would you report being bullied or harassed because of your orientation at work?	Yes
Q33	Have you ever considered leaving your current employment as a result of homophobic bullying, harassment or constant innuendo directly related to your orientation?	Yes

Between 7-8% of lesbians and gay and bisexual men had personally experienced negative commentary or jokes within the last year. This figure was much lower (3.7%) amongst bisexual women. Less than half of all respondents felt comfortable responding to it, with that percentage being much lower amongst bisexual men (39.5%).

	Lesbians	Bisexuals (F)	Gay Men	Bisexuals (M)
Personal Experience (Q28)	7.7%	3.7%	8.0%	7.3%
Responded to it (Q29)	47.4%	48.0%	49.2%	39.5%

When asked whether they had been personally bullied or harassed in the past year (Q30), almost one in ten lesbians admitted that they had; the figures were similar irrespective of whether or not they worked at a Top 20 organisation. The figures were not as high for male respondents and only 2.5% of bisexual women had experienced bullying because of their sexual orientation. Whilst most respondents who had not been bullied claimed that they would report it if it happened (Q32), in reality, less than one-third did report it when it actually happened (Q31). Again, the outlier here was amongst bisexual women, where 75% did report their bullying; however, this was a small number of respondents.

	Lesbians	Bisexuals (F)	Gay Men	Bisexuals (M)
Personal Experience (Q30)	9.5%	2.5%	7.1%	6.0%
Reported it (Q31)	32.8%	75.0%	30.8%	22.2%
Would Report it (Q32)	86.9%	85.2%	90.5%	83.8%

LESBIAN, GAY, BISEXUAL EMPLOYEES: LIVED EXPERIENCE

BULLYING AND/OR NEGATIVE COMMENTARY IN THE WORKPLACE

Participants were asked why they had not reported bullying if they had experienced it, or would not report bullying were it to happen to them, and the most commonly selected response was that it 'would be career limiting'.

Did you report being bullied or harassed because of your orientation at work?

No

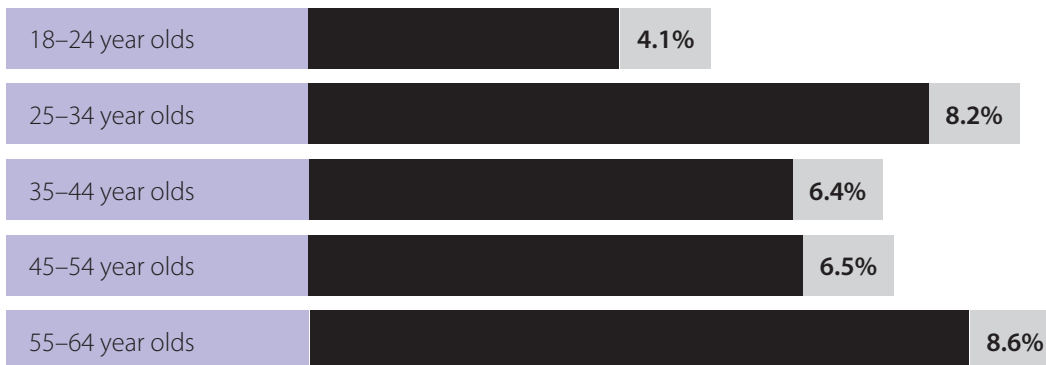
	Didn't report bullying because...	Wouldn't report bullying because...
It would be career limiting	26	61
I just put up with it	21	45
It would mean 'outing' myself to people I am not currently out to	12	53
It would make things worse within my team	26	32
I don't think it would be taken seriously	14	30
Other	19	65

There was a much lower rate of bullying reported by younger employees in this year's survey. Only 4% of 18-24 year olds had been personally bullied or harassed compared to 9.7% last year.

Bullied or Harassed Because of Sexual Orientation

Do you agree with the statement "I have been personally bullied or harassed because of my sexual orientation at my current place of work within the last year"?

Yes



LESBIAN, GAY, BISEXUAL EMPLOYEES: LIVED EXPERIENCE

However, this age group were the least likely to feel comfortable reporting bullying were it to happen to them; 17% would not report it (10-11% across other age groups) with the most commonly selected reason being that it would mean 'outing' themselves to people they are not currently out to.

The percentage of respondents personally experiencing bullying or harassment was much higher in the Public sector (10.8%), compared to a low of 3.5% in the Private sector. The sector in which a participant worked did not have much bearing on whether or not they would report bullying but it had an effect when it came to actually reporting bullying; 60% of those working in the NFP sector had reported bullying (although this was a small sample size) compared to less than one-quarter of respondents in the Private sector.

Question #	Survey Question	Data selection for chart
Q30	Do you agree with the statement "I have been personally bullied or harassed because of my sexual orientation at my current place of work within the last year"?	Yes
Q31	Did you report being bullied or harassed because of your orientation at work?	Yes
Q32	Would you report being bullied or harassed because of your orientation at work?	Yes

	Private	Public	Higher Ed	NFP
Personal Experience (Q30)	3.5%	10.8%	6.0%	7.5%
Reported it (Q31)	23.7%	33.6%	38.5%	60.0%
Would Report it (Q32)	89.6%	86.1%	84.7%	88.6%

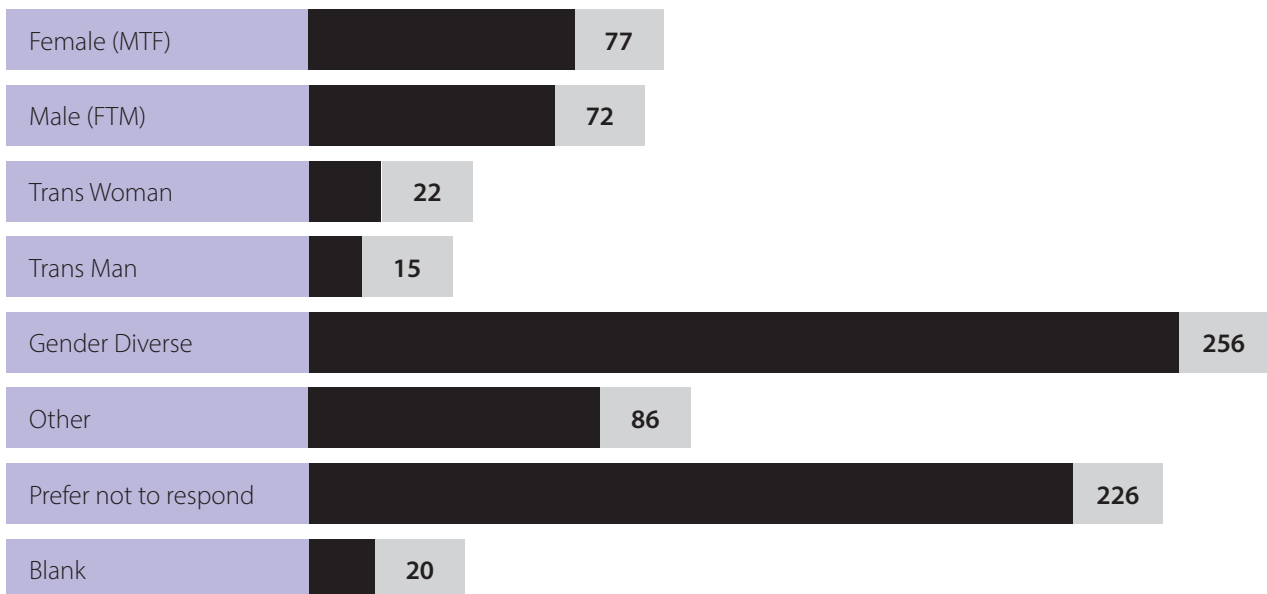
The impact of this bullying is highlighted by the number of people looking to leave the organisation: 8% of those in the Public sector admitted to seeking another job with bullying being either the predominant or contributing factor.

GENDER DIVERSE EMPLOYEES: LIVED EXPERIENCE

Participants were asked if they considered themselves gender diverse and 774 respondents, or 5.8% of the total, indicated that they did. They were then asked to select the statement that most accurately depicts how they identify. The full statements are shown below:

- Transgender Male (happy to identify as a Trans Man)
- Male (Transgender FTM – identify as affirmed gender only)
- Transgender Female (happy to identify as a Trans Woman)
- Female (Transgender MTF – identify as affirmed gender only)
- Gender Diverse (Non-binary genders)
- Other
- Prefer not to respond

One-third of respondents selected 'gender diverse', approximately 19% of respondents preferred to identify only as their affirmed gender, with 5% happy to identify as Trans.



Participants were also asked how they would identify on an internal workplace diversity survey if given the following options:

- Male
- Female
- Transgender
- Other

Of the 146 respondents who indicated they identified only as their affirmed gender, 5 would still select 'Transgender' on a diversity survey. Conversely, of the 22 respondents who indicated that they were happy to identify as a Trans Woman, 77% of them would select 'Female' if presented with the above options on a survey.

GENDER DIVERSE EMPLOYEES: LIVED EXPERIENCE

ORGANISATIONAL SUPPORT

Question #	Survey Question	Data selection for chart
Q42	How important are LGBTI inclusion initiatives to your level of engagement?	Very Important / Somewhat Important
Q43	Please indicate your level of agreement with the statement "I believe that my organisation is fully supportive of gender diverse employees"	Strongly Agree / Agree
Q40	To what extent are you aware of inclusion or transition policies for transgender people within your current workplace?	Large Extent / Moderate Extent
Q41	To what extent do you believe that LGBTI inclusion initiatives within your current workplace benefit gender diverse employees?	Large Extent / Moderate Extent
Q52	To what extent would you recommend your current organisation as a place in which gender diverse people could comfortably work?	Large Extent / Moderate Extent

Almost two-thirds of gender diverse respondents indicated that LGBTI inclusion initiatives were important to their level of engagement within an organisation (Q42), regardless of whether or not that organisation was in the Top 20. However, Top 20 organisations tended to rate more highly on other measures, such as gender diverse employees believing their organisations are fully supportive of them (82.2% vs 68.6%), that the inclusion initiatives benefit gender diverse employees (59.7% vs 45.5%), and a higher visibility of inclusion or transition policies (44.6% vs 31%). Two-thirds of respondents at non-Top 20 organisations would recommend their organisation as a place where gender diverse people could comfortably work (Q52); this was slightly higher at Top 20 organisations (71.3%). These figures are both much lower than those in last year's survey, where 80% would recommend their Top 10 organisation and 73% would recommend their non-Top 10 organisation.

Inclusion & Engagement by Gender Diverse Respondents

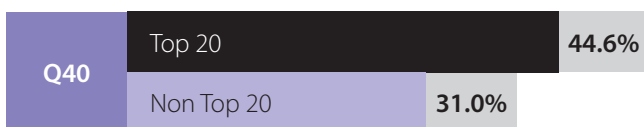
*How important are LGBTI inclusion initiatives to your level of engagement?
Very Important / Somewhat Important*



*Please indicate your level of agreement with the statement
"I believe that my organisation is fully supportive of gender diverse employees"
Strongly Agree / Agree*



*To what extent are you aware of inclusion or transition policies for transgender people within your current workplace?
Large Extent / Moderate Extent*



GENDER DIVERSE EMPLOYEES: LIVED EXPERIENCE

ORGANISATIONAL SUPPORT

Inclusion & Engagement by Gender Diverse Respondents

To what extent do you believe that LGBTI inclusion initiatives within your current workplace benefit gender diverse employees?
Large Extent / Moderate Extent



To what extent would you recommend your current organisation as a place in which gender diverse people could comfortably work?
Large Extent / Moderate Extent



Of those employees who had transitioned at their current workplace (n=271), two-thirds at the Top 20 organisations were 'very satisfied' or 'satisfied' with the process and outcome, a figure that was lower at non-Top 20 organisations (55%).

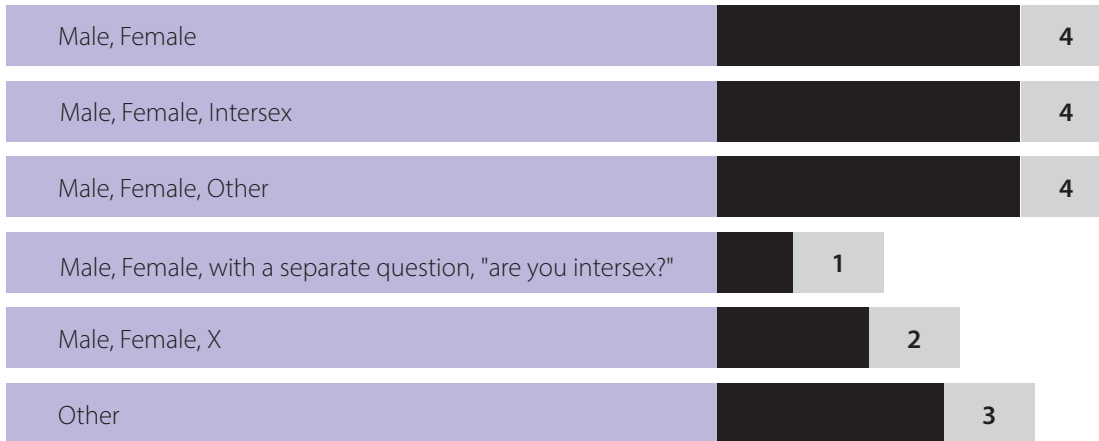
BULLYING AND/OR NEGATIVE COMMENTARY IN THE WORKPLACE

Question #	Survey Question
Q44	To what extent have attitudes towards gender diverse people had a negative impact on your day to day work experience within your current place of work within the last year?
Q45	To what extent do you agree with the statement "I have been personally bullied or harassed with regard to my gender identity at my current place of work within the last year"?
Q46	Did you report being bullied or harassed with regard to your gender identity at work?
Q47	Would you report being bullied or harassed for being gender diverse at work?
Q48	To what extent do you agree with the statement "I feel confident that my current manager would address transphobic behaviour or any form of bullying / harassment towards gender diverse employees within the workplace"?
Q49	To what extent do you agree with the statement "I have considered leaving my current place of work due to the way I have been treated by others (as a gender diverse person) within the last year"?

Approximately 15% of respondents indicated that attitudes towards gender diverse people had had a negative impact on their work experience in the previous year; this figure was similar across both Top 20 and non-Top 20 organisations. 6.5% of respondents had been personally bullied or harassed; with two-thirds considering leaving their current place of work due to the bullying. Less than half of respondents reported the bullying, although it was reported at a much higher rate (47.8%) at Top 20 organisations than at the non-Top 20 (37%). The main reason cited for not reporting bullying was that it would 'make things worse within my team'. Whilst 85% of gender diverse respondents indicated that they would report bullying if it happened, the most commonly cited reason for the 15% who would not report it was that it 'would not be taken seriously'. Four in five respondents had confidence that their manager would address any transphobic behaviour, a similar percentage as recorded in last year's survey.

INTERSEX EMPLOYEES: LIVED EXPERIENCE

Twenty participants indicated that they were intersex, with twelve working in Top 20 organisations and 8 in non-Top 20. Two-thirds agreed that they would identify as an intersex person on an anonymous survey conducted within their organisation. When asked their preferred choice on a form or in a diversity survey, participants responded in the following way:



Question #	Survey Question
Q53	To what extent do you believe that LGBTI inclusion initiatives within your current workplace benefit intersex employees?
Q54	How important are LGBTI inclusion initiatives to your level of engagement?
Q57	Please state your level of agreement with the statement "I would feel comfortable disclosing my intersex status at work"
Q58	Do you agree with the statement "I have been personally bullied or harassed for being intersex within my current place of work within the last year"?
Q59	Did you report being bullied or harassed for being intersex at work?
Q60	Would you report being bullied or harassed for being intersex at work?
Q61	To what extent do you agree with the statement "attitudes towards intersex people have had a negative impact on my day to day work experience within my current place of work within the last year"?

Only one-third of respondents agreed that LGBTI inclusion initiatives were important to their level of engagement at work and only half believed that the initiatives benefit intersex employees at their organisation.

Two-thirds would be happy to disclose their intersex status at work and three-quarters did not believe that attitudes had had a negative impact on their day to day work.

Four respondents admitted to having been personally bullied or harassed for being intersex and all reported it. Of those that had not been bullied, three-quarters claimed that they would report it if it were to happen.

PROFILED INITIATIVES OF TOP 20 ORGANISATIONS 2016

WESTPAC EMPLOYER OF THE YEAR 2016

**LEADERS OF THE PACK – TAKING YOUR
LGBTIQ NETWORK GROUP FROM PASSIONATE
INDIVIDUALS TO A HIGH-PERFORMING TEAM**

GLOBAL

At Westpac Group, we believe our longstanding commitment to building a truly diverse and inclusive culture is one of the things that underpins our success. As Australia's oldest company, maintaining a workplace that is safe and respectful for our LGBTIQ employees is one of our top priorities. We know that having unique people working together delivers extraordinary results, so we will continue to take the lead on initiatives that bring out the best in each and every one of our people.

GLOBAL is our LGBTIQ employee network, and has been critical in furthering LGBTIQ inclusion across our business. With over 2,000 members – GLOBAL is Westpac Group's largest and most active employee action group. GLOBAL is for everyone, with an ethos that as a community we are stronger together. We're proud of our Allies – in fact, they represent around half of our membership base. Leading the way is our Executive Sponsor Brad Cooper, CEO BT Financial Group. Brad is our most high profile ally, and is joined by Kristina Bennett, who won Ally of the Year in 2015. GLOBAL actively works to empower allies to speak up for LGBTIQ inclusion, both inside and outside of the workplace.

Any Westpac Group employee can become a member of GLOBAL and can be involved in as little or as much as they want. Over the past year we have strengthened our presence outside the traditional metropolitan and corporate areas of Sydney putting strategies in place to reach employees across the span of Westpac Group's locations and brands. Our GLOBAL New Zealand team has quickly grown, and we're reaching more and more of our colleagues in other parts of the world including Singapore, Hong Kong and India. But it's closer to home where we've seen the most growth and support. In 2016 we launched St. George GLOBAL and built working groups and executive teams in every state and territory. That's something we're extremely proud of.



We're not a fringe group

Our GLOBAL executive team led by Sam Turner, has built strong networks and relationships across the organisation. Our support from our Executives and General Managers is at it's highest level ever and continues to grow and as such we're there to make sure the LGBTIQ voice is part of the conversation and always has a seat at the table.

We share our stories – happy and sad

Our members are key to our success and sharing their stories is vital for our growth. In fact, when Cody a teller at our Lillydale Westpac branch shared his coming out story it was the most read story on our intranet of 2015 with over 15,000 readers, and one of the most read ever. Our stories often hit home prompting unsolicited messages of support from colleagues across the Group. Some of our stories have included gay parenting, bullying and suicide. These are issues that affect not only the LGBTIQ community but everyone.

An extended family

At GLOBAL we are family! We're there when others aren't, supporting our members in every way. Our GLOBAL members enjoy many social events along with community volunteering, access to newsletters and other LGBTIQ groups events. Our events are designed to reach as many members wherever they may be in Australia or afar. We have an active and growing internal social media forum (Yammer group) accessible by any employee in the Westpac Group. This allows us to reach everyone and keep our members abreast of what is happening on a regular basis.

AUSTRALIAN WORKPLACE EQUALITY INDEX 2016 PRIDE IN DIVERSITY

GLOBAL have been very successful in inviting Senior Leaders to champion LGBTIQ Inclusion. The committee identifies key opportunities for Senior Leaders to visibly show their commitment to inclusion, whether that be by taking part in a GLOBAL campaign or speaking publicly about the importance of inclusion. Building strong relationships with key stakeholders across the business has also led to much success for GLOBAL. Some of the teams they have engaged include internal communications, external media (including social media), marketing, HR and supply chain management.

What GLOBAL have achieved

Awesome things! GLOBAL have had a profound influence on Inclusion & Diversity at the Westpac Group. Some of our key achievements include:

- * Founding corporate supporters of the Australian Marriage Equality Campaign, standing tall when others stood away.
- * Raising awareness on the implications of homophobia, transphobia and biphobia with a comprehensive and visible IDAHOT campaign.
- * Supporting LGBTIQ youth by painting our bank purple on Wear It Purple day
- * Inclusive Language training. The GLOBAL EAG developed the highly successful "Please Explain" training session for Westpac employees which covers LGBTI inclusiveness, correct terminology and how to address non-inclusive language or behaviours in the workplace.

- * Standing side by side Australian's rainbow families in our support and sponsorship of the much talked about 'Gayby Baby' film.
 - * The 'Westpac Supports You Being You' campaign. This campaign included a number of events complemented by a large-scale awareness raising campaign including posters which were displayed in every Westpac Group branch and office throughout Australia, a video featuring Westpac Group executives talking about the importance of LGBTI inclusion, .
 - * Sponsorships. Through GLOBAL's influence, Westpac Group has seen the value in investing in a number community partnerships, and successfully secured sponsorship of LGBTI organisations such as QueerScreen and Out for Australia's Women's Network.
 - * It Gets Better video. GLOBAL created an 'It Gets Better' video featuring LGBTI employees talking about their experiences. The video is used throughout Westpac Group at various forums, and has now gone viral with the video being viewed over 5000 times. (Search BT Financial It Gets Better on YouTube to watch the video)
- Members of the GLOBAL EAG with training expertise have delivered this session for teams at all levels – from the CEO's Executive team through to teams of customer-facing employees. They continue to run sessions regularly and have a high demand across the Westpac Group. If you would like to connect with GLOBAL, please email global@westpac.com.au or visit <http://westpac.com.au>



COMMONWEALTH BANK – RANKED 2 LGBTI EMPLOYEE NETWORK OF THE YEAR

For several years Commonwealth Bank has been embedding a culture where all employees feel comfortable to be themselves at work.

Commonwealth Bank's LGBTI 'Unity' network, was recognised as the 2016 LGBTI Employee Network of the Year for the support and impact that the network and champions have had in the workplace. Unity has been one of the driving forces behind the everyday good work going on in the organisation to build a more inclusive culture at the Bank, as well as projects to ensure their processes and policies reflect all of the customers they serve.

Domestic Violence in the LGBTI community

One of the projects that Commonwealth Bank has been focusing on is the impact of domestic and family violence (DFV). DFV affects people from all walks of life, and the high prevalence rates show that it is part of all communities and workplaces.

In 2015 Commonwealth Bank formed a project team to address the impacts of DFV in the community as well as in their workplace. Their holistic response started with prevention by closely examining existing policies, employee support procedures as well as support provided to customers.

At the end of 2015, the Bank began to deliver first response training, in partnership with the University of New South Wales, for 350 employees and leaders across the business. The training included prevalence statistics and real life case studies from the LGBTI community, some of which have been drawn from the report 'Calling It What It Really Is' by the LGBTIQ Domestic Violence Interagency.

The report findings show a comparable rate of DFV with studies of heterosexual relationships. The training provides people with the right skills and tools to be able to respond if an employee discloses in the workplace. The Unity Steering Committee developed specific awareness and resources for the Bank's LGBTI employees.

Support material published in November 2015 to the Unity network referenced figures related to LGBTI violence and

provided Unity members with a number of resources and support groups – should the article or any situation have 'triggered' a reaction for one of their employees.

These support sites included Another Closet, a dedicated internet site for those in the LGBTI community who are experiencing DFV, and access to the Bank's Employee Assist Program, a confidential coaching and counselling service available at any time for their employees and their families.

UNITY

Unity has been working over the last three years to increase awareness and support the Group's LGBTI employees, allies, customers and friends.

The network's key achievements include:

- Growing to around 1500 members including expansion into Bankwest, as well as growth in international offices in Hong Kong, Singapore and Japan.
- Reviewing and updating policies to support Transgender and non-binary identifying staff, including allowing staff to wear whichever staff uniform they wish to.
- Review of systems and procedures to allow for customer's change of gender.
- Community partnerships including sponsorship of The Pinnacle Foundation and support of LGBTI mentoring organisation Out for Australia.
- Fundraising efforts and support of international days of significance such as IDAHOT, Wear it Purple and World AIDS Day.
- Group and Australia-wide Unity Champion & Ally training sessions, to over 2,400 staff so far and around 12,500 completing a Unity e-learning module.
- Business partnerships and consulting with external groups, providing guidance on policy and process changes to support LGBTI staff.
- Working with other large corporates on key activities to drive and align community awareness and fundraising opportunities.

EY – RANKED 3

Diverse and inclusive teams perform better

At EY, our aim is to create a working environment where everyone can be their authentic selves. We respect and value differences, because we understand that a diversity of thoughts, experiences and backgrounds leads to higher performing teams and, in turn, provides us with a competitive advantage in the market.

As a global organisation it is vital we prioritise both local and regional engagement to ensure our inclusive culture is felt right across the business. Through Unity – our semi-autonomous LGBTI network – EY has built an infrastructure across our Australian offices, and have worked to engage closely with those areas within the organisation where LGBTI visibility may be lower.

While many elements go into creating the highest-performing teams, underlying them all is the ability to include different perspectives into our mindset, behaviour and operations. Diversity can have a hugely positive impact on team dynamics and outcomes. By harnessing the power of diversity, we are able to increase innovation and create new service offerings and experiences, both internally with our people and externally with our clients.

We want to build a better working world through our own actions and by engaging with like-minded organisations and individuals. That's one of the reasons why we collaborate with various high performing teams that promote diversity, such as ReachOut (supporting mental health for LGBTI youth) and the Sydney Convicts (supporting diverse sporting teams).

EY's LGBTI network Unity is a vital part of achieving our purpose of building a better working world. Through our own experience we have found there are several stages that can help organisations who are seeking to progress along the LGBTI culture change continuum.

Stage 1: Establish a baseline and cascade awareness

The most critical stage of the continuum is to prepare the business unit and its leaders to move forward. To build a strong platform for progress, you first need to establish a baseline by gathering facts, analysing data and developing a shared understanding of the



current state. Members of the leadership team need to signal that they are personally devoted to the change journey by actively participating in the current-state assessment and identifying the changes needed to close any gaps against the desired future state.

Stage 2: Identify meaningful changes

Once the initial assessment is complete and business unit leaders are fully engaged, the next stage of development should be a clear change to the organisation that change is truly happening. To start with, focus on three to five key action items, rather than trying to tackle too much at once. Identify the activities that will have the greatest immediate impact and implement them. Once initial activities have been mastered, further changes can be identified and implemented as the business moves through the LGBTI culture change continuum.

Stage 3: Recognise and reward role models

Consolidate previous accomplishments and energize the organisation for even greater degrees of change. Highlight role models at all levels and the business who exemplify the behaviour you want all of our people to follow. It is during this stage of development that we begin to tackle unconscious bias head-on, and start to see signs of breakthrough diversity and inclusiveness performance.

Stage 4: Enable culture change

The objective of this final leg of the journey is to make inclusive leadership and teaming so widespread within the organisation that the behaviour becomes genuine second-nature and is noticeable in everyday situations.

MACQUARIE BANK – RANKED EQUAL 4 CEO OF THE YEAR

Pride@Macquarie is our lesbian, gay, bisexual, transgender, intersex and allies employee network group. Established in 2011, the group promotes a diverse and inclusive environment through LGBTI education, awareness and connections to the community. Pride@Macquarie partners closely with our networks in London and New York on activities, events and resources and provides employees with access to a global support network. We also play a mentoring and support role to other newly-established employee network groups in the external community.

We have seen tremendous growth in activity, engagement and awareness of LGBTI inclusion since the inception of Pride@Macquarie. The AWEI award recognises the efforts of many of our people and we are delighted and proud to be recognised as a gold tier employer.

Greg Ward, Deputy Managing Director of Macquarie Group and Group Head of Banking and Financial Services says “We have made great strides in building a diverse, inclusive culture, and I believe that this culture makes our business stronger, as well as a more satisfying place to work.”

The Banking and Financial Services Group senior leadership team committed that all people leaders would participate in LGBTI awareness training, and over 500 people attended this training in 2015. People leaders were vocal in their praise of this program on our internal social media encouraging their teams to take part.

The leadership team endorsed a new Diversity Champions workshop to continue the positive momentum in awareness and inclusion. This creates a safe space for allies to develop their skills and confidence so they can be

diversity champions in and outside the workplace. It helps allies to hone their observation skills – for moments that matter - and respond in context-appropriate ways. These skills, combined with their personal reasons for being a Diversity Champion, are central to inspire positive change. Rosalind Coffey, Banking and Financial Services’ Head of People, Culture & Client Experience says “It’s critical for each of us to keep challenging our own perceptions and to be aware of the default ways we think – this is how we can drive true, sustainable change.”

Executive leadership commitment continued in new ways through 2015, with Greg Ward opening the Pride in Practice Conference in December, and Bruce Phipson, Chief Operating Officer of Banking and Financial Services Group and Executive Sponsor of Pride@Macquarie leading a session on collaboration, broadening community appeal and engagement with other network groups. Senior leaders also actively promote and participate in year-round internal events including IDAHOT day, Wear it Purple, Mardi Gras and many more.

Pride@Macquarie continues to share our experiences and training programs with new and developing LGBTI networks across Australia, with the aim of creating similar success stories in other organisations. Our dedicated committee members make themselves available to support these developing networks in their early activities, sharing insights from our own journey. We gifted our Diversity Champions workshop to Pride in Diversity, in the hope it can positively impact the wider community. We maintain strong connections with community associations and have built new external partnerships, supporting the expansion of their education programs.



While there is an incredible amount of energy, drive and genuine commitment for Pride@Macquarie’s initiatives, they all have one central theme which is described best by member, Phil Hasenauer, who says “I love that I don’t have to hide core parts of who I am when I walk into the office each morning. That means I can be 100% myself, and put 100% of my focus on doing my job.”

THE UNIVERSITY OF WESTERN AUSTRALIA RANKED EQUAL 4 HIGHEST RANKING UNIVERSITY

The University of Western Australia aspires to be included among the world's top 50 universities by 2050, and a demonstrable commitment to diversity and inclusion is a critical ingredient in this aspiration.

To ensure that LGBTI inclusion is embedded throughout the University in a mature and sustainable fashion and carries through from policy to the lived experience, we address the issue from five different angles: culture, structure, leadership, personal and interpersonal interaction, and community engagement.

The ALLY initiative, which aims to end LGBTI marginalisation through co-responsibility with the majority heterosexual world, has been a vital strategy for the University. Since its foundation in 2002 more than 600 staff members and students have become Allies, and it is rare to walk past a row of offices on campus and not see an Ally sign proudly displayed. This provides constant visibility in a way that does not require any particular individual to be 'out', and allows staff and students to see LGBTI inclusion as a shared concern rather than being an issue with which they sympathise but are not personally involved.

Specific events through the year keep LGBTI issues within the public eye, including the annual Isabelle Lake Memorial Lecture, the International Day Against Homophobia, Biphobia and Transphobia in May; Wear It Purple Day and flying the rainbow flag at the front of the University during PrideFest.

On a structural level, LGBTI inclusion is embedded in policy and documentation, which includes a Diverse Sexualities and Gender Identity policy, and our new Transgender Policy. When staff are asked to specify their gender on forms, the options are 'male', 'female', 'trans', and 'other'. Policies on employee rights and sexual harassment include specific references to the rights of LGBTI staff. The definition of 'family' used with respect to employee entitlements is inclusive of all sexual genders and identities. There is a specific program in place to support and assist both transgender staff and their supervisors through the transition process.

Highly visible leadership comes from the Deputy Vice-Chancellor (Community and Engagement) Professor Kent Anderson, who is the Executive Sponsor of our diversity and inclusion programs. An engaged and active LGBTI Staff Network is co-ordinated by a senior Human Resources staff who identifies as gay, and the LGBTI Working Group gathers quarterly to monitor and further LGBTI inclusion at the University.

LGBTI staff share items of interest and caucus around political and community strategies through the Staff LGBTI e-Network, as well as meeting twice a year in an informal, LGBTI-only space. Feedback on the lived experience and success of our strategies – and how to improve them – comes from the LGBTI Working Group, the annual AWEI Employee Survey, and funded research projects like this year's Enhancing the University Experience of Lesbian, Gay, Bisexual and Transgender (LGBT) Students at UWA. The UWA Student Guild has a Pride Department which runs events and provides support, advice, and information for students, as well as an LGBTI-only safe space on campus.

The University proactively reaches into the community to provide in-kind services, financial support and sponsorship to LGBTI community groups and events both in WA and nationally, including Pride WA and subscribing as a member organisation to Pride in Diversity. We proudly sponsor PrideFest, WA's premier LGBTIQ arts and cultural festival. We have provided LGBTI inclusion education and awareness training to various organisations across Australia and New Zealand, as a result of which 22 universities now have an ALLY program. We were part of the steering committee for the W.A. Equal Opportunity Commission's Safe Schools project – Challenging Sexuality and Gender Based Bullying in Schools.

We believe that when the values of the institution are aligned with the personal values of staff, the affects resonate far beyond the workplace. Out of such synergies, transformation can occur.

UNITING – RANKED 6 HIGHEST RANKING NFP / CHARITY

Our journey

When people in the LGBTI communities reach an age where they might consider aged care, it can bring up deep fears about acceptance and discrimination. Because people coming into care are of a certain age, they have come from a time when homosexuality was illegal. For many fear of rejection from their families and communities has left long-term scars. Many older people today fear that they will have to face the horrid ordeal of 'coming out' all over again if they move into aged care.

Tackling this issue for our clients and residents perhaps initiated our work with the LGBTI communities, but very quickly our focus broadened. We started to embark on a bigger journey towards becoming a truly inclusive organisation, and we've made some wonderful inroads.

At the outset we knew we had set ourselves some big objectives. First of all, we wanted to work on becoming an inclusive aged care and social services organisation. It takes work and commitment to tackle discrimination in the workplace.

Secondly, we wanted to influence the social services sector so that other organisations would also become inclusive.

And finally, we wanted to influence society in our own small way to demonstrate the value of inclusion.

What we did

Uniting became the first faith-based aged care provider to receive the Rainbow Tick accreditation, developed by Gay and Lesbian Health Victoria and the health charity Quality Innovation Performance – it recognises safe and inclusive service delivery for LGBTI people.

Achieving the Rainbow Tick accreditation took a lot of hard work. All of Uniting's 6,500 employees underwent LGBTI specific training and assessors randomly surveyed 30 Uniting sites as part of the process. Yet the benefits of the process are profound. We've also developed a forward strategy to keep us focused on our aims in the future and have rolled-out many additional training programs. Our staff are now better equipped to create safer spaces for the LGBTI communities.



Learning from others

We also built relationships and learnt from LGBTI advocacy organisations, such as ACON and The Gender Centre. We found it immensely important to build the relationships and listen. For organisations starting to develop their focus in this area, the best way to start is by contacting organisations who can help and provide advice. Pride in Diversity can provide great support and guidance with workplace inclusion. Someone will assist in developing a process and set out some practical steps to achieve goals. They will also provide education through stories, by sharing the experiences that people have when workplaces aren't inclusive and profoundly communicate positive impact it has when they are.

Why it matters

For Uniting, pursuing inclusiveness has a special significance. It is core to our organisational values, and the values of the Uniting Church; that is to respect the inherent dignity of each person, a passionate commitment to social justice and the celebration of diversity – not just the acceptance or tolerance, but celebration of diversity.

For all organisations, when there is a culture of true inclusiveness it fosters healthier, more creative and happier workplaces. Many people don't realise the benefits of inclusion, but at Uniting we have staff, volunteers and clients seeking us out because we are inclusive. There is nothing more that we strive for each day than to ensure everyone feels free to live the life they choose.

NATIONAL AUSTRALIA BANK – RANKED 7



We set up Pride@NAB four years ago, with the aim of building a safe and inclusive culture for our LGBTI employees and customers. It's now a key part of our inclusion program at NAB.

The difference between inclusion and diversity

At NAB, we have recognised the benefits of building a diverse workforce for some time now. But we also realise that diversity – bringing together a wide range of people from different backgrounds – is not an end in itself. Addressing how people work together, and actively creating a culture and leadership mentality that engages everyone is equally important. That's what we call inclusion.

An inclusive culture is more likely to unleash a person's full potential, because at its heart it's about respecting and valuing them for all of their unique qualities and perspectives, not just their abilities.

Our diversity and inclusion strategy

The launch of the Group's Diversity & Inclusion strategy by the CEO and Executive Leadership team in 2014 was a pivotal moment. For the first time we explicitly defined what we mean by inclusion, and explained the behaviours that we expect from our leaders in building an inclusive workforce. After all, inclusion has to start at a personal level – removing unconscious bias so that we give everyone the opportunity to perform at their best.

Importantly, the strategy embraced the updated ASX Corporate guidelines. They addressed a much broader range of diversities than the past, including sexual orientation and gender identity.

The new strategy was immediately embraced by our people – there was a genuine understanding of what it meant to make people included, why it was important, and how people could improve their own actions.

Putting it into action

We brought the strategy to life in our workspaces, with posters and banners (including specific messaging about LGBTI inclusion) displayed around our offices.

The Group Executive Team also filmed a video addressing bullying and harassment in the workplace, a first for NAB. Since then, we have been reinforcing this message by partnering with Pride In Diversity to conduct LGBTI awareness sessions across the country.

In addition to this, we have been offering support to LGBTI employees by setting up a dedicated Pride Mailbox, an internal social media page and a helpline number.

Since 2014, we have been sponsoring Midsumma – a gay and lesbian festival – using the slogan 'You're proud of who you are. We're proud to stand with you.' In 2015, we extended this support to other local events such as the AFL Pride Cup and Brisbane Pride Festival Fair Day.

We also made sure our annual employee engagement survey had a much more detailed focus on inclusion; we called on the expertise of the Pride@NAB committee as subject matter experts when developing the questions.

Finally, we extended our commitment to an inclusive workforce to our suppliers, asking them to have a diversity & inclusion policy that includes sexual orientation and gender identity.

We've achieved a lot in recent years, and the Pride@NAB Committee has been involved at every step along the way. Through their work, we've been able to place a greater emphasis on inclusion for LGBTI people, to ensure that everyone at NAB is able to bring their whole self to work.

ACCENTURE – RANKED 8 INNOVATION AWARD

We have participated in the AWEI for six years and we are so pleased to see the continuing, noticeable improvement in workplace equality that organisations are making. Participating in the AWEI is a way for us to regularly reflect, review and celebrate our LGBTI inclusion program.

Accenture has had a well-developed Inclusion & Diversity agenda for many years, supported by many people all over the world. We have won many diversity awards, particularly in the area of LGBTI inclusion. In the US, we consistently score 100% in the Human Rights Campaign Corporate Equality Index; in Ireland we have been rated third in the recently launched GLEN Workplace Equality Index; and in the UK, we are a Stonewall 'Star Performer' Employer.

In Australia, the PrideAtAccenture Program (our LGBTI & Ally Network) has been running actively for six years. This year, we have stepped up our activity by supporting fledgling LGBTI Networks across Asia as they build ally support for LGBTI colleagues in a region where bringing one's authentic self to work can often be more difficult.

Integrating activity into other wellbeing programs has helped our campaigns engage more people. Joining with our mental health network for RU OK? Day raises awareness of LGBTI mental health issues.

Sydney Mardi Gras and Pride Month in June are very popular events on the calendar, with our people across the country celebrating together in a variety of different ways, with joint client events for our chosen charity (the Pinnacle Foundation) or sharing a cupcake at morning tea.



Through regular training, we have provided more opportunities for people to develop as authentic leaders and to feel secure and happy be their authentic selves. We also offer training to ensure our more senior people understand how their actions and language can have an impact on people and culture. We recently held global LGBT Leaders Training in North America, Europe, and Asia Pacific. More than 20 LGBTI Leaders came together in Manila for the APAC session to share experiences, successes and to learn more about authentic leadership.

We are serious about inclusion and diversity. Overlaying our program of work is a commitment to deliver on our aspiration to be the most inclusive and diverse organisation in this country – where our people can be successful personally and professionally by being treated fairly and with respect, empowered to lead and remunerated equitably.

PrideAtAccenture
LGBTI and Ally Network in Australia + New Zealand

ALLENS – RANKED 10

Allens is a leading international law firm with partners, lawyers and corporate services across Asia and Australia. Through an integrated alliance with Linklaters, we have a global network of 40 offices across 29 countries, including emerging markets in Africa, Asia and South America.

Established in 2011, Allens' LGBTI network, ALLin, aims to assist in providing an inclusive workplace at Allens where diversity, including identifying as LGBTI, is celebrated. ALLin provides opportunities for members to build relationships with each other, our clients and the wider community through events, network meetings and pro bono legal assistance on matters of interest to the LGBTI community, as well as allowing members to advise on and help guide the firm's diversity and LGBTI policies.

This focus on relationships – underpinned by a culture of empowerment and opportunity – has provided a platform for strong membership growth in recent years.

Allens has built a collaborative and strong network which leverages members' interests and strengths. This has been achieved by providing all members with an opportunity to take an active role and contribute to the direction of the network, including work related to LGBTI pro-bono matters, internal and external client events, network communications, firm policies and community engagement.

For many of our members, our network has provided unique opportunities for networking, exposure to exciting legal work on LGBTI issues and the ability to lead and draft important LGBTI-related policies, such as our Transgender Policy. We have found this diversity of opportunity makes for active and engaged members which, in turn, makes achieving the network's goals much easier.

In the spirit of collaboration and visibility, we have also developed a shared online ALLin community group, which all employees and partners can access on Allens' internal intranet page.

The ALLin Community Site enables members to communicate via an online platform where members can post, comment, ask questions and share articles. Content ranges from discussion about the wording of LGBTI-friendly policies and information about internal



and external LGBTI networks events to national and international LGBTI-related news. The variety of topics discussed makes for a lively and popular community page which helps to highlight to employees the diverse and large number of Allens staff who are in the network and/or support its work.

Significantly, LGBTI employees, who may not be openly out in the workplace, but who are interested in following discussion threads, are able to follow the community site in anonymity. This helps foster a safe environment, whilst demonstrating the firm's commitment to supporting and celebrating our LGBTI community.

Two important markers in our continual journey towards LGBTI inclusion have been our participation in the Pride in Diversity Employee Survey and, this year for the second time, the Australian Workplace Equality Index (AWEI).

Taking part in the AWEI has been beneficial in that it provides an opportunity for the firm to reflect on our activities and workplace practices, whilst highlighting areas in which we can be doing more to make a positive difference to the lived experiences of our LGBTI employees and partners. Likewise, the survey gives all of our people, regardless of their sexual orientation, the opportunity to have a 'voice' and provide honest feedback. The survey is a critical part of truly understanding the degree to which we are achieving our aim of being an inclusive workplace.

NSW POLICE FORCE – RANKED 11 TRANSGENDER INCLUSION AWARD EXECUTIVE LEADERSHIP AWARD



The NSW Police Force supports many LGBTI community events throughout the year but, without a doubt, the most popular event is Wear it Purple Day in August. The NSW Police Force first Wear it Purple campaign was in 2012 involving 25 local area commands participating in a range of events, including internal education and awareness raising through to school visits and conducting educational sessions with school groups. The use of social media and photoshop to turn police uniforms purple proved very popular, both internally, and within the community.

In 2014 an ambitious project initiated by a small group of dedicated and talented GLLOs (LGBTI Liaison Officers) created a social media frenzy with a poster displaying uniformed officers from all NSW emergency services and the Australian Federal Police, with Wear it Purple young people, photoshopped purple. Also in 2014, a small number of actual purple police shirts were worn by city based GLLOs to promote Wear it Purple Day. Everyone was talking about them. Officers from all over the state requested a purple shirt. The 'purple shirt' proved to be a very successful method of engaging officers from a range of backgrounds in a campaign they may not have considered before.

In 2015, formal approval was successfully sought to produce 150 purple police shirts and distribute them across the state. Given the NSW Police Force's

extremely strict uniform regulations, including the precise positioning of badges, style of boots, wearing of hats etc., the executive's formal support for officers to wear purple police shirts on Wear it Purple Day reflects significant progress and innovation. Also in 2015, the NSW Police Force facebook profile photo turned purple for the day.

The police purple shirts break down barriers, both within the organisation and in the community. They show police with a sense of humour and willing to 'step outside' the norm. Young people who may be reluctant to approach police feel more comfortable when everyone is purple on Wear it Purple Day. Most importantly, the purple shirts send a very strong message of support for the aims of Wear it Purple Day.

Feedback on social media and from Wear it Purple is always extremely positive with many requests for officers to attend events being held across the state in their purple shirts.

Feedback internally is also very positive and acknowledges the widespread support for Wear it Purple. Many portfolio areas are represented on the day, including GLLOs, Youth Liaison Officers, School Liaison Police, Crime Prevention Officers, and Police Executive Office staff.

We look forward to even more purple activities later this year.

AGL ENERGY – RANKED 13 REGIONAL INCLUSION CHAMPION

AGL Shine – Shining a light in the energy sector

“ As an individual I was welcomed into the AGL Energy Limited (AGL) community but as a lesbian it was more subtle – there was no corporate Lesbian Bisexual Gay Transgender and Intersex (LBGTI) visibility, but within my team my difference was acknowledged and accepted. ”

This insight was shared by one of the founding members of AGL's employee network Shine, after joining AGL in 2010. Inspired by her experience, and in response to an increasing number of AGL employees seeking to do more to support LBGTI inclusion of colleagues and friends, AGL Shine was established.

The goal of AGL Shine is to achieve a more diverse and inclusive workplace culture where LBGTI employees feel they are able to be truly authentic and bring their whole self to work, and to feel safe and supported to do so.

Today, AGL Shine is acknowledged as a thought leadership initiative and influential entity within AGL, represented by almost 200 members and allies from across the company, including our regional and remote locations. As well as being a strong voice in AGL's campaigns and external community engagement, it is recognised for building awareness and fostering workplace safety and support through regular employee forums and inclusive behaviours training. All of these actions have helped instil a greater LBGTI inclusive workplace culture at AGL.

Volunteer support

Like most employee networks, AGL Shine is supported by a dedicated group of volunteers from across AGL's businesses and geographies. They are a passionate and committed team who go above and beyond to support the network's outcomes. Being involved has presented challenges but also provided many opportunities for committee members to grow professionally and personally.

Securing Executive support

Gaining sponsorship from AGL's executive leadership level is vital to supporting the sustainability and success

of any network. When AGL's Executive General Manager of Group Operations, Doug Jackson joined AGL Shine as its Executive Sponsor, it was a pivotal step in gaining broad business support. It was also symbolic in breaking down existing perceptions and stereotypes about LBGTI that were held in traditionally male-dominated and industrial-focused parts of our business.

Commitment to regional areas

The opportunity to build engagement in Group Operations was significant, as it represented very diverse locations, professions and business segments; presenting a challenging yet equally rewarding opportunity for AGL Shine. The early insight was that Group Operations employees had varying levels of understanding about LBGTI, which required different forms of engagement. Similarly, AGL Shine team members also gained a greater understanding of operations: it was a two-way learning experience.

In its initial engagement, Pride in Diversity ran a training session at AGL's Loy Yang Power Station based in regional Victoria, focused on inclusive language and behaviours. It was followed by ongoing engagement and communications, led and sponsored by AGL Loy Yang's General Manager, Steve Rieniets. Recognising his outstanding efforts building LBGTI inclusion in his local community, and more broadly across AGL, Steve was awarded the 2016 AWEI Regional Inclusion Champion.

Thinking big

The progress and impact of AGL Shine has encouraged AGL to publicly take a strong stance on matters that concern the LBGTI community. In 2015, AGL pledged support for marriage equality in Australia by becoming a corporate sponsor of a national campaign. AGL Shine's Executive Sponsor, Doug Jackson, marched in Sydney's Mardi Gras and Steve Rieniets represented regional AGL workplaces when he marched in Melbourne's Midsumma Festival.

Looking ahead to 2017, AGL Shine will continue its efforts to foster LBGTI workplace inclusion and proactively engage with LBGTI customers and the greater community.

TELSTRA – RANKED 15

About Us

At Telstra, we are diverse and inclusive. We have a global footprint and a workforce that represents all corners of the world – currently, we have people who speak more than 70 different languages, come from almost 140 different countries of birth, represent more than 25 different religions and faiths, and aged from 18 to 79 years old.

Being inclusive, by treating people with respect and dignity and valuing their background and experiences, is a part of who we are at Telstra. We know that diversity and inclusion is not only important for our people, but helps us improve business outcomes by enabling better collaboration, leading to creative, innovative customer solutions.

Make it personal

Making it personal has had a fundamental shift not just in how Telstra communicates but how Telstra operates and what it stands for.

For LGBTI inclusion, we regularly share personal stories on our Telstra Exchange and Telstra Careers blogs. Our people author Telstra Exchange blogs (like Elana, our Telstra Citizen Reporter at Midsumma) and posts on Facebook and Twitter (like Julian, one of our Executive LGBTI Champions).

From an employee perspective, it's our people's experiences – shared through their eyes – which enable us to showcase in an authentic and credible way that Telstra is a great place to work.

We've found these personal stories connect well with our community and customers. Results show us these stories have higher levels of engagement compared to average social media interactions.

Creating a supportive Executive Ally Champion group

Our purpose, as an organisation is to create a brilliant connected future for everyone. And we mean everyone.

To help us champion LGBTI inclusion in our workplaces across the globe, we have recently expanded our Executive Allies for LGBTI Champion Group. We launched our Executive Champion group in December 2013, and the network has now grown to 51 Executive in various locations – Hong Kong, Philippines, India, Indonesia, New York, San Francisco, London, Melbourne, Sydney, Canberra, Adelaide, Tasmania and Perth. This group visibly champion LGBTI inclusion at Telstra, and are a point of contact for our people who identify as LGBTI.

Recently, in their local offices, our Executive Champions hosted our International Day Against Homophobia, Biphobia and Transphobia (IDAHOT) global livestream event. Our champions also find ways to engage with our customers and communities too. An example of this is a blog about International Day Against Homophobia, Biphobia and Transphobia, written by Dr Hugh Bradlow Telstra's Chief Scientist and Executive LGBTI Champion.

For more information please visit our Telstra Careers' Explore Diversity and Inclusion Section at: careers.telstra.com



"Telstra is proud to again support the International Day against Homophobia Biphobia and Transphobia.

We need to support and encourage everyone and make sure their wellbeing is taken care of by preventing discrimination."

NORTON ROSE FULBRIGHT – RANKED 16

Norton Rose Fulbright is a leading global law firm offering a full business law service to many of the world's pre-eminent corporations and financial institutions. In Australia, we have offices in Brisbane, Melbourne, Perth and Sydney.

Knowing how our clients' businesses work and understanding what drives their industries is fundamental to us. Our lawyers share industry knowledge and sector expertise across borders, enabling us to support our clients anywhere in the world.

We are strong in financial institutions; energy; infrastructure, mining and commodities; transport; technology and innovation; and life sciences and health care.

Diversity and inclusion is a critical business issue at Norton Rose Fulbright in Australia. We value difference and appreciate the variety of perspectives that this brings to our business. We know that if our people are able to be themselves at work, they are more engaged and productive.

By creating an inclusive environment where every individual knows that they are valued and can progress on the basis of merit and skill, we can leverage the full potential of our workforce in order to provide better service to our clients.

Case Study – HSBC

HSBC's Wealth Management team & Pride Committee were keen to provide some information to their customers on LGBTI Practical-Legal Issue awareness. Knowing the strong work our firm was doing to advance LGBTI inclusion, they contacted our LGBTI and Allies Network, Pride @ Norton Rose Fulbright to ask if this is something we could assist with.

Our Pride@Norton Rose Fulbright Co-chairs worked with our Client Relationship Manager for HSBC to create and deliver a session that provided LGBTI awareness whilst crucially highlighting key legal differences for LGBTI identifying people. The presentation covered LGBTI terminology and key legal differences with regard to;

- Relationship status
- Parenthood and adoption
- Employment
- Health
- Retirement and superannuation
- Death
- Dependants

This is an example of how we regularly leverage our Firm's people diversity, expertise and overall Diversity & Inclusion strategy to better meet our client needs, assisting them to improve support to their LGBTI identifying customers.

DEUTSCHE BANK – RANKED 17

BUILDING AN INCLUSIVE CULTURE: IDAHOT CONNECTS THOUSANDS OF DEUTSCHE BANK COLLEAGUES AROUND THE WORLD

In May 2016, Deutsche Bank employees in Sydney were among those in 56 cities across 31 countries to wear purple on International Day Against Homophobia, Transphobia & Biphobia (IDAHOT) in a global show of support for their LGBTI colleagues.

Deutsche Bank's Wear Purple campaign is an employee-led initiative that began in 2015 and is endorsed by senior management. It encourages employees to "dress to express" by wearing purple and celebrate IDAHOT on 17 May.

All across the Deutsche Bank network, thousands of employees wore purple – from purple shirts through to purple socks – while many more celebrated with purple cakes, purple lanyards and other purple-themed events to raise awareness of LGBTI issues and support diversity. Even dbNetwork, the Deutsche Bank intranet, was turned purple for the day. Employees were invited to share their purple efforts by uploading photos to dbPride's Wear Purple Photo Wall on mydb, Deutsche Bank's social network platform for employees.

Hundreds of employees uploaded "purple selfies" from Deutsche Bank locations including Sydney, Hong Kong, Kuala Lumpur, Manila, Singapore, Mumbai, Bangalore, Istanbul, Shanghai, Eschborn, Tokyo, London, Colombo, Birmingham, Berlin, Dublin, Milan, Beijing, Madrid,

Frankfurt, Moscow, Warsaw, Stockholm, Bangkok, Sao Paulo, Mauritius, New York and many more. The Wear Purple Photo Wall generated more than 32,000 views with 4,000 employees looking at, liking and joining the photo wall discussion over the course of the day.

Locally, Deutsche Bank's LGBTI employee network, dbPride, sent a card plus a purple ribbon to all members and allies inviting them to wear purple on 17 May.

A personal email from the co-chairs of dbPride was also sent to all Managing Directors at Deutsche Bank encouraging them to "demonstrate their commitment to inclusive leadership" by wearing purple.

The Bank's Wear Purple campaign was supported by additional events around the network including a flagship event in Deutsche Bank's New York office hosted by CBS News senior business analyst Jill Schlesinger and focused on "Multi National Corporations: LGBT Equality and the Global Economy". The panelists included LGBT Ally activist and hedge fund manager, Paul Singer, Indian Crown Prince Manvendra Singh Gohil, and Chairman and President of the Export-Import Bank of the United States, Fred Hochberg.

More than 600 people attended the event which opened with a video address from Deutsche Bank CEO John Cryan who emphasised Deutsche Bank's commitment to, and deep belief in, the value of an inclusive workplace and the case for LGBTI inclusion as a driver of global business growth and success.



IBM – RANKED 18



Fellow IBMers from around the globe often share that work is the place where they feel most comfortable in expressing and being themselves, so you can't help but feel proud that IBM is built on creating an inclusive and safe environment for all employees.

I have been able to progress my career as a Senior Managing Consultant without any barrier to my success as a transgender woman in a predominantly male-dominated industry. I am proud to be our Australian EAGLE representative (Employee Alliance for Gay and Lesbian Empowerment), and to help others feel the same inclusiveness and empowerment that I have experienced.

With its sheer size and scope, IBM offers a unique opportunity to work with some of the world's top companies to solve their most complex problems, and to work in different disciplines, business units or countries. At IBM, the opportunities are limitless, for every employee.

Katherine Maver

Senior Managing Consultant
IBM Australia and Australian EAGLE
Representative (Employee Alliance for Gay
and Lesbian Empowerment)



INCLUSIVE LEADERSHIP: IBM'S OUT ROLE MODELS PROGRAM

IBM have long believed that diverse and inclusive environments encourage greater creativity and innovation. Our people are our greatest strength and we believe that all employees perform at their best when they can be themselves.

It's about inspiring, supporting and energising our LGBTI community to feel included, motivated and valued for who they are and the impact they have on our success. Our LGBTI leaders from across the world take the lead in encouraging our entire IBMer community to be themselves and to continue to promote and expand our LGBTI program, Out Role Models.

We all need role models and mentors. When we have LGBTI leaders who are visible, approachable and purposeful, they accelerate the achievement of inclusivity. Our Out Role Models at IBM have built a community where diversity and inclusion crosses functions and borders. It goes beyond support and education for IBM's wider LGBTI community, to empowering individuals with networking opportunities and heightened visibility.

Involving our employees, their families, customers and the communities in which we operate, our Out Role Model leaders take the charge in advocating for greater diversity and inclusion in the workplace and beyond. IBMers are proud of our LGBTI community. We are proud of the creativity and innovation we've achieved through greater inclusion and energising of all our people. And we are proud of the influence that our Out Role Models are having as leaders and as advocates for our LGBTI community. Quite simply, embracing diversity makes for better business.

If you would like to find out more about IBM's Out Role Models program, please contact our Diversity team:
diversity@au1.ibm.com

BANKWEST – RANKED 19

Creating a transgender inclusive workplace – our story so far.

In October 2015, Bankwest officially launched Unity - its LGBTI champions and allies network. The vision for Unity is to foster a culture of inclusion and respect and to empower our people to bring their whole selves to work each day regardless of their sexual orientation, gender identity or gender expression.

Prior to Unity's official launch, we were approached by a colleague who shared with us their long held desire to transition. This was our first known experience of supporting a colleague as they transitioned and our biggest concern was that we may not get it right and lose a talented colleague as a result.

Initial discussions with the colleague put our minds at ease. In the colleague's own words, "The HR manager put me at ease instantly and it took me maybe thirty seconds to explain my planned transition and express my desire to continue working. The only noticeable reaction was a smile. I can't imagine a scenario where this conversation could have gone better."

Calling in the support

As members of Pride in Diversity, the national not-for-profit employer support group, we took the opportunity to call upon them a number of times for support, advice and guidance on this journey. We required their expertise to kick off initial discussions, flag potential hurdles we or the colleague may encounter and provide training and information to colleagues who worked closely with their transitioning peer.

Mobilising our internal support was also important for us, calling upon the following teams for their advice and guidance: HR, Communications, Senior Leadership and IT. This ensured that we had a coordinated support plan linking in areas as diverse as our Employee Assistance Program and IT systems team.

No two transitions are the same

The transitioning colleague worked in a project management role and so we supported their transition by drawing up a timeline with key milestones.

Communications and training were planned, IT and HR systems checked, information updated and at their request the decision to transition was communicated by their senior manager.

The key to success throughout this process was taking the lead from the transitioning colleague as their day to day role saw them work across a broad network of teams, stakeholders and locations. At Bankwest, we value individual differences as it brings a greater diversity of thought and collaboration between our colleagues. As an organisation, it was important for Bankwest to acknowledge that not every person who transitions will necessarily want or need the same level of support, planning or public acknowledgement.

Key learnings

- Be led by the transitioning colleague and their comfort level;
- Engage with the colleague and their leader throughout;
- Connect with workplace experts in this field as you don't know what you don't know;
- Awareness and education are important;
- Strong leadership sends a strong message to both the colleague and their peers;
- Don't underestimate the logistics and practicalities of system changes and plan well in advance; and
- The journey doesn't end when they return to work.

In the words of our colleague, "Once again I will express my never ending gratitude to the team of colleagues assembled to ease my 'whole self' into the fabulously supportive workplace. You know who you are, many of you read my journal and you have all done a superb job of which you should be remarkably proud."

This journey has better equipped Bankwest and its Unity LGBTI network to handle future experiences of this nature for its people. It's only through the collective efforts of organisations across Australia that we can see a difference in society for our transgender friends, family and colleagues.

KEY ASSETS – THE CHILDREN'S SERVICES PROVIDER HIGHEST RANKING SMALL EMPLOYER

2015 was a big year for Key Assets – The Children's Services Provider with growth across Australia including the opening of two new offices in Victoria and Tasmania and new business development in the East Kimberley. Throughout it all we remained focused on our commitment to LGBTI inclusion in the workplace and the broader community.

As our Executive Director Australasia, Rob Ryan, says "at Key Assets people matter and we value diversity, take pride in our work and celebrate our success. As an agency that is committed to making a positive and lasting difference in the lives of some of the most vulnerable children and young people in our society we know the importance of having strong leadership and someone willing to stand for what is right."

Some of the key pieces of work we undertook this year that demonstrate this leadership and our stand are detailed below.

LGBTI Strategy and Action Plan

Our LGBTI Strategy and Action Plan was developed in 2015 and involved input from employees across all levels of our organisation. The strategy vision is "to stand out as a leader, as an employer and a provider, in LGBTI inclusion within child and family services."

Included in the strategy are the following points:

- Key Assets is committed to making a difference in the lives of children and young people by giving LGBTI youth a clear message that it is safe to come out, and to help all children and young people grow into non-discriminating, accepting adults.
- Key Assets recognises that LGBTI communities are a valuable asset and resource within the out of home care sector and make a significant contribution to supporting children, young people and families as staff, volunteers and foster carers.
- We are committed to proactively ensuring and evidencing that LGBTI staff, foster carers and clients feel welcomed, safe, supported and included within Key Assets.

We believe our LGBTI Strategy and Action Plan sets us apart from other organisations within the sector as it is



inclusive of the children and young people in our care, their birth families and our foster carers in addition to our employees.

Wear it Purple Day

Staff across Australia and New Zealand donned purple in August and hosted morning teas to show our support of LGBTI youth. At these morning teas our employees were provided with the opportunity to write messages of support to LGBTI youth on purple hearts which were then displayed on rainbow cards in each office. Each office was also supplied with a copy of the book *It Gets Better* for their resource libraries.

Australian Marriage Equality

Our CEO, COO, all State Directors and leadership team unanimously voiced their support of Key Assets signing the open letter in support of Marriage Equality on the Australian Marriage Equality website. In doing so our voice was added to the list of local councils and corporate organisations across Australia who had also voiced their support of this issue in the LGBTI community.

We are delighted and honoured to have the above work, and more, recognised in this year's AWEI Awards by being named the Highest Ranking Small Employer for 2016. However, as Rob says "we recognise that achieving this recognition is just a part of the story and each year it drives us to be more active to ensure our workplace culture allows all staff to feel proud, that we succeed, because we create a space where all people can be at their best." With that in mind we are hopeful that 2016 is an even bigger year for LGBTI inclusion at Key Assets.

CLAYTON UTZ MOST IMPROVED ACHIEVEMENT AWARD

About us

At Clayton Utz, we recognise our diverse workforce and have stepped up our efforts to ensure an open and honest culture and a more inclusive workplace for all our people. This is why we set up our LGBTI Alliance – to put the spotlight on LGBTI workplace inclusion, and to support and encourage our LGBTI colleagues in being themselves at work, without fear or repercussion.

Our LGBTI Alliance

The launch of our LGBTI Alliance in May last year was welcomed across our six offices with much fanfare, suggesting a strong underlying desire for such an initiative. The Alliance instantly attracted over 20 national Steering Committee members (including executive partners), and 200 allies – a number which has grown steadily with over 400 allies at last count. This critical mass has provided the Alliance program with a solid foundation.

Our early strategy was to provide information and workshops to our colleagues with a focus on the fundamentals of LGBTI workplace inclusion. This helped us achieve a sustainable acknowledgement of the importance of, and acceptance of a diverse culture within the firm. The AWEI submission template acted as a roadmap and proved to be an invaluable resource in planning our actions and setting our targets for the first crucial year.

We've found that some of our simpler initiatives have had the biggest impact:

- The very visible and ongoing strong support provided by our leadership team and partners.
- The personal stories shared by our LGBTI colleagues and clients helped our people better understand the challenges LGBTI people face at work, and the importance of an inclusive culture in supporting an individual's performance and mental health. A prime example was a speech by one of our senior partners (who was the first Chair of our LGBTI Alliance) to the partnership at the firm's AGM. He shared his personal experiences in building a career as an LGBTI lawyer in the conservative legal profession, giving the partners critical insight into the additional issues and pressures faced by younger LGBTI lawyers.



- The 90 minute LGBTI awareness training sessions delivered by Pride in Diversity which demystified LGBTI terminology and concepts for our people and helped them better understand the need for LGBTI awareness in the workplace. We've observed an increase in healthy discussions about LGBTI topics and issues in both the workplace and more generally.
- All of our offices acknowledge the key LGBTI calendar dates through morning teas and fundraisers and/or firm-wide communications via our intranet. They have been highly educational and good fun.

We are also pleased with the relationships we have built with clients and other organisations looking to cultivate more inclusive workplaces. We have learnt a lot, and we have enjoyed sharing our experiences along the way.

Looking forward

In just 18 months, our LGBTI Alliance has made a huge impact on the firm and our people. The 2016 Achievement Award is a testament to our team's efforts, but also a useful reminder that we still have some way to go.

We are now looking at another dividend from our LGBTI program – its influence on the broader diversity and inclusion agenda at Clayton Utz. We are excited about this intersection of our LGBTI program with our other diversity arms as it strengthens our focus on embracing inclusion to bring about a more positive workplace.

DOMESTIC VIOLENCE SERVICE MANAGEMENT NSW – SMALL EMPLOYER AWARD

Domestic Violence Service Management (DVSM) was honoured this year to be awarded with the AWEI Small Business Award in May 2016. As a small charity providing services to those most in need, winning this award has inspired us to continue on the path we have chosen, that is, to create a working environment that by supporting diversity in our employees, we become better able to support diversity of backgrounds, interests, gender and sexual orientation, in our clients.

DVSM is headquartered in central Sydney and operates client services in three areas of NSW, Wilcannia in the far west, Blacktown and the Hills District in Western Sydney and within the city of Sydney itself. The Wilcannia Safe House, Refuge Outreach Action Response (ROAR) and Moving Out, Moving On (MOMO) all provide empowerment services for women (including transgender woman) and children escaping domestic and family violence and homelessness. ROAR is also now offering a place where escapees can take their pets with them.

The DVSM vision is for a world where women, families and communities live free from violence, have equal rights, opportunities, and the freedom to reach their potential. Our purpose: Empowering clients to make positive, permanent changes that improve their safety and well-being.

DVSM seeks to contribute to closing the gap on social inequality by embodying the following four core values:

Client centric – we listen and embrace diversity to support our clients to achieve their self-defined goals

Excellence – we exceed expectations with our professionalism and evidence based products, programs and services

Respect – we remain open minded and non-judgemental

Integrity – we are ethical, transparent and accountable

With a forty year history of providing services to women escaping domestic violence, DVSM has evolved our services and expanded our criteria to enable us to assist all women (including transgender women), living with and escaping from domestic and family violence. We aim to tailor our support to each

individuals self-defined needs, and to be culturally appropriate to the community that each client has a sense of belonging to. To the team at DVSM, this practice is the obvious way to promote the human rights of and support the experience and opportunities of diverse communities.

Domestic and family violence (DFV) doesn't just occur in the lowest socioeconomic stratas of society and our clients are from all works of life. Unfortunately, women are the largest group (alongside children) that experience domestic and family violence. When you look at the statistics from Our Watch www.ourwatch.org.au/Understanding-Violence/Facts-and-figures :

- one woman a week is killed by a partner or former partner in Australia.
- One in three Australian women has experienced physical violence.
- One in four Australian women has experienced physical or sexual violence by an intimate partner.

It's important to understand that these represent the community as a whole. When you look at the statistics as they reflect violence inside other communities, these figures, already too common, increase amazingly. This is another reason that at DVSM, we believe it is important to provide support to transgender women, to the LGBTI community, and be aware of the intersection of other elements that can increase the risk of violence. These include Aboriginality, disability, poverty.



NOMINATED AWARDS – INDIVIDUAL

The following individuals were awarded for their outstanding contribution to LGBTI workplace inclusion, for their passion, visibility, tireless efforts and inspiration to others. Impressive evidence covering significant areas of contribution over the year provided standout nominations for all of our award winners this year; all of which were accompanied by heartfelt and evidence based statements of support from across their organisations.

Each award submission looked at the nominee's number of unique areas of contribution over the year, the impact of that contribution on the organisation's LGBTI inclusion initiatives and LGBTI people within the workforce, a body of supporting evidence to validate claims made and the number of endorsements from executive leadership and employees within the organisation.

We thank and congratulate this year's individual award winners for their passion, leadership and significant contribution.



GREG WARD
Macquarie Bank

CEO OF THE YEAR

This award acknowledges the significant contribution of a CEO (or equivalent) on the organisation's LGBTI inclusion initiatives. The award specifically looks for the nominee's visible support of LGBTI inclusion, inclusive and supportive communications, presence at events, leadership in the delivery of LGBTI related outcomes, participation in training, engagement with the Executive Sponsor, network, LGBTI employees and allies. Nominees must show significant leadership in driving LGBTI inclusion initiatives alongside active engagement in LGBTI events and activities.

We extend our congratulations to Greg Ward, Macquarie Bank, CEO of the Year 2016.



**SUPT
TONY CRANDELL**
NSW Police Force

EXECUTIVE LEADERSHIP AWARD

This award acknowledges the significant contribution of a senior executive or LGBTI Executive Sponsor/Champion within an organisation to LGBTI inclusion overall. The award looks at the visibility of the nominee, inclusive and supportive communications, presence at events, leadership in the delivery of LGBTI related outcomes, participation in training, engagement with the Employee network, LGBTI employees and allies. Nominees must show significant leadership in driving LGBTI inclusion initiatives alongside active engagement in LGBTI events and activities.

We extend our congratulations to Supt Tony Crandell, NSW Police Force, Executive Leadership Award Winner, 2016.



BRAD COOPER
BT Financial Group

INCLUSION CHAMPION (OVERALL)

The award recognises the significant contribution of an individual to an organisation's LGBTI inclusion initiatives across a wide area of work and activity. This award can be given to both senior executive, network leaders and individuals alike. The award specifically looks at the number of unique areas of contribution, depth and breadth of impact, the longevity of contribution and the influence of the nominee to instigate change across all levels of an organisation. This Award is significant in that it focuses on areas of influence not only internally, but also externally. To qualify for this award, the nomination must be supported by a comprehensive suite of evidence, executive and employee endorsements and must have significant standing beyond their industry and sector for their contribution to the important area of diversity practice.

We extend our congratulations to Brad Cooper, BT Financial Group, 2016 Inclusion Champion (overall).



STEVE RIENIETS
AGL

REGIONAL INCLUSION CHAMPION

This award acknowledges the significant contribution of an individual to an organisation's LGBTI inclusion initiatives within a regional area. Nominees for this award must show multiple unique areas of contribution; identify some of the challenges of LGBTI inclusion within regional areas and provide evidence of significant influence, leadership and impact in bringing about cultural change or increasing levels of LGBTI awareness overall. Additional points are allocated LGBTI inclusion work extends beyond the workplace into the region itself, if awareness training is undertaken, if the nominee has significant influence externally and if the nominee is highly visible in their support of inclusion. Nominations for this award must include both executive and employee endorsements.

We extend our congratulations to Steve Rieniets, AGL, 2016 Regional Inclusion Champion.



MELISSA TANDY
ANZ

THE SALLY WEBSTER ALLY AWARD

The Sally Webster Ally Award acknowledges the significant contribution of LGBTI Allies to an organisation's LGBTI inclusion initiatives and a culture of inclusion overall. Nominations for this award must identify multiple unique areas of contribution over the year, provide evidence to support the impact of the work undertaken and be accompanied by both executive and employee endorsements. Additional points are awarded for influence across a broad range of stakeholders, the ability to assess, drive and deliver on initiatives that contribute to LGBTI inclusion and the overall visibility of this person's efforts amongst leadership, network teams and the general employee population. Points are also allocated for any Ally support beyond the workplace, within the LGBTI community itself and for an ability to influence change and/or support within other organisations, industries or sectors.

We extend our congratulations to Melissa Tandy, ANZ, Winner of the 2016 Sally Webster Ally Award.



**SUZI RUSSELL-
GILFORD**

PwC

SAPPHIRE INSPIRE AWARD

The Sapphire Inspire Award recognises the unique challenges of identifying as both a woman and lesbian, bisexual or transgender person within the workplace. This Award acknowledges the significant influence of an out female role model on young lesbian, bi, trans women particularly when our Australian workplaces desperately need more out female role models to reinforce the message of inclusion. Nominations must endorse the high visibility of the nominee, the impact the nominee has had on LGBTI inclusion initiatives and the activities that the nominee has undertaken to support young out women in the workplace and beyond. Additional points are allocated for external influence, influence across senior levels within the organisation and the mentoring of young lesbian, bi or transgender women.

We extend our congratulations to Suzi Russell-Gilford, PwC, Winner of the 2016 Sapphire Inspire Award.



RHIANNON KOP

Aurizon

OUT ROLE MODEL AWARD

The Out Role Model award recognises the significant contribution of out LGBTI employees within an organisation, contribution not only to the organisation's LGBTI inclusion initiatives but also to the visibility of out employees within the workplace. Nominations must show multiple area of unique contribution supported by evidence. Impact that the nominee has had on inclusion initiatives must also be clearly articulated along with supporting evidence. Nominations must be supported by executive endorsements and those of fellow employees. Additional points are allocated for influence across senior leadership, participation in change initiatives or awareness building, ability to influence change across the broader organisation and the ability to influence externally.

We extend our congratulations to Rhiannon Kop, Aurizon Winner of the 2016 Out Role Model Award.

NOMINATED AWARDS – ORGANISATIONAL

INNOVATION AWARD 2016

The innovation award acknowledges innovation in LGBTI inclusion initiatives. This may include but is not limited to innovation in:

- Cultural change / inclusion
- LGBTI awareness / support
- Marketing / Advertising
- Service offerings
- Training & education
- Talent or global talent movements
- Product development

ACCENTURE

This year's innovation award was presented to Accenture for the development of a global app that connected their LGBT network worldwide. The app provides a wide range of communication tools, online connections, training information, and networking details for people across different locations. We believe that this is the first of its kind and with plans to expand its functionality, the app ticked all the boxes for a truly innovative product that not only promotes LGBTI inclusivity but connects networks across the world with instant access to current information and resources.

TRANSGENDER INCLUSION AWARD

This award acknowledges organisations that have done a significant amount of work in order to create a much more inclusive environment for transgender people. The submission process for this award requires organisations to work through a comprehensive checklist of activity that includes but is not limited to communicated support for transgender people, transitioning policies, training, bullying/harassment policies covering transphobic behaviour, transgender employees that other transgender people can talk to, addressing concerns of transgender people and education around gender, transgender and non-binary identities. In addition to providing evidence for a significant number of trans-inclusive activities, nominations must include statements of support from transgender people and/or community organisations.

NSW POLICE FORCE

This year's Transgender Inclusion Award was presented to NSW Police Force. NSW Police Force provided significant evidence, not only for the work that they have done internally, but also externally within the community. A deserving winner for the 2016 Award.

THE NEW AWEI: 2017 AND BEYOND

Next year we see the introduction of the 3rd iteration of the Australian Workplace Equality Index.

Following best practice, Pride in Diversity is committed to conducting a thorough review of the AWEI every three years. The purpose of this review is to:

- Re-align the index with current Australian practice
- Re-align the index with international practice, to ensure that we are on par with international best practice and where possible, leading the way
- Take on feedback from participating organisations to ensure that the submission process is as seamless as possible while maintaining the integrity and robust nature of the index.

The AWEI was first launched in 2010. In 2013, a three year review was conducted which saw the index rise from a 100 point index to a 200 point index. It also brought Australia in alignment with international practice for the first time. Previously, we were significantly behind.

The 2016 AWEI review, just completed, is the most significant review to date. As a result of this most recent review, we have:

- Completely redesigned the submission form for ease of completion and distribution
- Re-aligned the index to the significant shift that has occurred within Australia over the last three years
- Re-aligned the index to shifts that have occurred within international practice over the last three years
- Resolved the issue of annually responding to policy questions that see little change over time with the separation of 'standing' and 'annual' submissions
- Significantly reduced the number of questions within the index without compromising the integrity of the index
- Implemented changes to provide a fairer index across sectors; moving work that could potentially disadvantage a particular sector to the back of the index

- Restructured employer tiers and removed the leaderboard to address issues that have arisen as a result of leaderboard rankings
- Re-evaluated and reconfigured employer recognition for Platinum, Gold, Silver and Bronze employers
- Created a new awards structure that provides for greater acknowledgement across all tiers and one that more accurately reflects practice progression.

In preparation for the review of the AWEI, the following has been critical:

- That we have not only listened carefully to participating organisations in terms of their feedback but responded to their concerns and suggestions
- That we continually learn throughout the development of the index and apply lessons to ensure greater clarity, less duplication and a continued targeted focus on what we are trying to achieve
- That we maintain the currency, objectivity and integrity of the index to ensure that the AWEI not only continues to set the Australian benchmark for LGBTI inclusion but that it also continues to be acknowledged as an International Gold Standard for the measurement of LGBTI workplace inclusion
- That we pay close attention to any unexpected negative impacts as a result of the index design, scoring methodology or results promotion.
- That we acknowledge that the scoring methodology for the index itself is robust, utilised globally and has proven to be highly objective, fair and equitable over many years; it has been academically scrutinised, assessed and validated and therefore will remain in place for future iterations of the index. The scoring methodology stands alone and can be applied to any set of questions.



For a full overview of the latest AWEI changes, please download **The New AWEI 2017** briefing document from www.pid-awei.com.au

A new Submission Form for Small Employers (150 or less employees)

As a result of this review, a separate submission is now available for small employers which will for the first time, enable us to provide small employers with full benchmarking data. The new submission document for small employers will be much more equitable and straight forward for this employer group and will allow small employers to participate in the AWEI recognition tiers: Platinum, Gold, Silver, Bronze and Participating. These will be derived from the scores of participating small employers.

New Submission Process for Medium – Large Employers (151+ employees)

The AWEI has now been separated into three individual documents to make it easier for you to distribute and maintain. The first document contains all employer demographic information. Part 1 of the AWEI Submission Document: HR Policy and Diversity Practice is now a standing submission. This means that after you have submitted Part 1 of the new index the first time, this part of the submission is not required for subsequent years unless you have completed additional work in this area in which case, last years document is updated and resubmitted. Part 2 of the AWEI Submission Document: Annual Submission contains all other sections – these will need to be submitted annually.

As this is a new index, all participating employers will need to submit Part 1 and Part 2 in 2017. As from 2018, employers may choose to nominate Part 1 as their standing submission. For more information of the new AWEI, please visit www.pid-awei.com.au

The AWEI website provides:

- Submission documents for Small Employers (150 or less employees)
- Submission documents for Medium – Large Employers (151+ employees)
- Submission documents for individual awards
- Submission documents for additional organisational awards
- Briefing document on all the changes within the new index
- Supporting documentation; and
- Training videos.

We encourage all employers, regardless of size, experience in LGBTI inclusion or Pride in Diversity membership to participate in the 2017 AWEI. This is a free instrument that provides you with invaluable benchmarking data and an annual point of progress.

If you wish to speak to anybody in regard to participation in the AWEI, please call the **Pride in Diversity** office on **(02) 9206.2139**

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