

Australia's national LGBTI recruitment guide profiling Australian employers active in LGBTI workplace inclusion.

An initiative of

prideindiversity®

2014-2015

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Welcome



It gives me great pleasure to present the second edition of the Australian National LGBTI Recruitment Guide 2014 - 2015.

This guide has been developed with two significant aims in mind: to assist lesbian, gay, bisexual, transgender and intersex graduates and jobseekers find LGBTI inclusive employers; and to showcase those organisations actively engaged in LGBTI inclusion initiatives via their Pride in Diversity membership.

Workplace inclusivity and corporate social responsibility are now high on the list of key employer differentiators for job seekers regardless of how they personally identify. While each of the employers within this guide may be at different stages of their LGBTI inclusion journey, you can be guaranteed that through their Pride in Diversity membership, they are actively engaging with us to ensure that they are, or

continue to be organisations in which you can truly be yourself; valued not only for the individual contribution that you make, but the diversity that you bring. We encourage job seekers to regularly visit our recruitment pages to view current vacancies of Pride in Diversity member organisations and to view the full profiles of current member organisations. You can find us at prideindiversity.com.au/recruitment.

In closing, I would like to specifically thank the sponsor of this publication, without whom the printing and distribution of this publication would not be possible. I would also like to acknowledge the ongoing work of Steph Mellor from the Pride in Diversity team who has worked tirelessly on the compilation of this publication and the recruitment website.

For more information on this guide, its distribution or the employers listed, please feel free to contact the Pride in Diversity office on (02) 9206 2139.

Dawn Hough Director, Pride in Diversity

About This Guide



The Australian National Recruitment Guide is an annual publication, published in hard and soft copy, and is distributed to universities, LGBTI student collectives, TAFEs, careers advisory services and recruiters.

I would like to personally thank all member organisations who have contributed to the 2014-2015 edition of the ANRG and for working with me over the past few months to produce this publication.

At the time of profile compilation, all current Pride in Diversity Members are offered the opportunity to be featured in the hard and soft copy version of guide. New members that join after the profile submission date closes are offered the opportunity to be featured online. All soft copy profiles can be found at prideindiversity.com.au/ member-profiles/

If you would like to be profiled in next year's publication, please contact Pride in Diversity for cut-off dates.

If you are a university, LGBTI student collective, TAFE, Careers Advisory Service or Recruiter that would like to receive hard copies of the annual publication, please sign up to our ANRG distribution list by visiting www.prideindiversity.com.au/signup/

For more information on the ANRG or the profile submission process please contact me on 02 9206 2139 or stephanie.mellor@prideindiversity. com.au

Steph MellorANRG Project Manager, Pride in Diversity



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The Navy, Army and Air Force are recruiting for positions that offer great pay, an active lifestyle, nationally recognised training and a whole lot of adventure. With over 200 careers available you'll be able to find one that matches your skills, interests and education.

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American Express



www.americanexpress.com

WHO WE ARE

American Express provides customers with access to products, insights and experiences that enrich lives and build business success, globally. Worldwide, our 63,500 employees provide innovative solutions and exceptional service – just as we have for over 160 years.

MORE ABOUT US

Our heritage is built on service and sustained by innovation. From an express mail business in 1850 to the world's largest card issuer by purchase volume to a digital innovator, we've never been afraid to explore new possibilities and embrace the changing marketplace.

At American Express we:

- are the premium network for highspending cardmembers
- help small business owners succeed
- provide commercial payment tools and expertise
- offer marketing and information management insights
- are customer loyalty experts





- operate the world's largest travel network
- are recognised as the most innovative company in our industries
- are dedicated to serving our customers, 24/7, around the world.

WHO WE'RE LOOKING FOR

To be the world's most respected service brand, we must have staff that are passionate about delivering for our customers and Cardmembers.

American Express recruits a broad range of skill sets in all our Business Units

INSIDER INFO

American Express' GLOBE (Gays, Lesbians and Others Building Equality) employee network promotes an inclusive community which embraces individuality and values acceptance.

Launched in February 2013, *GLOBE* already has over 300 supporters and a yearly calendar of events.

GLOBE was thrilled to receive the 2014 Pride in Diversity AWEI Innovation Award for our Shop Small Campaign which dedicates support to the small business owners who do big things for us.

QUICK FACTS

WHERE WE ARE

We have operations in more than 130 countries around the world.

In Australia and New Zealand we have offices in Sydney, Melbourne, Perth, Brisbane and Auckland.

WHAT WE DO

We are a global service company, providing access to products, insights and experiences that enrich lives and build business success.

OPPORTUNITIES

Our exciting career areas can be explored at: *careers*. *americanexpress.com*

CONTACT DETAILS

For more information, please visit: *careers*. *americanexpress.com*

CIZE

Around 63,500 employees world-wide.

BENEFITS

We offer our employees a wealth of benefits, which can be found here: careers. american express.com

We are gay, lesbian, bisexual, transgender and straight. These words don't define us or limit our success; they are merely a part of what makes us who we are.



WORKING HERE...

Ross Miklaszewicz Global Client Manager

I've worked for companies that talk a lot about inclusion and diversity, but American Express clearly demonstrates it. They walk the talk!

We are an open company full of individuals from diverse backgrounds. We are gay, lesbian, bisexual, transgender and straight. These words don't define us or limit our success; they are merely a part of what makes us who we are.

ANZ

TOP 10 EMPLOYER Workplace beclusion

www.anz.com

WHO WE ARE

Australia and New Zealand Banking Group Limited. We provide banking and financial services to support responsible growth and prosperity for our customers, shareholders, people and community.

We provide a range of banking and financial products and services to around 8 million customers, and employ 48,000 people worldwide.

MORE ABOUT US

Our history dates back over 175 years. We are committed to building lasting partnerships with our customers, shareholders and communities in 33 countries in Australia, New Zealand, throughout Asia and the Pacific, and in the Middle East, Europe and America. ANZ has an exciting ambition to become a super regional bank – providing the scale and quality of a global business to customers in our core markets of Australia, New 7ealand, Asia and the Pacific, Our aim is to be the best connected, most respected bank in the Asia Pacific region. ANZ is a culturally diverse organisation with employees born in more than 130 countries who speak over 90 languages, and we promote flexibility in the way we work. We have a full diversity agenda focussed on gender, age, cultural and ethnic background, disability, sexual orientation, family and caring responsibilities.

Visit our website for more information: www.anz.com/about-us/corporate-responsibility/employees/valuing-diversity-respect/diversity/
We're proud to be recognised as a mature age champion by the Federal Government and an Employer of Choice for Women by EOWA (Equal Opportunity for Women in the Workplace Agency). Through our Reconciliation and Disability Action Plans, we're committed to meeting significant targets for the employment of Indigenous Australians and people with disabilities.

INSIDER INFO

ANZ has a full diversity agenda focussed on gender, age, cultural and ethnic background, disability, sexual orientation, family and caring responsibilities. Visit our website for more information: www.anz.com/about-us/corporate-responsibility/employees/valuing-diversity-respect/

Our ANZ Pride Network for LGBTI and straight employees has supported our diversity and inclusion initiatives. It provides advice on policies and processes, promotes activities that increase LGBTI awareness within and outside our business and provides support to the LGBTI community and allies. For 9 years we have proudly sponsored the Sydney Gay & Lesbian Mardi Gras.

QUICK FACTS

WHERE WE ARE

Asia Pacific, Europe, Middle East, United Kingdom, United States of America. Our aim is to be the best connected, most respected bank in the Asia Pacific region.

WHAT WE DO

We provide banking and financial services to support responsible growth and prosperity for our customers, shareholders, people and community

OPPORTUNITIES

ANZ has a range of opportunities and programs on offer. For information about our Graduate, Summer Intern and Generalist Banker Programs please visit: www.anz.com/graduates For information about all other roles within the organization, please visit:

www.anz.com/careeers

CONTACT DETAILS

Visit our below websites:

www.anz.com

www.anz.com/careers www.anz.com/graduates

SIZE

Global Staff Numbers - 47,756. 18,000 outside of Australia & NZ (Hubs, Asia-Pac, EAMEI).

BENEFITS

See our range of benefits at: http://www.anz.com/aboutus/corporate-responsibility/ employees/attracting-retainingtalent/remuneration-benefits/ Our network has enabled me to meet new people from the LGBTI community with whom I work.



WORKING HERE...

David Beks
ANZ Business
Systems Analyst
(Systems
Management)

In every area of ANZ that I have worked, I have been accepted and included. Never once have I felt that my sexuality has impeded my ability to perform my role or inhibited my career advancement.

Since I joined ANZ in 2008, I have seen support and public acceptance of LGBTI employees and customers grow. Our network has enabled me to meet new people from the LGBTI community with whom I work.



Commonwealth Bank



www.commbank.com.au

WHO WE ARE

As Australia's leading financial services provider, at CommBank we never lose sight of the role we play in other people's financial wellbeing.

We're focused on attracting and retaining the best talent to our organisation – ambitious, driven, customer focused people who want to grow with us, as together we achieve our business goals.

Regardless of where you work at CommBank, your initiative, talent, ideas and energy all contribute to the impact that we can make with our work.

Together we can achieve great things.

MORE ABOUT US

As a Group, our focus is helping people and businesses move forward, to make the right financial decisions and achieve their goals and aspirations.

Globally, we offer outstanding service, advice and intuitive solutions to help customers manage their finances in the way they want to.

WHO WE'RE LOOKING FOR

Individuals that are passionate about securing and enhancing the financial wellbeing of people, business and communities. If you share our values of Integrity, Collaboration, Accountability, Excellence and Service, then CommBank is the employer for you.

INSIDE INFO

Our LGBTI Network: Unity

Unity is CommBank's vibrant LGBTI community and allies network. The network works on initiatives to foster a culture of inclusion and respect, empowering our people to bring their whole selves to work each day – regardless of sexual orientation, gender identity, or gender expression.

Unity has had great success in raising LGBTI awareness and firmly entrenching itself across the Group, with networks established in every Australian state, as well as in London and Auckland. The network has also had some great success in their community initiatives, resulting in the Group becoming a Principle Partner of the Bingham Cup and funding LGBTI students through the Pinnacle Foundation.

As a result, we are proud to be rated in the top 5 Australian organisations for LGBTI workplace inclusion in the 2014 Australian Workplace Equality Index by Pride in Diversity.



I realised that I had better conversations and worked more productively with colleagues when I could be honest about who I am.

QUICK FACTS

WHERE WE ARE

Australia-wide and international WHAT WE DO

We provide a range of banking, financial and wealth management products and services.

OPPORTUNITIES

Please visit: www.commbank.

QUALIFICATIONS REQUIRED

Qualifications required vary according to the opportunity. **CONTACT DETAILS**

CONTACT DETAILS

www.commbank.com.au/careers

SIZE

52,000 employees globally **BENEFITS**

We offer a comprehensive selection of employee benefits. Please visit www.commbank. com.au/careers



WORKING HERE...

David BrineExecutive Manager at
CommBank & UNITY
Steering Group Member

I've found the working culture at CommBank is one that embraces diversity – it makes the office a really interesting place to be. I realised that I had better conversations and worked more productively with colleagues when I could be honest about who I am. My sexual orientation is just one part of me, I have a lot of other passions and hobbies to talk about and business skills to offer too. Our workplace culture helps people realise they all belong and that they have a part to play in making the business successful.

Deutsche Bank



www.australia.db.com

WHO WE ARE

Deutsche Bank is a leading client-centric global universal bank creating lasting value for our clients, shareholders, people and the community. We are committed to fostering diversity and inclusion in the 71 countries in which we operate and with our employees from 136 nations.

MORE ABOUT US

Deutsche Bank was first represented in Australia in 1973 and through rapid organic growth and strategic acquisitions has become one of Australia's top investment banks, with offices in Sydney, Melbourne and Perth.

Diversity lies at the heart of our aspirations. We work with sophisticated global clients who expect our teams to reflect their own. We also believe that the smartest teams are the most diverse. Our objective is for every employee to enjoy a prejudice-free working environment that values differences and rejects all forms of discrimination.

Join us and you will become part of a culture that nurtures talent, embraces diversity and rewards outstanding performance.



INSIDER INFO

Globally, 1 in 8 employees belongs to an employee network. These include the Women's Network, Family Network, Multicultural Partnership and Generation Network. Each network has a senior management champion who provides sponsorship and ongoing support.

dbPride is Deutsche Bank's global LGBTI employee network and provides a supportive network for the LGBTI community and allies within the bank. Its mission is to promote a diverse and inclusive work environment where employees can bring their whole self to work.

In Australia, dbPride regularly runs LGBTI education and awareness sessions and ally training sessions, as well as a range of events for members and employees. It is active in the LGBTI community, supporting international awareness days and fundraising. Deutsche Bank is also a member of Pride in Diversity.

Diversity is celebrated annually at Deutsche Bank. In 2013 18,000 employees across 36 countries in 46 locations participated in Deutsche Bank's third annual Diversity Week which recognises the extraordinary diversity within the bank and raises awareness of the importance of diversity and inclusion.

Deutsche Bank

QUICK FACTS

WHERE WE ARE
Sydney, Melbourne and Perth
WHAT WE DO

Corporate Banking &
Securities, Asset & Wealth
Management, Global
Transaction Banking
OPPORTUNITIES

http://dbcareers.db.com/

Approximately 100,000 globally



A commitment to inclusion and diversity is one of Deutsche Bank's core values.



WORKING HERE...

Phillip Kaufman Vice President - GFS Financial COntrol -Equities

A commitment to inclusion and diversity is one of Deutsche Bank's core values. In my experience, the Bank works hard to create a diverse workforce and understands the benefits this brings to the organisation. I have had the opportunity to thrive at Deutsche Bank and my career progression has never been hindered as a result of my sexual orientation. Having recently become a father of twins, Deutsche Bank has supported my two dad family household with extended parental leave and I have been empowered to bring my true authentic self to the office where diversity is embraced and where I am able to reach my full potential.

Goldman Sachs Australia



www.goldmansachs.com

WHO WE ARE

We are a leading global investment banking, securities and investment management firm. Our clients include corporations, financial institutions, governments and high-net-worth individuals throughout Australasia.

MORE ABOUT US

Our business principles are founded upon integrity, commitment to excellence, innovation and teamwork. To be successful, our workforce must reflect the diversity of the communities in which we operate. This means we must attract, retain and motivate people from many backgrounds and perspectives.

WHO WE'RE LOOKING FOR

We strive to identify the best person for every job and seek a passion for excellence, demonstrated teamwork, integrity, a desire to be challenged, strong client service ethic, adept analytical/technical abilities, communication skills and leadership potential.

We are committed to diversity and actively encourage applicants from diverse backgrounds, including LGBTI.

INSIDER INFO

Founded in 2009, the GLaM (Gays, Lesbians and Mates) Network was one of Australia's first formal corporate LGBTI networks.

GLaM advocates a work environment that respects, welcomes and supports all regardless of sexual orientation or gender identity through a range of activities, networking events and community partnerships.

Goldman Sachs

QUICK FACTS

LGBTI FACTS

Approximately 12% of all employees are members of GLaM and Goldman Sachs has an out gay man on its global management committee, the highest level of management decision making within the firm.

WHAT WE DO

Opportunities exist in M&A, Corporate Finance, Investment Management, Global Investment Research, Securities, Technology and Finance.

OPPORTUNITIES

We offer full time graduate roles and 11 week summer internships

WHERE WE ARE

Auckland, Melbourne, Perth, Sydney

SIZE

32,400 people (65 offices in 34 countries). **BENEFITS**

To view our range of benefits, visit www.goldmansachs.com/ careers/why-goldmansachs/compensation-andbenefits/index.html

CONTACT DETAILS

Visit www.goldmansachs. com/careers and check out our Careers blog, LinkedIn page, YouTube channel, or follow us on Twitter I aim to foster a work environment that is inclusive for all, regardless of background.

"



WORKING HERE...

David Watts *Managing Director, Securities Division*

I am an LGBTI MD Ally and Sponsor of our GLaM Network.

I aim to foster a work environment that is inclusive for all, regardless of background. The firm values diversity of thought and emphasises teamwork, providing the opportunity for everyone to contribute.

HSBC



www.hsbc.com

WHO WE ARE

Established in 1865, HSBC is one of the world's largest banking and financial services organisations, serving some 54 million customers across 75 countries and territories.

MORE ABOUT US

With 6,300 offices globally, we aim to be where the growth is, connecting customers to opportunities, enabling businesses to thrive and economies to prosper, and – ultimately – helping people to fulfil their hopes and dreams and realise their ambitions. In Australia, we serve customers through three global businesses: Retail Banking and Wealth Management, Commercial Banking and Global Banking and Markets.

WHO WE'RE LOOKING FOR

Being dependable, open and connected in everything we do is key to our success. We look for responsible people with ambition, drive and a curious mind – people who understand and are inspired by a business and workplace that is globally connected and seeks out these opportunities, wherever they are.

INSIDER INFO

HSBC Pride Network Australia is an employee group established in 2014 to foster a workplace culture that enables lesbian, gay, bisexual, transgender, intersex and allies to 'bring their whole self to work' and inspires all employees to perform to the best of their abilities.





During my journey, there have been a lot of choices I've had to make, but being gay was not one of them.

QUICK FACTS

WHERE WE ARE

75 countries and territories including Australia.

WHAT WE DO

Retail Banking and Wealth Management, Commercial Banking, Global Banking and Markets, and Global Private Banking.

OPPORTUNITIES

For further information, visit our Careers site.

QUALIFICATIONS REQUIRED

Requirements vary by role.

CONTACT DETAILS

www.hsbc.com/careers

SIZE

250,000+ employees worldwide. (as at 31 March 2014)

BENEFITS

We offer a range of comprehensive, market competitive benefits that help employees manage their professional and personal lives.



WORKING HERE...

Robert Agati Company Secretary & Head of Corporate Governance

I've never made a secret of who I am nor have ever felt the need to be anyone but myself. During my journey, there have been a lot of choices I've had to make, but being gay was not one of them. It defines what I am, but not who I am, nor what I am capable of achieving.

HSBC has a long and proud history of doing the right thing: by our people, our customers and our shareholders. With unprecedented levels of scrutiny within our industry, standing firm for what is right – regardless of pressure to act differently – is more important than ever. If we are serious in our journey of bringing these values to life, in particular what we say around diversity and inclusion then we must be visible in our efforts to ensure that everyone can bring their whole selves to work in order to be the best of themselves at work.

J.P. Morgan

2014 ACTIVE EMPLOYER LOSIN WORKSPIECE Inclusion

www.jpmorgan.com

WHO WE ARE

J.P. Morgan has been doing firstclass business in a first-class way for more than 200 years. We deliver the best solutions and advice to meet our clients' needs, anywhere in the world. We have an exceptional team of employees who work hard to do the right thing for our clients, shareholders and the firm every day.

MORE ABOUT US

At J.P. Morgan, diversity is a firm-wide, global effort. We have operations in over 60 countries, and our goal is to hire the best people from the broadest pool of applicants. By doing so, we are better able to serve clients around the world in a culturally-informed manner.

We cast a wide net in attracting talent, seeking diverse, talented candidates to hire. We create a work environment that embraces the varied backgrounds, cultures, work styles and lifestyles of our people so that we can bring our "whole selves" to work.

WHO WE'RE LOOKING FOR

We believe J.P. Morgan is one of the most exciting places in the world to build a financial services career. Along with our reputation, our people are our most valuable asset. We offer our people the ability to reach their full potential, advance and be rewarded based solely on their capability and character. Our employees' integrity and values matter.

INSIDER INFO

PRIDE is a corporate-sponsored Business Resource Group open to all J.P. Morgan employees, regardless of sexual orientation or gender identity. **PRIDE** members seek to support workplace fairness, consistently enhance an inclusive work environment and encourage career growth opportunities for LGBT & Ally employees.

J.P.Morgan

QUICK FACTS

WHERE WE ARE Sydney and Melbourne WHAT WE DO

J.P. Morgan provides products and services to corporations, governments and institutional investors. In Australia, J.P. Morgan has market leadership positions across a wide spectrum of financial products and services.

SIZE:

1400 employees OPPORTUNITIES

For current roles, qualifications required and benefits please visit: www.jpmorgan.com/careers 66

Being female, Asian, and bisexual I have found support throughout my time here at J.P. Morgan





WORKING HERE...

Armina Soemino J.P. Morgan Equities Research Analyst

J.P. Morgan has created a safe and diverse working environment for me to feel comfortable being myself. Investment banking as an industry may have a reputation of being less supportive of diversity than some other industries, but that has not been my experience. Being female, Asian, and bisexual I have found support throughout my time here at J.P. Morgan from numerous employee networking groups, including our PRIDE Network. I feel my opinion is respected for the diverse perspective that I bring.

Macquarie Group



macquarie.com.au

WHO WE ARE

We are a global provider of banking, financial, advisory, investment and funds management services. Macquarie's main business focus is making returns by providing a diversified range of services to clients.

As a company that operates globally, the diversity of our people is fundamental to Macquarie's success. Macquarie's ongoing commitment to workforce diversity ensures our business remains innovative, sustainable and continues to meet the evolving needs of our clients. Macquarie's range of experiences, skills and views are key strengths and critical to the wide range of services we deliver to clients across the globe and to understanding the communities in which we operate.



WHO WE'RE LOOKING FOR

We look for people who want to drive their own success - high calibre, motivated individuals from diverse backgrounds who can demonstrate flexibility and think creatively. We recruit well rounded individuals who have the desire to be part of a successful team. In particular, we look for:

- high levels of motivation and initiative
- above average analytical skills
- · excellent communication skills
- entrepreneurialism
- creativity
- a strong sense of integrity
- genuine interest in financial services
- team players.

INSIDER INFO

Our employee-led networking group for LGBTI staff and their allies, Pride@ Macquarie, aims to promote an inclusive and supportive workplace where everyone can be themselves, contribute equally and perform their best. Pride@ Macquarie was awarded the Pride in Diversity Employee Network of the Year at the 2013 Australian Workplace Equality Index awards and Macquarie was recognised as a Top 20 Employer for LGBTI for the last two years.

QUICK FACTS

WHERE WE ARE

28 countries

WHAT WE DO

Macquarie Group is a global provider of banking, financial, advisory, investment and funds management services.

OPPORTUNITIES

To learn more about careers opportunities, visit *macquarie.com.au/careers*.

CONTACT DETAILS

(02) 8232 3333 or email careers@macquarie.com

Over 13,900 as at 31 March 2014

BENEFITS

To view our diverse range of employee support programs and comprehensive benefits, Visit: macquarie.com.au/careers/employeebenefits



At Macquarie we are committed to Diversity & Inclusion...



WORKING HERE...

Bruce Phipson Chief Operating Officer and Executive sponsor for Pride@Macquarie Employee Network

At Macquarie we are committed to Diversity & Inclusion as these are critical elements in creating a collaborative and innovative environment which is essential in high performance cultures'

National Australia Bank



www.nab.com.au

WHO WE ARE

With over 150 years of history and experience behind us, we have grown to become a major financial services organisation providing products, advice and services through our major Australian franchise and businesses in the United Kingdom, New Zealand, the United States and Asia.

MORE ABOUT US

We believe in the potential of every one of our people, all of our customers, and the communities that we're part of.

Our people are essential to our unique, aspirational culture. They're part of a business that invests in development through The Academy, commits to flexibility and diversity, and engages with the community.

Everyone here has focus and passion, underpinned by a strong commercial and strategic approach.

Our purpose is to help our people and customers realise their potential.



Our corporate responsibility approach is founded on getting the fundamentals right for our customers, being a good employer and addressing our broader responsibility to society.

WHO WE'RE LOOKING FOR

We've worked hard to create our inclusive culture. Diversity is part of how we do business on a daily basis. We are committed to building a diverse and inclusive workforce to help us attract and retain talented people, create more innovative solutions, and be more flexible and responsive to customer needs.

INSIDER INFO

Pride@NAB, launched in 2012, is a NAB diversity initiative aimed at creating a safe and inclusive environment and providing a voice for LGBTI employees and their allies across NAB.

Pride@NAB runs social and networking events and takes an active role in LGBTI diversity recruitment and training.

Executive Sponsor for Pride@NAB, Mr Stephen Barrow, General Manager People and Culture highlights that "at NAB we want our employees to be able to bring their whole selves to work whoever that may be."

QUICK FACTS

WHERE WE ARE

Australia-wide and world-wide **OPPORTUNITIES**

We offer a range of opportunities. Explore our careers site at www.nab.com. au/careers

QUALIFICATIONS REQUIRED

Qualifications required vary according to the role SIZE

40,000

BENEFITS

To view our comprehensive benefits visit www.nab.com. au/wps/wcm/connect/nab/careers/home

Being in a workplace that values diversity, specifically its LGBTI employees, gives me a great sense of pride in working for NAB.



WORKING HERE...

Ferzeen Anis Associate, NAB

From the word go, NAB has encouraged me to highlight my uniqueness and explore the specific skills and life experiences I bring. What is special about NAB however is that this is a culture that is embedded throughout the workplace – and is evident most in the work done by Pride@NAB (NAB's employee network that aims to provide a safe and inclusive workplace for LGBTI employees). From a personal standpoint as well as from a desire to eradicate exclusion, I have always been passionate about the LGBTI cause. But it is NAB's ability to offer such an inclusive environment, which instils pride in me every day I come to work.



QBE Insurance

www.qbe.com.au

WHO WE ARE

QBE is one of the top 20 insurers and reinsurers worldwide. We employ over 17,000 people in 43 countries and have a presence in all of the key global insurance markets. As a member of the QBE Insurance Group, QBE Australia is in the business of managing risk. Our ability to satisfy our customers' risk management needs is at the heart of what we do.

MORE ABOUT US

We provide one of the broadest product ranges of any insurer in Australia and offer all major lines of general insurance cover for personal and commercial risks. The majority of our business is written through intermediary brokers, agents and financial institutions, with the rest through personal lines and CTP sourced directly from consumers. From home and contents, motor and travel insurance to cover for mining companies, universities, cargo ships and wineries, we aim to make things possible in the communities in which we operate. We know our vision to be the most successful global insurer and reinsurer can only be achieved if our people feel motivated, valued and rewarded in their work. So we are committed to helping our employees reach their full potential for the

benefit of themselves and QBE, and being rewarded for their performance. We believe diversity and inclusion is essential for a strong, successful business and we aim to create workplaces that are representative of our wider community.

WHO WE'RE LOOKING FOR

At QBE our people are selected for their ability, experience, potential and 'make it happen' attitude. We view our people as our most precious asset and believe that diversity and inclusion is essential for a strong, successful company. Due to the broad nature of our business, we look for people with all kinds of skills and backgrounds to support our business. Most roles fall into one of the following job types: Claims, Underwriting, Finance, Sales, IT, Professional Support and Corporate Support. At QBE we are working hard to create a workplace that is fair and inclusive, reflecting the diversity of the communities in which we operate. so we can attract and retain the best people for each role. It is our aim to create a diverse and inclusive culture that values all our people for their contribution.



QUICK FACTS

WHERE WE ARE

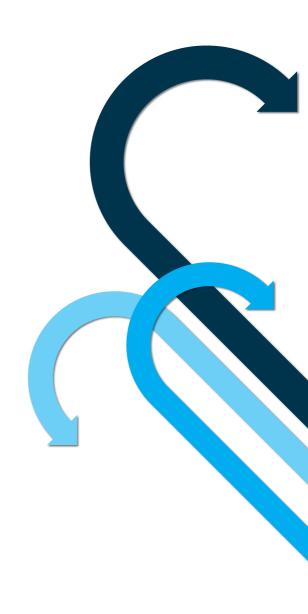
Headquartered in Sydney, we have offices in all states and territories across Australia.

WHAT YOU DO

We are one of Australia's largest insurers, offering all major lines of general insurance cover for personal and commercial risks.

OPPORTUNITIES

QBE recruits employees from a range of disciplines. To view current opportunities please visit www.qbe.com. au/careers. We also have an annual recruitment intake for our Graduate Program, where LGBTI graduates are strongly encouraged to apply.



Westpac

TOP 10 EMPLOYER LOSSI Mercuston Inclusion

www.westpac.com.au

WHO WE ARE

Westpac Group looks after the banking, wealth, insurance and financial advice needs of 12 million customers across Australia, New Zealand, Asia Pacific and other geographies. We're a family of some of Australia's best loved financial services brands, including Westpac, St. George Bank, Bank of Melbourne, BankSA, BT Financial Group and RAMS.

We pride ourselves on offering a safe and respectful work environment for all LGBTI employees. We have an Employee Action Group called GLOBAL - Gay, Lesbian, Other (including Transgender and Intersex), Bisexual and Allies – that holds regularly networking events and provides support for LGBTI employees.

MORE ABOUT US

There are many opportunities offered across the Westpac Group and your career could span retail/business banking, corporate/commercial banking, wealth/superannuation and institutional banking. We have roles that range from branches and call centres to IT, finance, marketing and human resources.

Westpac Group is committed to having a truly inclusive workplace where every individual can shine regardless of gender, culture, sexual orientation, age or work style. In 2014, Westpac Group were recognised as a Gold Tier Employer in the Australian Workplace Equality Index for LGBTI inclusion for the second year running. Westpac placed third out of all participating organisations and were also the best performing Australian bank. In 2013, Westpac won the LGBTI Inclusion Award at the Australian Human Resources Institute Diversity Awards.





QUICK FACTS

WHERE WE ARE National and International **OPPORTUNITIES**

We offer a variety of roles. To discover the opportunities on offer to you visit the Westpac Group Linkedin Page www. linkedin.com/company/ westpac-group and follow us to keep up to date. **CONTACT DETAILS**

careers.westpacgroup.com.au **SIZE**

36.000 employees FTE **BENEFITS**

We offer competitive salaries to employees and graduates as well as a wide range of benefits.



WORKING HERE...

Nick Spyropoulos

I started with Westpac as a Service Desk Operator in Adelaide, which is when I was initially exposed to GLOBAL (our LGBTI Employee Action Group) and Westpac's drive for employee diversity.

After moving to Sydney earlier this year and starting as a Graduate I was lucky enough to march in the Mardi Gras with Pride in Diversity and attend the 2014 AWEI awards. I joined the executive committee of GLOBAL and now lead the community stream; we are passionate about supporting local LGBTI Community Groups and charities through volunteering, fundraising, sponsorship and promoting the inclusivity of the Westpac Group.

Westpac has exceeded my expectations and truly sets the bar as a supportive and diverse workplace; it's a great place to work.

ACON

www.acon.org.au

WHO WE ARE

ACON is New South Wales' leading health promotion organisation specialising in HIV and LGBTI health.

MORE ABOUT US

ACON believes that health is a fundamental human right and that a holistic approach is the most effective for achieving positive health outcomes at both the individual and community level. Since 1985, we have been at the forefront of advocacy around issues relating to HIV and LGBTI health, drawing on our close connections to community to identify emerging issues and create dialogue around these issues with policy makers and researchers. ACON is widely recognised as an innovative, successful organisation which has adapted to changes in the HIV epidemic and responded early to emerging health issues among our communities.

WHO WE'RE LOOKING FOR

We want to attract people who share our commitment to the clients and communities we serve and are passionate about improving the health and wellbeing of people with HIV and the LGBTI community. We employ people from all walks of life – health, counselling, finance, social work, communications, marketing, community development and many others. The important thing is a shared goal of ending HIV and advocating to overcome the barriers to delivering better health outcomes for people with HIV and the LGBTI community.

INSIDER INFO

At its core ACON has always been about the recognition of basic human rights for all. Over our 25 plus years that commitment has grown to encompass not just our core constituency, but has developed into a multi-disciplinary approach covering all aspects of LGBTI health and wellbeing.



Community / Not-for-Profit / Charities

QUICK FACTS

WHERE WE ARE

ACON has offices in Sydney, Newcastle and Lismore with outreach locations in Coffs Harbour and Port Macquarie. WHAT WE DO

We provide health promotion, care and support services to people with HIV and the larger LGBTI community. We advocate for greater social inclusion and the removal of structural and environmental barriers to improving the health and wellbeing of these communities.

OPPORTUNITIES

Health promotion, counselling, social marketing, communications, finance, HR, IT, community development.

Vary, depending on the role.

CONTACT DETAILS

Call: 9206 2000 Visit: www.acon.org.au Email: acon@acon.org.au SIZE

Approximately 100 full time equivalent staff.

BENEFITS

We offer a wide range of benefits including salary packaging, generous leave, flexible working arrangements and support for professional development.

We genuinely care about one another and are concerned for the welfare of our co-workers.



WORKING HERE...

John Burnett *Manager, HR*

People at ACON believe in the vision and mission of the organisation and are deeply and personally committed to the same. We offer amazing flexibility to employees to deal with their other commitments whether they be family, education, personal health or otherwise. We genuinely care about one another and are concerned for the welfare of our co-workers.

Carers NSW

www.carersnsw.org.au

WHO WE ARE

We are a statewide organisation with an exclusive focus on supporting and advocating for all carers in NSW.

MORE ABOUT US

Carers NSW is an association for relatives and friends caring for people with a disability, mental illness, drug and/or alcohol dependency, chronic condition, terminal illness or who are frail.

We are the only statewide organisation with carers as its primary focus.

We are a non-government, non-profit, non-political organisation incorporated under the Associations Incorporation Act (NSW), governed by a volunteer Board of Directors. We are part of a national Network of Carers Associations and work collaboratively to lead change and action for carers.



WHO WE'RE LOOKING FOR

At Carers NSW, we value and respect all our people. We leverage the unique contributions that their diverse backgrounds, experiences and perspectives bring, to service an equally diverse community. We invest in our people, nurturing their ability to develop strong relationships with the community we serve.

We focus on getting the right people in the right roles. Capable and skilled employees are vital to achieving business outcomes; therefore we promote interesting and challenging work opportunities to keep our employees engaged and to further develop their skills.

INSIDER INFO

Carers NSW has a strong representation of women on our Leadership Team and supports individuals at different stages in their lives by providing flexible work arrangements; part of our ongoing commitment to create an inclusive workplace.

Community / Not-for-Profit / Charities

QUICK FACTS

WHERE WE ARE

Sydney, with offices in Coffs Harbour, Dubbo, Newcastle and Tweed Heads.

WHAT WE DO

Carers NSW is a statewide organisation with an exclusive focus on supporting and advocating for all carers in NSW.

OPPORTUNITIES

We offer a range of opportunities from Executive Management to Education and Training, Policy and Research, Carer Support, Administration and Voluntary roles. Visit www.carersnsw.org. au/about-us/employment

QUALIFICATIONS REQUIRED

Qualifications required vary, depending on the role.

CONTACT DETAILS

Human Resources, PO Box 20156 World Square NSW 2002 jobs@carersnsw.org.au Sydney Ph: 02 9280 4744 SIZE

Approximately 70 employees **BENEFITS**

Carers NSW funds a confidential Employee Assistance Program for employees to access.

We are committed to professional learning and development for our employees and are a flexible and Carer Aware workplace. We provide an Equal Employment Opportunity environment.



FSG Australia (FSGA)

www.fsg.org.au

WHO WE ARE

FSG Australia (FSGA) is a not-forprofit community organisation and centre for social enterprise based in Queensland. We offer a wide range of innovative services in disability, mental health, aged care, family services and children's services. FSGA also operates several social enterprise initiatives including Op Shops, Cafes, Green Shops and a Nursery.

MORE ABOUT US

FSGA was established in 1979 by parents of children with a disability. This small, determined and passionate group wanted a better deal for their children and set out to provide disability support services to the Gold Coast.

We now operate from 15 offices and manage over 60 houses from the Gold Coast up to the Fraser Coast and out to Ipswich and employ up to 700 staff (as well as over 200 volunteers).



WHO WE ARE LOOKING FOR

FSG Australia is an employer of choice and welcomes people from all backgrounds, lifestyles and abilities. We strive for diversity within the workplace to enable us to truly connect with our communities through our people. FSGA seek staff members who have a strong belief in the absolute right of all people to live their chosen life and understand, as well as be able to work under, the mandate of the Charter of Human Rights.

Why we are the Employer of Choice

FSG Australia is a Registered Training Organisation (RTO) offering Certificate III in Disability and a unique mentoring program for people new to the industry who do not yet have qualifications.

FSGA employees also access on-going relevant training opportunities to enhance their professional knowledge and build skills in specific areas of work, which stands us as one of the community sector employers of choice.

Community / Not-for-Profit / Charities

QUICK FACTS

WHERE WE ARE

Various Queensland locations. WHAT WE DO

FSG Australia (FSGA) offers a wide range of innovative services in disability, mental health, aged care, family services and children's services.

OPPORTUNITIES

There are various opportunities including Direct Support roles, Team Leaders, Program Facilitators and Coordinators and more, simply visit our website for current opportunities.

QUALIFICATIONS REQUIRED

Qualifications required vary, depending on the role.

CONTACT DETAILS

Head Office

Office: 20 Railway Street, Southport Qld 4215 Mail: PO Box 2597, Southport

Qld 4215

Ph: (07) 5564 0655 Fax: (07) 5564 0070 Email: info@fsq.org.au

SIZE

Almost 700 + 200 volunteers.



Key Assets

2014 PARTICIPATING EMPLOYER LGSTI Workplace Inclusion

www.keyassets.com.au

WHO WE ARE

Key Assets is a dynamic not-for-profit Foster Care and Children's Services provider which provides high quality and innovative family placements and services for children and young people who are in need of care and protection.

MORE ABOUT US

Key Assets is a part of the Core Assets Group, an international organisation working in 14 countries, with 20 years' experience of making a positive and lasting difference to the lives of children and young people, and those caring for them. We have been operating in Australia since 2007.



WHO WE ARE LOOKING FOR

At Key Assets we aim to attract suitably qualified employees from all walks of life who are passionate about making a positive and lasting difference to the lives of children and young people, and their carers. This value is at the heart of all we do.

INSIDER INFO

Key Assets employee network, Rainbow Assets, is active nationally and internationally. Internationally we have been recognised by Stonewall as a leading employer for diversity and inclusion.

We also encourage same sex couples or individuals who identify as LGBTI to consider becoming foster carers. Key Assets regularly advertises in publications throughout the LGBTI community and attends Pride Fair days.

Community / Not-for-Profit / Charities

QUICK FACTS

WHERE WE ARE

Key Assets operates in NZ, QLD, NSW, SA and WA

WHAT YOU DO

We provide high quality and innovative family placements and services for children and young people who are in need of care and protection

OPPORTUNITIES

Managers/Team Leaders, Social Workers, Support Workers, Administration, Foster Carers

OUALIFICATIONS REQUIRED

Social Workers – Bachelor of Social Work + eligible for membership of AASW Other qualifications dependent on role

CONTACT DETAILS

Employment hr@keyassets. com.au

Foster Carers www.keyassets. com.au or 1800 WE CARE

SIZE

Approximately 70 FTE & growing

BENEFITS

Employees - salary packaging, 5 weeks Annual Leave after 2 years employment, EAP Foster Carers – Team Parenting model - wrapping support needs around the carers 66
I am proud
to be part of the
Key Assets team...

99



WORKING HERE...

Jamie Hodgson State Director NSW

Since joining the Key Assets team in 2012 as a Senior Manger I have increasingly been impressed with the level of openness and encouragement at all levels within the organisation related to workplace diversity and inclusion.

Key Assets has an established and proud history championing all strands of diversity, support to staff and facilitating good practice at all levels. Key Assets is a values driven organisation and the values are implemented and part of the work we undertake with individuals and community. I am proud to be part of the Key Assets team and look forward to continuing the work within the organisation to promote diversity and inclusion.

Prostate Cancer Foundation of Australia

www.prostate.org.au

WHO WE ARE

Prostate Cancer Foundation Australia (PCFA) is a broad based community organisation and the peak national body for prostate cancer in Australia. We are dedicated to reducing the impact of prostate cancer on Australian men, their partners, families and the wider community.

MORE ABOUT US

PCFA is dedicated to reducing the impact of prostate cancer on Australian men, their partners, families and the wider community through:

- World leading, innovative research
- Awareness campaigns and education programs
- Supporting men and their families affected by prostate cancer, through information and resources, support groups and Specialist Nurses.

WHO WE'RE LOOKING FOR

We seek to employ competent, committed and self-motivated people to achieve business objectives. They bring warmth and professionalism to their role with a positive and respectful attitude. They are comfortable managing multiple projects. They are team players and collaborate with colleagues and stakeholders to fulfill our mission.

INSIDER INFO

PCFA promotes an inclusive culture. This is reflected in our staff, HR policies, creation of support groups for gay and bisexual men in Sydney, Melbourne, Brisbane, Adelaide and Perth, our active engagement with Pride in Diversity, promoting LGBTI Awareness training, participation in the Australian Workplace Equality Index (AWEI) and marking occasions like Wear it Purple Day and International Day against Homophobia and Transphobia (IDAHO).

We are proud winners of the 2013 Australian Workplace Equality Index – Small Employer Award for LGBTI workplace inclusion.



Community / Not-for-Profit / Charities

QUICK FACTS

WHERE WE ARE

St. Leonards, Sydney – National Office Melbourne, Brisbane, Adelaide, and Perth.

CONTACT

Freecall:1800 220 099
Telephone: 61 2 9438 7000
Email: enquiries@pcfa.org.au
OPPORTUNITIES

We offer a range of opportunities.

OUALIFICATIONS REQUIRED

Qualifications vary, depending on the role.

SIZE

40 nationally **BENEFITS**

Salary Packaging Study leave I was pleased to see when applying for a job at the Prostate Cancer Foundation of Australia that they used the Pride in Diversity symbol in the recruitment advert.

PCFA works a lot in supporting men and their families with prostate cancer, and it's good to see that gay men are also able to get this support. Over the last year a new support group has been set up in Sydney, called Shine A Light, specifically for gay and bisexual men. PCFA held a stand at the Sydney Fair Day in February last year- and members of the Sydney Prostate Cancer Support Group for Gay & Bisexual Men joined the PCFA staff at their stand.

I'm pleased to be working as part of an organisation that really does encourage pride in diversity.

From Employee 2012 *PCFA*

Uniting Care Ageing



www.unitingcareageing.org.au/

WHO WE ARE

As a service group of UnitingCare NSW.ACT, UnitingCare Ageing is responsible for the Uniting Church's ministry for older people, particularly those who are disadvantaged, vulnerable and isolated. With more than 14,000 people in our care, UnitingCare Ageing is the single largest provider of aged care services in NSW and the ACT.

MORE ABOUT US

UnitingCare Ageing offers care in a range of accommodation settings including high care, residential care, retirement living, community care, day centres, and respite care. We continually strive to develop services by seeking knowledge, responding to and meeting community expectations and by developing innovative approaches that will provide the best possible care for the people we serve.

Uniting Care Ageing

INSIDER INFO

Pastoral care is 'being with' people and sharing their life's journey, it embraces an approach to ageing that is holistic and person-centred. Religion plays an important part for many, although not all people express their spirituality through organised religion. Spirituality can be expressed through church worship, prayer, meditation, music, art or the environment.

UnitingCare Ageing acknowledges and supports spiritual and cultural diversity and offers appropriate spiritual care for people from other faith traditions and supports those who profess no faith. It recognises that people have emotional, religious, sexual, psychological and other needs.

The organisation has a vision of continuing to develop an inclusive culture with UnitingCare Ageing staff through education and training so that staff are aware of care needs for the LGBTI group. We take an inclusive approach with our clients and residents. UnitingCare Ageing continues to partner with LGBTI organisations, communities and individuals.

Community / Not-for-Profit / Charities

QUICK FACTS

WHERE WE ARE

UnitingCare Ageing provides services throughout New South Wales and the ACT.

WHAT WE DO

UnitingCare Ageing offers a range of aged care services, including residential aged care, independent living, community aged care, day centres and respite care.

OPPORTUNITIES

At UnitingCare Ageing one of our Six Strategic Challenges is to develop communities of passionate caring people. In doing so, we aim to be an employer of choice with an adequate supply of skilled, talented and motivated people. www.unitingcareageing. org.au/careers/current_opportunities

CONTACT DETAILS

Level 4 - 222 Pitt St, Sydney PO Box A2178, Sydney South 1235

T: 02 9376 1401 F: 02 9267 4842 E: unitingcareageing@ unitingcarenswact.org.au We take an inclusive approach with our clients and residents.

WORKING HERE...

Rob Novotny,

Acting Manager, Fundraising and Relationship Development

I joined the organisation in 2013 and have found that UnitingCare has taken an inclusive approach to its people, staff, volunteers, clients, residents and their families. What is particularly pleasing is that this inclusive approach has been undertaken by a faithbased organisation wanting to make a change in society.

My day-to-day aim is to continue to build on fundraising initiatives to raise awareness and actually help people who are vulnerable and marginalised. It's great to work somewhere with real soul. Where we are all equal.

IBM

TOP 10 EMPLOYER Voice Inclusion

www.ibm.com.au

WHO WE ARE

IBM is a global technology and innovation company that stands for progress. With operations in over 170 countries, IBMers around the world invent and apply software, hardware, business consulting, financing, research and technology services to help forward-thinking enterprises, institutions and people solve their most complex problems.

MORE ABOUT US

IBM is one of the largest providers of managed professional services in the world. From IT and financial consulting, to human capital management and systems integration, IBM creates business value for enterprise clients through integrated solutions that leverage innovative IT and deep business insights.

IBM cherishes difference and welcomes anyone with talent, regardless of gender, race, sexual orientation, age or creed. We have been proud to have LGBTI inclusive policies as a cornerstone of our business strategy for many years. Our commitment to workplace equality and inclusion has helped foster a vibrant and growing LGBTI community, whose creativity, intelligence and diversity of thought continue to help drive our success.

WHAT WE'RE LOOKING FOR

We need collaboration from people of all sorts of backgrounds to shape the future one project at a time. So, whether you're a Business graduate, an IT specialist or an Arts scholar, we want you.

INSIDER INFO

IBM Australia has an employee networking group for LGBTI IBMers and their allies. The EAGLE (Employee Alliance for Gay and Lesbian Empowerment) Business Resource Group regularly holds networking and educational events, volunteer their business skills to LGBTI initiatives and facilitate mentoring. EAGLE members are also actively involved in IBM sponsorships of LGBTI events and initiatives, such as the Midsumma Festival and Aurora Fundraiser.



Consulting and IT Services, Technology

QUICK FACTS

WHERE WE ARE

OPPORTUNITIES

170 countries worldwide Offices Australia-wide. WHAT WE DO

IT and business consulting.

With business areas ranging from financial consulting to systems integration; software development to supply chain management - whatever your discipline - IBM has a place for you.

OUALIFICATIONS REOUIRED

Graduates must have completed a bachelors degree, be an Australian and/or New Zealand citizen, have finished their university studies within the last two years and have had no more than two years relevant work experience. For professionals, qualifications vary depending on the role.

CONTACT DETAILS

General Inquires recruit@au1.ibm.com
Graduate Inquires students@au1.ibm.com
Careers@ IBM www.ibm.com/careers/au

430,000+ employees worldwide. **BENEFITS**

A competitive salary package and benefits that support your career, your money, your health and your life. It is clear that a diverse workforce is not just a "nice to have" for IBM but a critical success factor for our business.



WORKING HERE...

Jon Edmonds, IBM Client Solutions Executive

IBM is a big company, meaning you can work for the same organisation yet do many different jobs and gain a rich variety of experience. I started my career as a marketing graduate at IBM in the UK and I have had the opportunity to work in the US, Europe, Asia and Australia as well as complete an MBA. IBM's commitment to diversity is genuine and deeply ingrained. It is clear that a diverse workforce is not just a "nice to have" for IBM but a critical success factor for our business.

salesforce.com

www.salesforce.com/au/dreamjob

WHO WE ARE

Salesforce.com is the enterprise cloud computing company that has transformed the way companies collaborate, sell to, service and market to their customers. According to Forbes, Salesforce.com is the world's most innovative company and one of the fastest growing software companies on earth.

MORE ABOUT US

Salesforce.com placed 4th in the BRW Best Place to Work Australia Awards 2013. We offer a very fast pace, an excellent social culture, very cool products such as our flagship CRM system, chatter and www.social.com, and a real focus on philanthropy that enables every employee to take 6 paid days per year to volunteer at the charity of their choice. Salesforce welcomes smart, driven high achievers from all walks of life. We have offices in both Sydney and Melbourne and we grow at around 30-40% year on year.

WHO WE'RE LOOKING FOR

We are all involved in sales to some degree, whether as core Account Executives (business developers and closers), sales development representatives (relationship building and lead generation), pre-sales engineers, technical consultants or post sales customer success staff. To succeed at salesforce you need to be hungry for success and to enjoy being at the forefront of technology.

INSIDER INFO

Salesforce.com has an LGBTI and allies program called OutForce that runs regular events and contributes to Salesforce.com's inclusiveness and diversity practice. In a recent employee survey, over 99% of our employees said that they are treated equally regardless of their sexual orientation.



SELL. SERVICE. MARKET, SUCCEED.

Consulting and IT Services, Technology

QUICK FACTS

WHERE WE ARE

Sydney and Melbourne WHAT WE DO

Cloud computing software OPPORTUNITIES

Sales roles from lead generation to closing enterprise business

QUALIFICATIONS REQUIRED

Appetite for success and ideally software sales

CONTACT

www.salesforce.com/au SIZE 300+ people BENEFITS

www.salesforce.com/au/company/careers/

I have never had to think twice about being anyone but myself in this workplace.



WORKING HERE...

Andrew Sloan Enterprise Business Representative

Working at Salesforce.com has always been an inclusive experience. I have never had to think twice about being anyone but myself in this workplace. Heading to San Francisco for new hire training cemented in my mind how accepting Salesforce.com's culture is of everyone's differences. At the end of the week, a gay man shared with me that in his 35 years of work experience he never felt as comfortable being out in the workplace than he does at Salesforce.com.

Coca-Cola Amatil

www.cokecareers.com.au

WHO WE ARE

We are one of the largest bottlers of non-alcoholic beverages in the Asia-Pacific region. At the heart of our success are the passionate people who work here - people inspired to seize opportunities, collaborate, grow and innovate.

MORE ABOUT US

Few companies can match the energy, passion and diversity of CCA and the opportunities this can open up for your career. With market leading brands in soft drinks, sports drinks, water, milk and alcohol, as well as food brands, we are proud of our products and services.

CCA believes that embracing differences results in a better workplace for employees and better business outcomes.

WHO WE'RE LOOKING FOR

We look for people who are selfmotivated, innovative thinkers and can work as part of a team.

CCA employs people in a broad range of occupations. Please visit **www.cokecareers.com.au** for more information.

We encourage career development and have a culture of promoting from within.

INSIDER INFO

"I started working in the call centre for CCA in 2006. I was shocked by how diverse & fun the people here were! 8 years later I'm still having fun! I have always been a very open gay male and at previous jobs, I had been advised to 'tone' it all down. Management & colleagues at CCA have always been so supportive & encourage you to 'be yourself at work!' I can be my fabulous self at work and not feel intimidated by anyone. I would recommend for anyone to come & work at CCA."





Robbie Brown, National Distribution Administrator

QUICK FACTS

WHERE WE ARE

Australia-wide. For specific information, go to www.ccamatil.com.au

WHAT WE DO

CCA is one of the largest bottlers of non-alcoholic ready-to-drink beverages in the Asia Pacific region and one of the world's top five Coca-Cola bottlers.

OPPORTUNITIES

For more information, go to www.cokecareers.com.au

QUALIFICATIONS REQUIRED

Qualifications required vary, according to the role.

CONTACT DETAILS.

For more information, please go to www.cokecareers.com.au \$17F

Approximately 15,000 people in the Asia Pacific; approximately 5,000 in Australia.

BENEFITS

We offer a comprehensive range of benefits.

Visit www.cokecareers.com.au

LGBTI people are well accepted. CCA is committed to embracing diversity in all its forms.



WORKING HERE...

David CudaHead of Revenue
Management, CCA

There are LGBTI staff members in many different areas of our business. I've been at CCA for over 20 years, and I've seen a real evolution of positive attitudes and behaviours.

LGBTI people are well accepted and treated no differently. CCA's policies provide equal recognition of all relationships – I've even noticed a photo of a same-sex couple with a child on our parental leave policy – that wouldn't have existed back when I first started.

I believe CCA is committed to embracing diversity in all its forms.

Echo Entertainment



www.echoentertainment.com.au

WHO WE ARE

Echo Entertainment Group operates The Star in Sydney, Jupiters Hotel & Casino on the Gold Coast, and Treasury Casino & Hotel in Brisbane. With over 8,000 employees nationally, we offer countless opportunities to develop your career.

MORE ABOUT US

The Star boasts more than 20 restaurants, bars and cafes, a luxury boutique hotel and 16-room spa, high-end retail collection and up-scaled VIP gaming areas. The complex also includes a 4,000 guest capacity Events Centre.

Jupiters Hotel & Casino Gold Coast combines the luxury of an international resort with award-winning restaurants, lively bars, a new theatre and the nonstop action of the city's only casino. Jupiters is soon to undergo a \$350 million transformation, including a new hotel tower & some exciting new food and beverage and gaming offerings.

Housed in two of Australia's grandest heritage buildings, the Treasury Hotel & Casino in Brisbane is an entertainment experience unlike any other. Featuring three levels of gaming as well as six restaurants and seven bars, Treasury offers visitors an entertainment experience unrivalled in Brisbane.

INSIDER INFO

Echo is committed and proud to support our LGBT employees. We want to ensure that we are an inclusive and fair workplace for individuals identifying as LGBT. We currently have an LGBT Working Group that is committed to working with management to foster a more supportive environment for LGBT employees and guests, hold LGBT awareness sessions for all employees and promote key LGBT events.

CONTACT DETAILS

www.echoentertainment.com.au www.linkedin.com/company/ echoentertainment-group www.jupitersgoldcoast.com.au www.facebook.com/JupitersCareers www.star.com.au www.facebook.com/thestarcareers www.treasurybrisbane.com.au www.facebook.com/TreasuryCasino Careers

ECHO ENTERTAINMENT GROUP





THEISTAR



Consumer Goods & Services

QUICK FACTS

WHERE WE ARE

Sydney, Brisbane and the Gold Coast WHAT WE DO

Echo Entertainment Group is a dynamic organisation with four vibrant businesses - hospitality, dining, nightlife and gaming.

OPPORTUNITIES

Opportunities exist across all disciplines – on the casino floor, in the hotels, restaurants, bars, nightclubs, and within the security, maintenance and corporate support areas (such as IT, Procurement, HR and Finance).

QUALIFICATIONS REQUIRED

Qualifications will need to reflect the roles you apply for. Some of our roles, particularly those involved in gaming, IT and security, require licensing approval from state regulators. Those team members in food and beverage will often require RSA accreditation.

SIZE

8,000 + employees

BENEFITS

Echo Entertainment Group provides a wealth of benefits, including free meals, subsidised parking, generous discounts at our bars, restaurants & hotels, special offers/discounts with gyms, banks & airline partners, reward and recognition programs, social clubs, internal/external training programs and a confidential employee assistance program.



SEEK Limited

www.seek.com.au

WHO WE ARE

SEEK has evolved from being a domestic online employment classifieds business, to the largest global online marketplace, operating in 12 countries. SEEK is a diverse group of companies, encompassing a strong portfolio of businesses including SEEK Learning, SEEK Commercial and SEEK Volunteer.

MORE ABOUT US

We believe the key to our success is creating a work environment which is challenging, rewarding and inclusive. We are committed to making a difference to our community as well as to our company.

WHO WE'RE LOOKING FOR

We look for talented people who share 3 common traits:

Passion – for SEEK and our customers. It's the passion for making SEEK better than it was yesterday that makes our people unique and allows us to achieve great outcomes for our customers.

Judgement & Decision Making –

knowing when to think, when to act, and when and how to consult others. It's also about learning from mistakes when we don't get the outcome we're after.

Know their stuff – SEEKers want to continually develop their professional and technical skills in their field of expertise and are hungry to learn more.

INSIDER INFO

SEEK supports, and is committed to, diversity in all its forms. The SEEK Inclusion Council is a committee made up of employees who aim to ensure SEEK remains an industry leader in providing an inclusive environment, where individuals feel valued for their talent and free to reach their full potential.

SEEK continues to be an advocate and participant in the 'It Gets Better' project, and this year was incredibly proud to support and promote equal opportunity through the sponsorship of 'Bridegroom' – a heartfelt documentary on marriage equality.



Consumer Goods & Services

QUICK FACTS

WHERE YOU ARE

SEEK's Head Office is based in Melbourne with other offices in Sydney, Brisbane, Adelaide and Perth, as well as New Zealand and at subsidiary businesses across South-East Asia, China, Brazil and Mexico.

WHAT YOU DO

SEEK is the leading employment site in Australia and operates the largest global online marketplace, encompassing education, commercial and volunteer opportunities www. seek.com.au

OPPORTUNITIES

We offer a range of opportunities and roles – check out www.seek.com.au to see what's on offer

OUALIFICATIONS REOUIRED

Qualifications required vary according to the role

CONTACT

Toni Williams email: twilliams@seek.com.au Tel: 03 8517 4449

500+ locally and over 6,000 people work for SEEK globally



WORKING HERE...

Brad Donovan
Workspaces Manager

I have been lucky enough to work for SEEK for over 7 years and have been accepted and never had to think twice about being exactly who I am since day one. We have a very diverse workforce, in my observation being an open and accepting workplace is just a natural part of SEEK's DNA.

What I like here at SEEK is that it's a bunch of passionate people from all levels wanting to do more in this space, it's not simply trying to tick the box or doing 'the minimum'.

I have approached our Executive team to support a couple of initiatives and not only did they agree to put our big brand behind it, they were genuinely excited and asked 'what more can we do'.



Pride in Diversity is a social inclusion initiative of ACON, established in 2009, which seeks to improve the health and wellbeing of LGBTI people by reducing exclusion, invisibility, homophobia and stigma in the workplace.

Social inclusion is an important part of good mental health for everyone in Australia. Creating inclusive environments that support the wellbeing of LGBTI people is a key objective of ACON's newly released *Mental Health and Wellbeing Health Outcome Strategy 2013 - 2018*.

For more information see: www.acon.org.au/strategic-plans



AUSTRALIA'S ONLY NATIONAL RECRUITMENT GUIDE PROFILING AUSTRALIAN EMPLOYERS ACTIVE IN LGBTI INCLUSION



This guide is distributed to universities, TAFEs, colleges, careers advisors and interested recruiters.

For more information, please contact
Stephanie Mellor at Pride in Diversity on (02) 9206 2139

The Australian Competition and Consumer Commission (ACCC)



www.accc.gov.au

WHO WE ARE

The Australian Competition and Consumer Commission (ACCC) promotes competition and fair trade in markets to benefit consumers, businesses, and the community. We also regulate national infrastructure services. We ensure that individuals and businesses comply with Australian competition, fair trading, and consumer protection laws - in particular the *Competition and Consumer Act 2010*.

MORE ABOUT US

Our purpose is making markets work for consumers, now and in the future.

We protect, strengthen and supplement the way competition works in Australian markets and industries to improve the efficiency of the economy and to increase the welfare of Australians.

We take action to protect competition or stop conduct that is anticompetitive or harmful to consumers.

WHO WE'RE LOOKING FOR

Our largest annual recruitment intake is our Graduate Program. LGBTI graduates are strongly encouraged to apply.

We recruit employees from a range of disciplines and regularly fill positions through www.accc.gov.au/about-us/careers.

Generally, to be eligible to apply for employment at the ACCC, you must be an Australian citizen.

INSIDER INFO

In 2013, we established an ACCC Ally Network for LGBTI employees. Allies include senior managers and other staff, who are all committed to LGBTI workplace inclusion.

As of September 2014, we have 60 Allies'.

We also offer staff Pride in Diversity's "Sexual Orientation and Gender Identity in the Workplace Training."





QUICK FACTS

WHERE WE ARE Nationwide WHAT WE DO

Promote competition and fair trade in markets to benefit consumers, businesses, and the community.

OPPORTUNITIES

Analysts, economists, lawyers, project officers, policy advisors and corporate professionals, including human resources, strategic communications, finance and information technology.

QUALIFICATIONS REQUIRED

For example:

- law & public policy
- financial modelling
- · industrial economics
- · econometrics
- human resources & finance
- corporate communications
- · information technology.

CONTACT DETAILS

Recruitment enquiries: recruitment@accc.gov.au Graduate Program enquiries: 02 6243 1013 grad.jobs@accc.gov.au

SIZE

Approximately 730

Employees perform their best when they are themselves.



WORKING HERE...

Mark Pearson, Chief Risk Officer

The great thing about working at the ACCC is that everyone shapes our organisational culture.

An employee approached me about a proposal to create an LGBTI Ally Network, I soon became the Executive Sponsor, and within a day he had 20 Allies on board.

Employees perform their best when they are themselves. It doesn't matter to me, or the ACCC for that matter, if you are a man married with a husband and kids, are a transgender or intersex employee, or are heterosexual.

We value and respect all our staff.

Attorney-General's Department



www.ag.gov.au

WHO WE ARE

The Attorney-General's Department delivers programs and policies to maintain and improve Australia's law and justice framework, strengthen our national security and emergency management, and provide support for arts and culture. If you are interested in being at the forefront of this important work, then we want you!

MORE ABOUT US

We are the central policy and coordinating department of a very diverse portfolio. The Policy and program areas you could work in include:

- · civil justice
- · family law and legal assistance
- criminal justice
- law enforcement
- crime prevention
- national and protective security
- international law
- native title
- emergency management and natural disaster relief



Australian Government

Attorney-General's Department

- corporate services.
- cultural affairs, including cultural heritage and the arts

WHO WE'RE LOOKING FOR

We offer challenging and rewarding work in pursuit of our mission achieving a just and secure society. We are not just a legal organisation and have many programs and policy that require a diverse range of input, skills and experience.

INSIDER INFO

The department has an active LGBTI Network for employees who are LGBTI or their supporters. The Network is led by employees and is strongly supported by the Corporate Division, leaders and the broad staff base. Our LGBTI Champion is a visible supporter of LGBTI employees within the department.

We are also a proud member of Pride in Diversity and work to support the visibility and representation of the LGBTI community within the department as part of our commitment to an inclusive and diverse workplace.

AGD attracts open-minded people from diverse backgrounds, and has a corporate philosophy of ensuring that all facets of Australia's population are represented here.

QUICK FACTS

WHERE WE ARE

The department's head office is based in Canberra with other regional locations.

OPPORTUNITIES

Visit www.ag.gov.au QUALIFICATIONS REQUIRED

We encourage applications from graduates of all disciplines. Certain roles may require legal qualifications.

CONTACT DETAILS

Visit www.ag.gov.au

Approximately 1600 employees.

BENEFITS

The department offers employees a comprehensive range of benefits under our Enterprise Agreement.



WORKING HERE...

Jessica Whitby Legal Officer, Transnational Crime and Corruption Branch

I joined AGD in the Graduate Program in 2012.

While I was out to my fellow graduates the entire time (all of whom were great, by the way), it took me a while to feel comfortable being out to my professional colleagues.

Since I've been out at work, it's been comforting to find that no one cares! I think this is because AGD attracts open-minded people from diverse backgrounds, and has a corporate philosophy of ensuring that all facets of Australia's population are represented here.

Australian Federal Police



www.afp.gov.au

WHO WE ARE

The Australian Federal Police (AFP) is a progressive and multi-faceted law enforcement organisation taking a strong lead in the fight against 21st century crime.

MORE ABOUT US

We investigate crimes against the Commonwealth and the national interest. Of primary importance is the fight against terrorism and transnational crime, illicit drug trafficking, serious fraud, people smuggling, major and organised crime and money laundering. We also ensure the physical safety of people including internationally-protected persons when they are in Australia, certain holders of high Commonwealth office, and participants in the National Witness Protection Program.

We assist with United Nations peacekeeping roles and other forms of



direct international policing and training. We cooperate extensively with other law enforcement bodies, nationally and internationally, in the investigation of crimes against the Commonwealth and the exchange of criminal intelligence.

WHO WE'RE LOOKING FOR

The Australian Federal Police (AFP) can take employees to exciting places, undertaking diverse duties, with interesting people.

The AFP's success is highly dependent on our people. It is therefore incumbent on us to continually develop the capabilities of our employees. We are an equal opportunity employer, committed to recruiting from the diverse groups of Australian society. Employees must demonstrate the highest level of professional standards both officially and privately, to safeguard organisational integrity.

INSIDER INFO

The AFP has an active and dedicated Gay and Lesbian Liaison Officers (GLLO) Network that has been operating for nearly 17 years.

Australian Government



QUICK FACTS

WHERE WE ARE

Our National Headquarters is located in Canberra. We also have offices in most capital cities, and operate in a number of international locations.

OPPORTUNITIES

We have specialist and nonpolicing roles ranging from corporate and operational support to intelligence, scientific and technical roles. Our uniform roles include Community Policing, Federal Agents and Protective Service Officer Roles.

Each year the AFP provides an employment opportunity program for Graduates. Further information about careers in the AFP can be found at:

http://www.afp.gov.au/jobs/career-choices.aspx

CONTACT DETAILS

AFP Switch: (02) 6131 3000 Recruitment Enquiries: (02) 6131 5555

BENEFITS

For information about employment conditions please see the AFP Enterprise Agreement 2012 – 2016 at: www.afp.gov.au/jobs/pay-and-conditions.aspx

I feel safe with my identity in my workplace and I am supported as someone who identifies as LGBTI.



WORKING HERE...

Jemimah Bridgman-Duffy Unsworn Female

I have found the AFP to be a very inclusive culture. There are policies and practices in place to support its employees from diverse sexualities and genders. When I joined, I was included straight away. I feel safe with my identity in my workplace and I am supported as someone who identifies as LGBTI. The AFP will support you and who you are.

Department of Defence: Navy



www.defencejobs.gov.au/navy

WHO WE ARE

The Royal Australian Navy (the Navy) provides maritime forces that contribute to the Australian Defence Force's capacity to defend Australia, contribute to regional security, support global interests, shape the strategic environment and protect national interests.

MORE ABOUT US

In Navy, our people are empowered to perform at their best. Our Signature Behaviours, underpinned by the Navy Values of Honour, Honesty, Courage, Integrity and Loyalty, are embedded into daily practice, and focus on people, performance and professionalism.

HOYAL ALLANDARY

We engage in worldwide operations in support of military campaigns and peacekeeping missions.

WHO WE'RE LOOKING FOR

If you want to develop new skills, have a keen sense of adventure and are a strong team player, then you can be a part of something greater than you could ever imagine.

INSIDER INFO

With the most technologically advanced platforms coming into service, it is a strategic imperative for Navy that we recruit diverse and highly skilled individuals who embrace different perspectives, ways of thinking and problem solving.

LGBTI Defence personnel and their families are supported by the Australian Defence Lesbian, Gay, Bisexual, Transgender and Intersex Information Service (DEFGLIS). DEFGLIS aims to support through professional networking, strengthen capability by inclusion, and educate Defence personnel about sexual orientation, transgender and intersex issues.

QUICK FACTS

WHERE WE ARE

Located in every state and territory across Australia and our area of direct security interest encompasses more than 10 per cent of the Earth's surface.

WHAT WE DO

Navy defends Australia's security interests by being ready to fight and win at sea. **OPPORTUNITIES AND**

OUALIFICATIONS REQUIRED

The Navy has an impressive range of jobs available to you. We'll train you to make the most of your own natural abilities and to gain world class qualifications in a huge range of exciting jobs. **CONTACT DETAILS**

Defence Force Recruiting

Call: 13 19 01

Visit: www.defencejobs.gov.au/ recruitmentcentre/contactUs/or visit our nearest Defence Force Recruiting Centre.

BENEFITS

Our salaries compare favourably to rates in the civilian world, but it's the additional benefits that really make the difference. You get full medical and dental cover, travel and leave entitlements. rental assistance and you could also be eligible for a subsidy to help you buy your own home.

66 I am able to be myself at work which allows me to contribute to the team to the best of my ability.



WORKING HERE...

Able Seaman **Bonnieville Dromgool** Medic, Victoria

Navy has made deep inroads into modernising its structures, leadership and culture, and has begun to embed these changes into the way it does business.

I am able to be myself at work which allows me to contribute to the team to the best of my ability. I truly feel included and accepted as someone who is LGBTI and a member of the Australian Defence Force.

Defence leadership sees Diversity as a strength and asset, and sets inclusion for all personnel as a high priority.

Department of Defence: Army



www.defencejobs.gov.au/army

WHO WE ARE

The Australian Army is Australia's land force and is part of the Australian Defence Force. We provide a versatile and modern Army which contributes to the security of Australia, protecting its interests and its people.

MORE ABOUT US

The Australian Army empowers its people with its core values of Courage, Initiative, Respect and Teamwork. We encourage all soldiers and officers to show exemplary leadership skills and always perform at their best.

We pride ourselves on mateship, loyalty and supporting all those connected to the Army family.

WHO WE'RE LOOKING FOR

If you are a talented, enthusiastic individual who has ambitions to become an effective leader of society, then the Army could be the place for you.



If you are a strong team player and have a sense of adventure, then you could be part of an organisation that offers life-time career experiences with a supportive extended family network.

INSIDER INFO

The Army is evolving as an agile and inclusive organisation, which incorporates and utilises the diverse backgrounds and skills of its people in order to be best poised to anticipate and respond successfully to future challenges.

The different backgrounds, skills and ways of thinking found within Australia's diverse population are features that the Army will use to its full advantage to enhance its capability.

LGBTI Defence personnel and their families are supported by the Australian Defence Lesbian, Gay, Bisexual, Transgender and Intersex Information Service (DEFGLIS). DEFGLIS aims to support through professional networking, strengthen capability by inclusion, and educate Defence personnel about sexual orientation, transgender and intersex issues.

QUICK FACTS

WHERE WE ARE

Located in every state and territory across Australia and also has a representation overseas on deployments and postings.

OPPORTUNITIES

There are a variety of jobs available in the Army. Our people receive world class training to succeed in the most challenging circumstances. Whether it's combat, a trade, logistics or healthcare we'll help you to find the best job suited to your natural talent.

CONTACT DETAILS

Defence Force Recruiting Call: 13 19 01

Visit: www.defencejobs.gov.au/ recruitmentcentre/contactUs/ or visit our nearest Defence Force Recruiting Centre.

BENEFITS

Our salaries compare favourably to rates in the civilian world, but it's the additional benefits that really make the difference. You get full medical and dental cover, travel and leave entitlements, rental assistance, support to study and you could also be eligible for a subsidy to help you buy your own home.

As someone who is LGBTI, I feel supported and included within the Army.



WORKING HERE...

Corporal Renae Fritzell-Flint Physical Training Instructor, NSW

The Army is an excellent place to work, and has many different roles to choose from. Our leaders are at the forefront of a world class Army effectively meeting 21st century challenges.

The Army has been working hard over the past 20 or so years to support people from all backgrounds to be themselves in the workplace, and to reflect the community we serve.

As someone who is LGBTI, I feel supported and included within the Army.

Department of Defence: Air Force



www.defencejobs.gov.au/airforce

WHO WE ARE

The Royal Australian Air Force provides air and space power options for the Australian Government.

MORE ABOUT US

Globally, Air Force has between 350 and 400 Air Force Personnel on operations each day, contributing to coalition operations, peacekeeping and humanitarian and disaster relief.

WHO WE'RE LOOKING FOR

A great Air Force needs more than pilots. The men and women of Air Force deliver and manage strategy, operations, engineering, logistics and support to make great air power possible, every day.

If you possess a willingness to lend a hand, have a keen sense of adventure and are a strong team player, then Air Force has a range of career options available.

INSIDER INFO

Air Force is a values-based organisation. People are respectful, inclusive and strive to maintain the high expectations and trust that the Australian public have in us.

Air Force actively supports members of the LGBTI community through a range of measures and has worked hard to develop inclusive policies and entitlements that are not limited by a member's gender, personal circumstances or sexual orientation. Air Force actively supports personnel attendance at conferences and LGBTI community events, and has developed a guide which provides practical advice and support for LGBTI members in Air Force.

LGBTI Defence personnel and their families are supported by the Australian Defence Lesbian, Gay, Bisexual, Transgender and Intersex Information Service (DEFGLIS). DEFGLIS aims to support through professional networking, strengthen capability by inclusion, and educate Defence personnel about sexual orientation, transgender and intersex issues.



QUICK FACTS

WHERE WE ARE

The Royal Australian Air Force is located in every state and territory across Australia and also has a representation overseas on deployments and postings.

WHAT WE DO

The Air Force offers great benefits, a lifestyle like no other and a great range of jobs. Air Force provides a unique and exciting career with endless opportunities for challenges and accomplishments.

OPPORTUNITIES AND

OPPORTUNITIES AND OUALIFICATIONS REQUIRED

As our jobs are varied, so too are the qualifications for them. Our members receive training that is world class and equally as valuable to potential employers in the civilian world, as it is to us.

CONTACT DETAILS

Defence Force Recruiting Call 13 19 01

Visit: www.defencejobs.gov.au/ recruitment Centre/contactUs/ or visit our nearest Defence Force Recruiting Centre.

BENEFITS

The Air Force offers one of the most ample lists of benefits, some of which are unique to the Service. As a snapshot, you receive full medical and dental cover, travel and leave entitlements, rental assistance and even a Home Purchase Assistance Scheme.

I feel fully supported, accepted and included as someone who is LGBTI and a member of the Australian Defence Force.



WORKING HERE...

Squadron Leader Vince Chong Air Force Aerospace Engineer, Victoria

Air Force is a great place to work with a broad range of roles to choose from. Air Force is proud to have a diverse workforce that brings a range of experiences and qualifications to the work place.

I feel fully supported, accepted and included as someone who is LGBTI and a member of the Australian Defence Force.

Department of Defence: Australian Public Service



www.defence.gov.au/apscareers

WHO WE ARE

Defence's mission is to defend Australia and its national interests. In fulfilling this mission, Defence serves the Government of the day and is accountable to the Commonwealth Parliament to efficiently and effectively carry out the Government's Defence policy.

MORE ABOUT US

Defence offers Australian Public Service (APS) employees the opportunity to play a part in keeping Australia secure, to support intelligence operations nationally and internationally, and to support peace keeping missions overseas. Defence APS employees are involved in most facets of Defence from providing the equipment Australian Defence Force personnel use, to making Defence policy by implementing Government's directions.

WHO WE'RE LOOKING FOR

Defence faces many challenges and is looking for the quality of people to meet these challenges with the candour required to improve all facets of our operational capability and business.

INSIDER INFO

Defence offers a wide range of benefits and appealing employment conditions that support the individual needs of its APS employees, including:

- · Work/Life balance
- · Workplace diversity
- · Generous remuneration
- Career development

LGBTI Defence personnel and their families are supported by the Australian Defence Lesbian, Gay, Bisexual, Transgender and Intersex Information Service (DEFGLIS). DEFGLIS aims to support through professional networking, strengthen capability by inclusion, and educate Defence personnel about sexual orientation, transgender and intersex issues.



QUICK FACTS

WHERE WE ARE

Defence is located in all states and territories across Australia and also has a visible presence overseas.

OPPORTUNITIES

Defence is one of Australia's largest Government departments and as such, we are able to offer rewarding careers across the widest possible spectrum of employment categories.

QUALIFICATIONS REQUIRED

The qualifications required will depend on the career path you choose. We also offer a range of professional development options and study leave opportunities.

CONTACT DETAILS

General entry:

www.defence.gov.au/apscareers/ Graduate program:

www.defence.gov.au/graduates/ BENEFITS

Defence is part of the Australian Public Service and, as such, you will be working in an environment where work/life balance is important, salaries are competitive with industry, and your career options are endless. All of this plus generous personal leave entitlements and a superannuation scheme that contributes to the overall package.

I feel comfortable talking about my partner at work... I have found my colleagues to be accepting of my sexual orientation.



WORKING HERE...

Lisa ShirtDefence People Group,
Canberra

I love working at Defence because it is such a supportive working environment. My managers have always been supportive of my career goals and have invested time and money into developing my career.

I feel comfortable talking about my partner at work. I have found my colleagues to be accepting of my sexual orientation. I haven't experienced any discrimination or harassment during my time here.

During my time at Defence I have had so many opportunities to be involved in the wider Australian Public Service, such as attending forums, conferences and interest groups. It is also amazing to be involved in protecting our country, albeit from 'behind the scenes'.

Department of Health

www.health.gov.au

WHO WE ARE

Australia's health system is world class, supporting universal and affordable access to high quality medical, pharmaceutical and hospital services, while helping people to stay healthy through health promotion and disease prevention activities. The Department of Health has a diverse set of responsibilities, and throughout there is a common purpose, which is reflected in our Vision statement: Better health and wellbeing for all Australians.

MORE ABOUT US

We aim to achieve our Vision through strengthening evidence-based policy advice, improving programme management, research, regulation and partnerships with other government agencies, consumers and stakeholders. Some of the work of the department includes implementing a series of wide ranging structural reforms to improve access to health services and to ensure sustainability of the health and hospital system.

WHO WE'RE LOOKING FOR

The Department of Health provides policy advice, analysis, programme assessment and other services to our Ministers, federal and state government agencies and external stakeholders. The Therapeutic Goods Administration (TGA) is part of the Department of Health, responsible for regulating therapeutic goods including medicines, medical devices, blood and blood products. Departmental roles are varied with a commitment to improve the health and wellbeing of all Australians.

INSIDER INFO

The department has established the Health Pride Network, a Network for employees who are LGBTI or their allies across the department.

The department's executive leadership are committed to an inclusive and diverse workplace and are fully supportive of the Health Pride Network.



Australian Government

QUICK FACTS

WHERE WE ARE

The department's Central Office is located in Canberra. There are small regional offices in some state capitals.

WHAT WE DO

Opportunities: For information about eligibility for Department of Health jobs and tips on preparing your application, visit http://www.health.gov.au/

QUALIFICATIONS REQUIRED

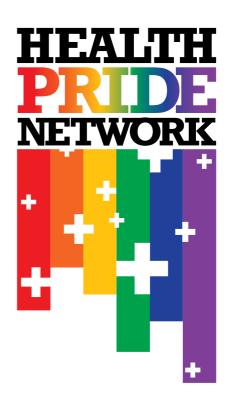
Certain roles within the department may require specific qualifications, for example legal qualifications.

CONTACT DETAILS

Visit http://www.health.gov.au/

The Department, including the Therapeutic Goods Administration, has approximately 3500 employees. **BENEFITS:**

For information about employment conditions please see the Enterprise Agreement 2011-14.



Department of Human Services

www.humanservices.gov.au

WHO WE ARE

The Department of Human Services is about people and delivering the services they may need at different stages of their lives. We develop service delivery policy and provide access to social, health and other payments and services.

MORE ABOUT US

We deliver Centrelink, Child Support and Medicare payments and services. Each day, about a million people make contact with us and each year we deliver more than \$90 billion in payments.

For more information, visit: www.humanservices.gov.au

WHO WE'RE LOOKING FOR

The department is looking for enthusiastic individuals with a desire to improve the services we offer. We seek committed individuals with a strategic focus and an innovative

mind who want to contribute to making a change in the lives of Australians through the provision of high quality services and payments.

INSIDER INFO

The Lesbian, Gay, Bisexual, Transgender and Intersex (LGBTI) Network provides:

- A confidential environment for staff to connect.
- · Updates on LGBTI initiatives.
- A consultation forum to provide input into initiatives.
- An opportunity to network with other LGBTI professionals via our gold membership with Pride in Diversity.



WHERE WE ARE

The department has offices and customer service centres across the country. Visit the Human Services website for locations.

WHAT WE DO

We are about people and delivering the services they may need at different stages of their lives.

OPPORTUNITIES

We offer many exciting roles ranging from administrative, project, research, analytical, compliance and information management, to more specialised finance, allied health, legal, IT and communication and marketing roles.

QUALIFICATIONS REQUIRED

Qualifications required vary depending on the role.

CONTACT DETAILS

Please visit the Contact Us page on our website:

www.humanservices.gov.au SIZE

Approximately 35, 000 employees **BENEFITS**

Visit www.humanservices. qov.au/corporate/careers/ for information on benefits

QUICK FACTS 66 The department is committed to workplace diversity and inclusion and providing equal access and opportunity to all people.



WORKING HERE...

Dylan Smith Department of Human Services

I've been working here for five years and feel included, accepted and able to be honest about who I am. Through the LGBTI network, I'm able to reach out to new staff who, like me, might be a little unsure of their place in such a large department. The department is starting to get it right - opening the channels of communication, celebrating International Day Against Homophobia and Transphobia and empowering staff to take pride in who they are.

I'm proud and happy to be working here where we are creating a safe space for everyone.

Australian Red Cross Blood Service



www.donateblood.com.au/careers

WHO WE ARE

We collect, test, process and distribute all blood in Australia. We also contribute expertise, research, diagnostic, transplantation and other clinical services for healthcare providers nationwide.

MORE ABOUT US

One in three Australians will need blood in their lifetime. Every year we collect 1.3 million blood donations thanks to our 600,000 voluntary donors. Our manufacturing centres then test, process and deliver the blood to hundreds of healthcare providers in Australia. The majority of blood collections are used by hospitals for treating people with cancers, blood disorders and those undergoing emergency surgery. Managing the country's blood supply is a considerable task and our ongoing challenge is to ensure that blood products are efficiently collected and supplied at the right time and quality to meet demand.

WHO WE'RE LOOKING FOR

Not everybody gets to contribute to life saving work, but here you can be proud that your work really matters. Our organisation will suit people who want a meaningful yet challenging career in an environment of continuous improvement.

INSIDER INFO

We share a firm belief that people perform better when they can be themselves at work. Our workforce diversity leads to better decision making, which means better outcomes for our customers and blood donors. Our burgeoning employee network group is called GLOW (Gay Lesbian and Other Workmates). GLOW is open to all employees, gay and straight, and is a place where people can show support for LGBTI people at work.



WHERE WE ARE

National Office: Melbourne Processing centres: Melbourne, Sydney, Brisbane and Perth. Blood Donor Centres: There are 83 centres and 38 mobile blood donation units across Australia.

OPPORTUNITIES

Most roles are within donor centres, but we also have management and professional roles, customer service staff and other specialist roles.

QUALIFICATIONS REQUIRED

Qualifications and experience required vary and they can be found in each position description.

CONTACT DETAILS

www.donateblood.com.au/careers

SIZE

Approximately 3,800 employees **BENEFITS**

Generous salary packaging; corporate rates on private healthcare insurance; health and wellbeing services; high quality training and coaching. There's respect for each other's expertise and experiences and that's how I am judged, not by my sexuality.



WORKING HERE...

Dr Chris Hogan *Medical Director, Pathology Services & Transplantation Services*

We're a large national organisation, so that makes for a wide array of people and attitudes. Our commitment to the sort of work we do is a common thread through the whole organisation, and I like to think that's reflected in the way we treat each other. There's respect for each other's expertise and experiences and that's how I am judged, not by my sexuality.

BUMP IVF

www.bumpivf.com.au

WHO WE ARE

BUMP is a new era of IVF. We offer the most effective fertility treatment in the simplest and most contemporary way. We are about simplicity and straightforwardness. We are also about likability, lightness, even dare we say it, fun...

MORE ABOUT US

BUMP is bought to you by the Monash IVF Group which produced the first ever successful IVF pregnancy in the world and continues to be at the forefront of IVF treatment ever since.

WHO WE ARE LOOKING FOR

The best people will set us apart. We look for people who are serious about making a genuine and profound difference in people's lives every day. People who believe in openness and transparency, autonomy, trust and accountability. People who want to be part of a pioneering organisation. At Bump, we are egalitarian and value the contribution of every one of our people and stakeholders.

INSIDER INFO

Values

Always Open - We are transparent and absolutely accountable. Seriously Simple-We demystify and normalize everything we do.

Perennially Pioneering - We constantly challenge and find better ways to do things.
BUMP aims to develop a workplace culture of inclusion and respect for both it's clients and team.



Healthcare

QUICK FACTS

LGBTI FACTS

BUMP proudly supports the fertility aspirations of all women regardless of relationship status and/or sexual orientation.
BUMP welcomes single and lesbian women to our clinic. You will not encounter any gender-specific paperwork here. Our counseling sessions have been tailored to include the specific concerns of single women and lesbian couples.

WHERE WE ARE

357 Military Road, Mosman, NSW

T. 1800 BUMP IVF

W. www.bumpivf.com.au

WHAT YOU DO

We exist to make it easier for people to fulfill their dream of having a family



Curtin University, WA



www.curtin.edu.au

WHO WE ARE

With the vision to change minds, lives and the world, Curtin is the largest and most multicultural university in Western Australia.

MORE ABOUT US

Curtin attracts more than 50, 000 students from over 130 countries. With a vision to be an international leader in research and education, Curtin has several campuses worldwide.

Curtin is committed to providing a workplace that is inclusive and supportive. We respect and value the diversity of our staff. Curtin strives beyond legislative compliance to provide an environment in which all staff feel respected, valued, welcomed, and safe.

In 2014, Curtin's continuous effort towards sustaining our inclusive workplace culture was again recognised by the Australian Workplace Equality Index (AWEI) as the highest ranking Australian

Curtin University

University and ranked second nationally for LGBTI Workplace Inclusion. Curtin is also home to of one of 2014's LGBTI Workplace Inclusion Champions.

WHO WE'RE LOOKING FOR

Curtin hopes to attract and retain staff who share our vision, values and commitment to leadership, innovation and excellence. A highly multicultural university, we have a long-standing commitment to international and indigenous cultures. We're confident you'll find Curtin to be a warm and social workplace where everyone's welcome.

INSIDER INFO

Curtin University created the Ally program to help staff, students and community members of diverse sexuality and gender identity feel welcome and supported to work and study at Curtin.

Fun fact: The Bentley campus is home to over 1,000 different species of plants and is home to some endangered species such as the Carnaby's Black Cockatoo and the Forest Red-Tailed Black Cockatoo.

WHERE WE ARE

Perth locations: Bentley, Perth City, Shenton Park Regional WA locations: Kalgoorlie, Northam, Margaret River. Interstate: Curtin Sydney (NSW)

Offshore: Curtin Singapore (Singapore), Curtin Sarawak (Malaysia)

CONTACT DETAILS

Visit: www.curtin.edu.au Call: 08 9266 9266 STAFF NUMBERS

Approx. 11,700, globally.



The message that 'everyone is welcome' is something we try hard to convey.





WORKING HERE...

Michelle Rogers
Director of
Support Services

I have worked at Curtin University for 8 years and feel privileged to be part of an innovative and forward thinking workplace. I have always been out in my places of employment and never hesitated to come out to my line manager when I first started at Curtin. Her response was a delighted, "Excellent news!"

Since this time I have had many encounters with people from diverse backgrounds and find Curtin to be an inclusive and welcoming environment. Curtin now has a number of senior staff who are openly gay and the culture is one of acceptance. The employee network, Curtin Ally, has over 150 people who either identify as LGBTI or are allies to our community. The message that 'everyone is welcome' is something we try hard to convey. Our students also benefit from this.

Griffith University

www.griffith.edu.au

WHO WE ARE

Griffith University is one of Australia's largest multi-campus universities and home to over 40,000 students. Our staff and students from 131 countries work and study across five networked campuses in South East Queensland, enjoying a truly international experience and a high standard of teaching and research across a full range of academic disciplines.

MORE ABOUT US

Our founders knew that the world would constantly change and that universities needed to equip their students with the skills to change with it. Today, we are a comprehensive university, teaching across our five campuses in all study areas. But we've never lost sight of our progressive beginnings. Everything we do – from education to research to community involvement - is designed to meet the new world that our students, graduates and communities will encounter. We aim to be a University where people want to work and equity has always been part of our ethos as an institution and an employer.

WHO WE'RE LOOKING FOR

Griffith employees contribute to the development of knowledge and learning in an attractive environment which values excellence, equity and diversity, continuous improvement and innovation. A variety of Academic and Professional staff roles are available.

INSIDER INFO

The Griffith Ally Network is a visible group of students and staff who assist LGBTIQ students and staff by providing support, offering guidance and information on LGBTIQ issues, creating safe campuses and promoting an LGBTIQ-friendly culture. The Ally Steering Group, made up of trained Griffith Allies, champions LGBTIQ equity and inclusion through a range of activities including training and education, events, support and networking, and promoting positive attitudes.



WHERE YOU ARE

Brisbane, Logan and Gold Coast

WHAT YOU DO

Higher Education

OPPORTUNITIES

Academic and Professional/ general staff roles are available at http://jobs. griffith.edu.au/cw/en/ listing/

QUALIFICATIONS REQUIRED

Qualifications vary depending on the role

CONTACT DETAILS

www.jobs.griffith.edu.au, telephone (07) 3735 4011 or email appointments@ griffith.edu.au

SIZE

Over 4000 employees

BENEFITS

competitive salaries, generous superannuation, family friendly benefits and staff development opportunities. More information: http://www.griffith.edu.au/future-staff/benefits-conditions

...together everyone walks tall and proud, regardless of their sexual orientation.



WORKING HERE...

Shane Barnes GUMURRII Student Support Unit and Griffith Ally

As a staff member from a culturally diverse background and a member of the Griffith University Ally Network I am driven to promote an inclusive LGBTIQ community for our staff. By actively participating in the network it is a great opportunity to raise awareness and create a sense of belonging where together everyone walks tall and proud, regardless of their sexual orientation.

Macquarie University



www.mq.edu.au

WHO WE ARE

Macquarie University is a vibrant, diverse and innovative university, committed to equity, diversity and inclusion in education and employment. We are situated in a green parklands setting 35 minutes by train from Sydney Central. Our values include creating an inspiring, accessible and fair university which recognises and celebrates the diversity of all students and staff.

MORE ABOUT US

- a campus in one of the largest business and technology precincts in the southern hemisphere, creating a hub of innovation and excellence including Cochlear International and the Australian Hearing Hub on site
- a 126-hectare park-like campus protected by our award-winning sustainability practices
- In 2014 we had over 38 700 students (10 000 international) and 1430 staff
- multi-billion dollar investment in facilities and infrastructure, including Australia's most high-tech Uni Library

MACQUARIE UNIVERSITY Australia's most technologically advanced hospital including the country's only gamma knife for leading-edge treatment of brain cancer.

WHO WE'RE LOOKING FOR

We are looking for committed, enthusiastic and creative staff who would like to actively participate as a member of our vibrant campus community. We offer the full gamut of roles within a large educational institution. Academic (teaching, research, community service) from tutors and post-docs to Professors; and professional staff roles from entry level administration, project managers and technicians, to senior management (full time, part time, fixed term, sessional, casual, consulting). Visit http://jobs.mq.edu.au for more.

INSIDER INFO

Macquarie University's Ally Network is a visible group of informed staff and students who support sexual and gender diversity and promote a safe campus where people who identify (or who are questioning) as gay, lesbian, bisexual, transgender/transsexual, intersex, queer or questioning (GLBTIQ) can work and study in an environment free from sexual discrimination and prejudice.

WHERE WE ARE

North Ryde, Sydney.

WHAT WE DO

Higher Education.

OPPORTUNITIES

Academic and Professional.

QUALIFICATIONS REQUIRED

Qualifications required vary, depending on the role.

CONTACT DETAILS

Macquarie University NSW 2109.

Telephone: (02) 9850 7111 www.mq.edu.au

www.iiiq.eu

SIZE

1100 academic staff; 1330 professional staff.

BENEFITS

www.mq.edu .au/about_us/ job_opportunities/staff_ benefits/ I really enjoy working at Macquarie University because of its conviction to generate a supportive and accepting environment.



WORKING HERE...

Mariella Herberstein, Head of Department, Biological Sciences

I really enjoy working at Macquarie University because of its conviction to generate a supportive and accepting environment. Staff and students of all sexualities are encouraged to join the Ally network and regular events celebrate sexual diversity in a fun and all-inclusive way.

The University of Western Australia



www.uwa.edu.au

WHO WE ARE

Established in 1911, we are recognised internationally as an excellent, comprehensive research-intensive university. Our values-driven leadership, quality staff and exceptionally beautiful campus combine to offer a vibrant employment and student experience.

MORE ABOUT US

The University takes its social responsibility leadership role seriously, and has received many diversity awards, including being ranked by the Australian Workplace Equality Index as a Top 10 employer for LGBTI inclusivity for four consecutive years.

WHO WE'RE LOOKING FOR

We are committed to attracting staff passionate about and committed to delivering high quality educational services in a competitive international environment. We particularly value diversity and seek staff who demonstrate great attitude, a willingness to embrace change and the capacity to be intellectually and emotionally comfortable with difference.

INSIDER INFO

The University aims to graduate students who are well placed to be the leaders of their chosen path. Modelling an inclusive workplace is one way in which we realise this aim. We provide our students with a broad educational experience that positions them to be citizens of the globe, intellectually and emotionally comfortable with difference. It is vital therefore that we focus on creating an inclusive campus where students and staff can be themselves and realise their full potential. Homophobia, transphobia and ignorance of the rights of others have no place in such a culture."

Winthrop Professor Dawn Freshwater Senior Deputy Vice Chancellor and Executive Sponsor



WHERE WE ARE

Primary campus in Perth, Western Australia (two smaller campuses in Geraldton and Albany, WA)

WHAT WE DO

Research intensive higher education

QUALIFICATIONS REQUIRED

A doctorate is required for academic staff wishing to be promoted above the 'entry' rank of Assistant Professor. A relevant degree will enhance both recruitment and promotional opportunities for prospective and existing professional staff.

CONTACT DETAILS

Employment opportunities: Sarah Duke, Manager, Attraction and Recruitment (08) 6488 4273 LGBTI enquiries: Malcolm Fialho, Acting Associate Director, Equity and Diversity (08) 6488 2252 hr.uwa.edu.au/2191003 Fiona Maley Marketing and Research Coordinator, Faculty of Medicine, Dentistry and Health Sciences (08) 6488 1299 SIZE

www.hr.uwa.edu.au/2128271

Approximately 3800

BENEFITS

I am proud to work at a university that provides an inclusive and welcoming environment for all its employees, and where discrimination is simply not tolerated.



WORKING HERE...

Anneli StruttOffice Coordinator, Equity
and Diversity

One of the first things that struck me when I commenced as student in 2007 was the number of rainbow ALLY signs on people's doors.

In my own job interview I chose to disclose my identity as a member of the LGBTI community, which was received with great enthusiasm. I am proud to work at a university that provides an inclusive and welcoming environment for all its employees, and where discrimination is simply not tolerated.

University of Wollongong

www.uow.edu.au

WHO WE ARE

We are a multi-campus comprehensive university, based in the Illawarra Region. Throughout our 60-year history, we've built an international reputation for world-class research and exceptional teaching quality.

We aim to be recognised for academic excellence, with an impact extending beyond teaching and research. We are about knowledge, new thinking, making a tangible difference and connecting to the world.

MORE ABOUT US

Equity and social justice, mutual respect and collegiality, diversity of cultures, ideas and peoples are just a few of the core values by which the University of Wollongong operates.

WHO WE'RE LOOKING FOR

We are seeking talented and dedicated academic and professional staff who can work collaboratively for their own success and that of the institution. We're committed to the growth and success of each employee so that we can sustain our culture of excellence and innovation. Importantly, staff will have the opportunity to really connect with the University community and contribute to its growth, direction and future successes.

INSIDER INFO

We are a place where all people can expect to study and work safely, free from discrimination, harassment or vilification.

In 2011 the University of Wollongong started the Ally Network, a network of allies consisting of students and staff identifying as LGBTI, and now boasts more than 120 members. Allies provide a safe and respectful environment to help make UOW a better place to work and study.



WHERE WE ARE

Wollongong NSW; with smaller campuses in Shoalhaven, Batemans Bay, Bega, Moss Vale, Loftus, Sydney and Dubai. WHAT WE DO

Higher Education Teaching and Research.

OPPORTUNITIES

Academic and non-Academic positions.

QUALIFICATIONS REQUIRED

Academic staff usually require a PhD or Masters level qualification or significant industry experience. General staff require differing levels of qualification and experience depending on the advertised position.

CONTACT DETAILS

All positions are advertised on our website at: http://employment.uow.edu.au For information about the Ally Network contact the Employment Equity and Diversity Unit on 02 4221 3917. SIZE

Over 2,000 Employees.

We have openly gay, lesbian and trans staff across all levels.



WORKING HERE...

Marcus O'Donnell Journalism Program Convenor

"UOW is a tremendously supportive place for LGBTI staff and students. We have openly gay, lesbian and trans staff across all levels. I was hired into the journalism program based in large part on my experience as editor in the gay and lesbian media. Because UOW is a regional university in an area that can still be challenging for LGBTI people, its role as a beacon of openness and support is particularly important."

Allens

www.allens.com.au

WHO WE ARE

We are 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.

MORE ABOUT US

Working with many of the world's best organisations, Allens lawyers combine technical excellence with commercial insight, taking the most complex questions and providing the clearest answers. Our services cover all commercial issues from acquisition finance to workplace relations.

Allens has some of the world's longest ongoing client relationships, stretching back more than 150 years. It's a fact of which we are immensely proud and one we never take for granted.

We work with many of the world's leading organisations, including 55 of the world's top 100 companies and more than 75 of Australia's top 100 companies.

WHO WE'RE LOOKING FOR

There isn't an 'Allens type' – the more you enjoy working with a variety of people, the greater your success. Diverse perspectives help solve complex problems. Teams are stronger, client relationships are richer and the firm is more interesting. We look for initiative, excellence, commerciality, resilience, intelligence and curiosity when recruiting for lawyers and corporate services staff.

INSIDER INFO

We formed an LGBTI network in 2011, which has since more than tripled in size, with participation from staff at all levels. Allens was the first law firm to become a member of Pride in Diversity. We actively engage with other LGBTI networks, particularly those of our major clients, and aim to increase that engagement continuously.

"As a graduate, Allens' commitment to promoting diversity in the workplace has been clear to me from day one. As a member of the firm's LGBTI committee, I've had unique opportunities for networking and even exposure to exciting legal work on LGBTI issues. I would recommend Allens to any LGBTI graduates or jobseekers searching for an inclusive and supportive work environment."

Allens > < Linklaters

Anesti Petridis Law Graduate I recommend Allens to any young lawyer looking to work in an environment that has a strong commitment to diversity.

QUICK FACTS

WHERE WE ARE

Brisbane, Hanoi, Ho Chi Minh City, Jakarta, Melbourne, Perth, Port Moresby, Singapore, Sydney, Ulaanbaatar. CONTACT DETAILS

www.allens.com.au SIZE More than 1600 employees

WHY US?
To see where a career with

Allens will take you go to:

www.allens.com.au/careers/
about/



WORKING HERE...

Michael Popkin Senior Associate

Allens has always been an extremely supportive workplace for LGBTI staff. There are gay and lesbian professionals throughout the firm and within the partnership and a broad range of straight allies. I recommend Allens to any young lawyer looking to work in an environment that has a strong commitment to diversity.

Corrs Chambers Westgarth

www.corrs.com.au

WHO WE ARE

Corrs Chambers Westgarth is a premium independent commercial law firm. We emphasise the independent part because it's important to who we are and how we work. It also describes how we think, our innovative style and bold decision-making.

Our vision as a world class law firm is to drive Australia's competitiveness and economic engagement with Asia. We are based in Australia and operate internationally, wherever our clients need our services. We have a network of independent firms globally who work with us in delivering excellence.

MORE ABOUT US

Corrs has a strong history spanning more than 150 years. We work with our clients as true partners in their business and are consistently recognised for world class services and results. Our clients include more than half the top fifty ASX listed companies, some of the largest privately owned companies in Australia and a number of global Fortune five hundred companies.

CORRS CHAMBERS WESTGARTH

lawyers

We also work with Federal and State governments on significant matters. Helping others is a key aspect of the culture at Corrs – we achieve this through pro bono legal work, volunteering and philanthropy.

WHO WE'RE LOOKING FOR

Choosing to begin your career at Corrs is about exactly that – a career, not just a job. We provide an open, friendly culture that helps you thrive both professionally and personally.

At Corrs we want the best people and we want diversity of thought. We don't look for a Corrs'type' when we interview potential employees. Corrs people like to find new ways of doing things and aren't afraid to be independent and bold in their actions.

INSIDER INFO

Corrs is made up of all sorts of people and we recognise the value and importance of having a diverse range of individuals contributing to our firm at all levels. We celebrate our diversity, and are strongly committed to nurturing and supporting an inclusive and high performance culture.

Our national Corrs LGBTI group aims to support the inclusion of our LGBTI people and enhance our broader engagement with the LGBTI community. We are also proud members of Pride in Diversity. Corrs values my diversity and sees it as a plus, which makes me feel special.

QUICK FACTS

WHERE WE ARE

Sydney, Melbourne, Brisbane and Perth

A variety of opportunities are on offer in legal, legal support and business services. Visit www.corrs.com.au/ careers/

CONTACT DETAILS

Adrian Warren – National Recruitment Advisor – 02 9210 6170,

Adrian.warren@corrs.com.au SIZE

Close to 1000 employees **BENEFITS**

A comprehensive range of benefits are offered including professional learning and development, flexible working, paid study leave, salary sacrificing and opportunities to give back to the community.



WORKING HERE...

Brian Fisher Special Counsel, Brisbane

Coming out is something I never had to do at Corrs. There was never any question that everyone is valued and accepted as they are. I'm proud to say that I work with a group as diverse as the community at large where I can comfortably talk about every aspect of my life. Corrs values my diversity and sees it as a plus, which makes me feel special.

Gilbert + Tobin

TOP 20 EMPLOYER LIGHT Workplace Inclusion

www.gtlaw.com.au/

WHO WE ARE

Proudly an AWEI top 20 employer, we are a leading corporate law firm and a key player in the Australian legal market. We provide complex legal commercial solutions to major corporate and government clients across Australia and around the world.

MORE ABOUT US

We have the highest proportion of female partners of any major Australian law firm and are acknowledged as a pioneer in providing pro bono services.

INSIDER INFO

- OUT is our LGBTI group, celebrating diversity for all LGBTI staff, which:
- Raises awareness and advocates on LGBTI issues within the firm and in the community
- Consults in the development of market leading practices including inclusive policies, diversity audits, training and profile raising

- Supports the Inner City Legal Centre (ICLC) Foundation, which provides specialist legal services to LGBTI clients in NSW
- Makes submissions on behalf of the firm to the Australian Workplace Equality Index
- Offers networking and social events for OUT members, allies and clients
- Participates in Pride in Diversity events, including the 2014 Mardi Gras float

OUT was started by one of our graduates and is sponsored by Partner and Board member, Peter Waters. It has broad membership across junior staff members to Partner level.





WHERE WE ARE

Sydney, Melbourne and Perth. WHAT WE DO:

We are an independent corporate law firm.

OPPORTUNITIES

Summer Clerkship, Graduate, Paralegal, Lawyer, Operational and Support roles.

QUALIFICATIONS REQUIRED

Qualifications required vary according to the role and area of work.

CONTACT DETAILS

Petra Stirling

Email:pstirling@gtlaw.com.au

Tel: 02 9263 4750

Lizzie Maiden-McBryde Email:lmaiden-mcbryde@gtlaw.

com.au

Tel: 02 9263 4504

SIZE 500+

BENEFITS

We offer a range of benefits and encourage all staff to enjoy a rewarding professional life. Visit: me.gtlaw.com.au/why-join-us/



WORKING HERE...

Steve Thornton *IT Services Desk Manager*

I am generally open about my sexuality in my private life, but normally more reserved in the workplace. G+T is the exception for me. From the outset, I have always felt part of an open and accepting culture, quite unique in the workplace. Diversity is in our DNA and supported from the top. This is shown in the support we get from friends and allies of our LBGTI group OUT (One United Team).

Peter Waters

Partner and Board Member

When I was a confused, frightened teenager growing up in a small country town, I never imagined that I could live as an openly gay senior partner in a leading law firm: the respect, from others and for myself, which I have now, was something I could never have aspired to back then.

Culturally, G+T is unique. Diversity is part of our DNA and we have a long history of celebrating people's individuality, creativity and sexuality. It's not just about being better people, but it's a business issue because we attract more people to work for us, we keep them longer and clients 'like to like' the people they are dealing with.

Herbert Smith Freehills



www.herbertsmithfreehills.com

WHO WE ARE

Herbert Smith Freehills is a leading international law firm, formed from a merger between Australian based Freehills and international firm Herbert Smith. Our clients include many of the world's largest and most ambitious organisations. We offer them innovative advice and comprehensive support around the world.

MORE ABOUT US

We aim to bring a new perspective to our clients' businesses, working with them to identify opportunities and manage risk in an uncertain marketplace. We believe technical ability is not enough and that the business of law is fundamentally about human relationships. This means a culture built on creating exceptional working relationships with clients and colleagues.

Herbert Smith Freehills' work in the community demonstrates the values that bind our business together. We share a long tradition of providing pro bono legal service, which has developed into a broader programme of volunteering and charitable giving. All our lawyers are encouraged to do pro bono work and all staff are encouraged to volunteer and are able to take a day's volunteer leave each year.

WHO WE ARE LOOKING FOR

We are interested in who you are and the strengths you can bring. Technical excellence is important, but we look for additional qualities. We look for people who are assured, perceptive, ambitious and empathetic. For detailed guidance visit: herbertsmithfreehills.com/careers

INSIDER INFO

"It's important that we continue to lead with our LGBT programs. If we stood silent and did little in this space, both employees and clients would be entitled to question whether we are the type of organisation they want to align with."



Tony Wood, Partner, Melbourne

WHERE WE ARE

Global. For more information, visit herbertsmithfreehills.com

Nearly 5,000: approximately 2,000 business services staff and 2,800 lawyers (including 470 partners). QUALIFICATIONS REQUIRED

Qualifications required vary according to the role.
We provide expertise in a range of legal practice and business services. For more information, visit herbertsmithfreehills.com

Cathy Gray
Recruitment Consultant – Australia
T +61 2 9225 5209
cathy.gray@hsf.com

Our LGBT Network says to our partners, our staff, our clients and the public at large, not only that Herbert Smith Freehills is a progressive, diverse and inclusive firm, but also that, as far as we're concerned, it's 'ok to be gay'.



WORKING HERE...

Rupert Baker Solicitor, Sydney

In early 2013, Herbert Smith Freehills launched its LGBT Network in all of the firm's Australian offices with the full support of the partnership. Being out at work now feels even better following this formal acknowledgement of the firm's inclusive attitude towards not only LGBTI partners and staff but also towards the broader LGBTI community.

Norton Rose Fulbright

www.nortonrosefulbright.com/au/

WHO WE ARE

Norton Rose Fulbright is a leading global legal practice offering a full business law service to many of the world's pre-eminent corporations and financial institutions. We are the largest international legal practice in Australia, with offices in Brisbane, Canberra, Melbourne, Perth and Sydney. Wherever we are, we operate in accordance with our global business principles of quality, unity and integrity. We aim to provide the highest possible standard of legal service in each of our offices and to maintain that level of quality at every point of contact.

MORE ABOUT US

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.

NORTON ROSE FULBRIGHT

Recognised for our industry focus, we are strong across all the key industry sectors: financial institutions; energy; infrastructure, mining and commodities; transport; technology and innovation; and life sciences and healthcare.

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

WHO WE ARE LOOKING FOR

At Norton Rose Fulbright we look for candidates with a strong international focus, a passion for the law and a keen business acumen. These are the things that set our legal professionals apart. The collaborative approach and global outlook that drives our practice forward extends right across the organisation. Japanese and Mandarin language skills are desirable given our work in the Asia region. We have a broad range of opportunities across the practice ranging from legal roles, to business services and graduate positions. We take the view that we are only as strong as our people – which is why quality training and flexible work programs are paramount to our business.

WHERE WE ARE

We have offices in over 50 cities around the world. In Australia we have offices in Melbourne, Canberra, Sydney, Brisbane and Perth.

WHAT YOU DO

We are a global legal practice.

OPPORTUNITIES

We have a range of opportunities at Norton Rose Fulbright Australia including summer clerk, graduate, paralegal and junior lawyer positions right up to senior roles including partner. We also have a variety of roles in HR, Finance, IT and Marketing.

QUALIFICATIONS REQUIRED

The qualifications we require vary depending on the type of position available. If you are looking for a position as a qualified Lawyer you would need to have completed a law degree and hold a current state-based practising certificate. All required qualifications are clearly listed in the requirements section of any advertised role.

CONTACT DETAILS

http://www.nortonrosefulbright.com/about-us/contact-us/

SIZE

We have over 7,300 members of staff across the world, with over 1.000 in Australia.

BENEFITS

http://www.nortonrosefulbright.



WORKING HERE...

Sefton Warner Special Counsel

Working at Norton Rose Fulbright, I have the complete support of my team and my firm to work hard and achieve the best professional results that I can, while still proudly being myself. One aspect of my workplace that I appreciate is that I am completely comfortable to share the usual stories with my workmates about weekends and holidays spent with my boyfriend.

Being 'out' at work has also helped me to meet some terrific mentors at Norton Rose Fulbright. They've helped me build my confidence throughout my career and to be part of a diverse working culture where sexuality doesn't get in the way of success.

INSIDER INFO

Diversity & Inclusion at Norton Rose Fulbright in Australia is about delivering an environment in which every employee can pursue and realise their career ambitions. We value difference and the variety of perspectives that this brings to the practice. In 2013 we formally launched our LGBTI and Allies network. The network has national membership, senior-level support and is growing daily. Our diversity and inclusion strategy is broad in its remit and ensures we sustain an inclusive workplace for all.

PRIDE IN DIVERSITY IS PROUD TO PRESENT ITS ANNUAL

PRIDE IN PRACTICE LGBTI WORKPLACE CONFERENCE

Leading edge strategies for LGBTI Workplace Inclusion

The Pride In Practice Annual Conference is geared towards HR Managers, Diversity Managers, Executive LGBTI Sponsors, LGBTI employees, allies and all those interested in the delivery of LGBTI equality and diversity in the workplace.

No other conference in Australia provides such an inspirational mix of leading LGBTI inclusion speakers with practical breakout sessions featuring Leading Employers for LGBTI employees.

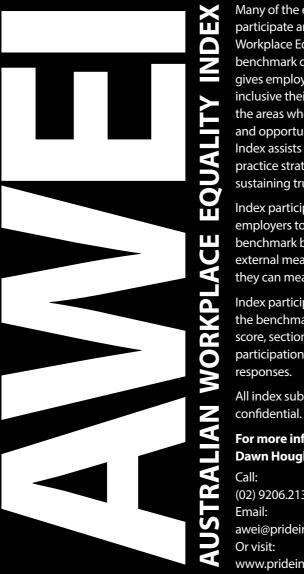
With presentations on award winning initiatives, expert interactive panels and high quality networking, this two day conference will give participants the tools they need to stay at the forefront of LGBTI inclusive practice.

WHY NOT JOIN US FOR OUR NEXT CONFERENCE?

For more details visit: www.prideindiversity.com.au/conference

Australian Workplace Equality Index

Australia's National LGBTI Workplace Inclusion Benchmarking Instrument.



Many of the employers in this guide participate annually in the Australian Workplace Equality Index. This national benchmark on LGBTI workplace inclusion gives employers the tools to gauge just how inclusive their workplaces are, identifying the areas where they are really succeeding and opportunities for future progress. The Index assists employers in building best practice strategies for developing and sustaining truly inclusive workplaces.

Index participation not only allows employers to contribute to the Australian benchmark but provides them with an external measure and benchmark by which they can measure future progress.

Index participants receive a hard copy of the benchmarking publication, an overall score, section scores, certification of participation and comprehensive survey

All index submissions are strictly

For more information contact **Dawn Hough**

(02) 9206.2136

awei@prideindiversity.com.au

www.prideindiversity.com.au/awei

AGL Energy

www.agl.com.au

WHO WE ARE

AGL is one of Australia's leading energy companies and is Australia's largest private owner, operator and developer of renewable generation assets. Drawing on more than 175 years of experience, we operate retail and merchant energy businesses, power generation assets and an upstream gas portfolio. AGL is an S&P/ASX 50 company.

MORE ABOUT US

From turning on the first gas street lamp in Sydney in 1841, to providing the Victorian Skipping Girl sign with solar energy in 2012, we're very proudly one of Australia's leading energy companies. We're also proud to be partnering with The Smith Family, St Vincent de Paul Society, Cancer Council and The Burns Trust and will invest over \$3 million into the community through these organisations over six years.

As at 2014, AGL has one of Australia's largest retail energy and dual fuel customer bases providing gas and



electricity to more than 3.8 million customers across Eastern and Southern Australia.

WHO WE'RE LOOKING FOR

The opportunities are broad across our business, which support our combined functions of power generation, gas production and energy retailing. Visit http://www.agl.com.au/about-agl/careers

INSIDER INFO

At AGL, we are building a workplace culture in which LGBTI employees feel included, able to achieve their potential and contribute to business outcomes. You can expect a workplace culture that is interested in your perspective, your experience and your ideas; where you'll be supported to achieve your potential.

We offer a genuinely diverse, inclusive, safe and supportive work environment that fosters a culture of achievement and friendship. We live our values, fuelling the good energy that thrives in our teams and inspires our accessible leaders. We are about 'actions, not words', which not only drives the way we work together and for our customers, but also how we give back to local communities in meaningful ways.

WHERE YOU ARE

We have operational sites across Eastern and Southern Australia and retail electricity and gas in NSW, VIC, SA and Queensland. Our head office is in North Sydney.

WHAT YOU DO

We create energy solutions for the communities of today and tomorrow.

OPPORTUNITIES

Visit http://www.agl.com.au/about-agl/careers

CONTACT DETAILS

Visit http://www.agl.com.au/about-agl/careers

SIZE

2800 approximately **BENEFITS**

Visit http://www.agl.com.au/ about-agl/careers/why-joinus/our-benefits I joined AGL in 2010 when AGL was just starting to work seriously on Diversity and Inclusion. With a resume that identified my various roles in LGBTI organisations over 20 years, I started as an out lesbian. As an individual I was welcomed into the AGL community but as a lesbian it was more subtle - there was no corporate LGBTI visibility but within my team my difference was acknowledged and accepted.

The encouragement of our more recent work on LGBTI inclusion, from the Board and the Executive Team through to the broader employee group, has been a warm and wonderful experience.

Employee AGL Energy

Alcoa of Australia



www.alcoa.com.au

WHO WE ARE

We operate the world's largest integrated bauxite mining, alumina refining and aluminium smelting system. Alcoa of Australia has been investing in Australia for more than 50 years. The company's investment to date is greater than \$12 billion.

MORE ABOUT US

The Kwinana, Pinjarra and Wagerup refineries in Western Australia produce more than 40% the feedstock for aluminium smelters and approximately 10% of total world demand. The Alcoa operated Portland Smelter in Victoria produce approximately 25% of Australia's aluminium.

We are 60% owned by Alcoa Inc. and 40% owned by Alumina Limited.

Each year, more than 75% of total revenue stays in Australia through wages, local purchasing, taxes, capital investment and dividends.

Alcoa invests more than \$5 million in community partnerships. Investments are driven by sustainable development and a desire to support reputable not-for-profit and community-based organisations in the locations we operate.

WHO WE'RE LOOKING FOR

We employ talented, motivated people who focus on customers, excellence and growth. Our people are the key to our success and we seek enthusiastic individuals who want to make a difference within our business and contribute to our future direction.

INSIDER INFO

Alcoa offers employees an equal opportunity to succeed. We embrace progress, new and diverse ideas, tolerance and respect.

This is why we've created *Employees* at Alcoa for Gay and Lesbian Equality (EAGLE), an active network of LGBTI employees, allies and friends that provides a safe and inclusive work environment.



WHERE WE ARE

Corporate offices in Booragoon and Peel, WA Mines in Huntly and Willowdale, WA; Alumina refineries in Pinjarra, Wagerup, Kwinana, WA; Aluminium smelter at Portland. VIC; coal-fired power station in Anglesea, VIC.

WHAT WE DO

We operate the world's largest integrated bauxite mining, alumina refining and aluminium smelting system.

OPPORTUNITIES

Roles include environmental scientists, engineers, fitters, mechanics, lawyers, recruitment specialists, financial advisors and many more.

QUALIFICATIONS REQUIRED

Qualifications are job specific. Visit the careers section at: www.alcoa.com.au

www.aicoa.com.au

CONTACT DETAILS

Visit the careers section at www.alcoa.com.au

Approximately 4,500

BENEFITS

Visit the careers section at www.alcoa.com.au

As a transgender employee at Alcoa, it's reassuring that I can be myself at work.

Coming out has taken a weight off my shoulders. When I initially came out over a decade ago, the reactions from fellow employees were mixed; now attitudes have changed, I've found that it is a non-issue.

EAGLE means I no longer feel alone because I have workplace support and acceptance.

Employee

Alcoa LGBTI and EAGLE member

Chevron

TOP 20 EMPLOYER Use to the control of the control o

www.chevronaustralia.com

WHO WE ARE

Chevron is one of the world's leading integrated energy companies, offering some of the most dynamic career opportunities in the industry.

MORE ABOUT US

Chevron Australia – headquartered in Perth – leads the development of the Gorgon and Wheatstone natural gas projects, manages its equal onesixth interest in the North West Shelf Project and operates Australia's largest onshore oilfield on Barrow Island.

WHO WE'RE LOOKING FOR

Horizons Graduate Development Project

Applications for Chevron's Horizons Graduate Program are open from February to March 2015, with positions typically commencing February 2016. Applications are invited from candidates who will complete their degree in 2015, or early career professionals who graduated less than five years ago.

Vacation Employment Program Applications for our Vacation Employment Program are typically open from July to August, with positions running for 12 weeks from December to February. Applications are encouraged from university students who are in their penultimate year of study.

INSIDER INFO

Chevron Australia has been ranked as a Top 10 Employer in the 2012 and 2013 Australian Workplace Equality Index Awards, and is currently ranked as a silver tier employer by AWEI.

PRIDE is Chevron's Lesbian, Gay, Bisexual, Transgender and Allies (LGBT&A) employee network, its objectives include:

- Promote awareness of the PRIDE network within Chevron
- Position Chevron as the company of choice for LGBT customers
- Increase PRIDE network visibility within Chevron and provide information and support to LGBT&A employees, enhancing dialogue and fostering an inclusive work environment
- Support dissemination of information and training on LGBT workplace and work-life issues
- Advocate Chevron's global commitment to LGBT workplace equality



WHERE WE ARE

Perth, Western Australia
OPPORTUNITIES

Engineering, Science, Information Technology, HES, Commerce, HR and Supply Chain

QUALIFICATIONS REQUIRED
Bachelor's Degree
CONTACT DETAILS

chevronaustralia.com/careers

As a fundamental of Chevron's culture, we value and respect the uniqueness of every individual and the varied perspectives and talents they provide. We have an inclusive work environment and actively embrace a diversity of people, ideas, talents and experiences. Chevron is an ideal company for LGBTI employees to build a rewarding career in an environment which truly values diversity.

Scott McKay

Chevron Australia Strategic Planning Manager

Accenture



www.accenture.com.au

WHO WE ARE

Accenture is a global management consulting, technology services and outsourcing company, with more than 293,000 people, serving clients in more than 120 countries around the world.

MORE ABOUT US

Combining unparalleled experience, comprehensive capabilities across all industries and business functions, and extensive research on the world's most successful companies, Accenture collaborates with clients to help them become high performance businesses and governments.

WHO WE'RE LOOKING FOR

We are looking for people with a commitment to high performance. To finding problems and fixing them. To delivering quality and innovation at every turn for their clients. At Accenture, we give you ownership of your career – with all the tools, technology, support and trust you

need to succeed.

We need people that are prepared to take control of their career, and not be afraid to see where it might take them.

INSIDER INFO

Accenture is able to provide better service to its clients by harnessing and leveraging the power of diversity in its people. Everyone here can and does bring their 'authentic self' to work. Central to this is the support provided by Accenture's Australian LGBTI network, which creates a community that provides mentors, recognises and celebrates diversity and raises awareness and education within Accenture. A highly celebrated and important initiative within our Australian employee population, the LGBTI network goes from strength to strength. Accenture was recently awarded top ranking as the 2013 Employer of the Year at the Australian Workplace Equality Index Awards.



High performance. Delivered.

WHERE WE ARE

Nationwide

OPPORTUNITIES

Many and varied. Whatever you do, we do!

OUALIFICATIONS REQUIRED

Required qualifications and experience will depend on the type of work and specific role.

SIZE

293,000+ globally BENEFITS

Not all roles attract the same level or type of benefits, but as a general rule:

- Financial and superannuation advice
- Annual volunteer day
- Comprehensive orientation and Integration Program
- Corporate Discount Programs
- Opportunity to mentor others acting as a Career Counsellor
- Professional societies reimbursement
- Quarterly community events
- Structured Career Development Program
- · Taxi home after hours

I believe the environment here empowers people to be themselves, whoever that might be.



WORKING HERE...

Sonya Goldenberg
Consultant

Accenture has a great story to tell. From the top down, there's a real shift happening here. A commitment to increase the visibility of - and appreciation for - the Accenture LGBTI community; and to create a genuinely inclusive working environment. Whether it's regular internal newsletters, social functions, networking sessions between offices or having committed and passionate senior leadership sponsors on side - I believe the environment here empowers people to be themselves, whoever that might be.

Aurecon Group



www.aurecongroup.com

WHO WE ARE

Aurecon is a leading, vibrant and global technical services and engineering consultancy that operates in robust expanding markets. Across global resources, transport, property, water and energy industries, our people are empowered to deliver our vision, foster human achievement, and enhance communities in partnership with our clients.

MORE ABOUT US

We provide engineering, project management and specialist technical services for public and private sector clients globally. The group, with an office network extending across 26 countries, has been involved in projects in over 80 countries across Africa, Asia Pacific and the Middle East and employees around 7,500 people. Our projects are diverse and recognised for engineering and technical excellence by independent industry awards internationally. Aurecon employs inspirational and energetic people. We aim to recruit

and retain the best talent in our fields. We encourage our people to live their ideas by challenging them with interesting work and giving them the support and autonomy they need to achieve their goals. We are thought leaders across a diverse range of specialisations, and encourage innovative thinking and ideas.

INSIDER INFO

Consisting of LGBTI employees and allies, Aurecon Pride provides advice and recommendations to our Diversity and Inclusion Leadership Team.



WHAT YOU DO

We provide engineering, project management and specialist technical services such as geotechnical, planning, drafting, business advisory and environmental science.

OPPORTUNITIES

Visit http://www. aurecongroup.com/en/ careers.

QUALIFICATIONS REQUIRED

Qualifications required are dependent on the position advertised.

CONTACT DETAILS

Visit http://www. aurecongroup.com/en/ careers for recruitment contact details.

SIZE

Aurecon employees 3,000 staff within Australia and 7,500 globally.

BENEFITS

We empower our people to live their ideas, supported by strong leadership, coaching, mentoring and accelerated learning opportunities.



WORKING HERE...

Katie Kandelaars Senior Analyst Aurecon's Melbourne Environment and Advisory Team.

Katie has a PhD in behavioural science and has worked with organisations on the development and implementation of key change management programmes. Katie is Aurecon's Pride in Diversity representative and a key, as well as founding, member of our Aurecon Pride Focus Group. "I'm grateful to work in a company where I can be my true authentic self".



WORKING HERE...

Steven Nield
Melbourne and Adelaide
Recruitment Manager and
Graduate Recruitment
Manager for Australia,
New Zealand and Asia.

Steven is passionate about the recruitment of a diverse workforce to leverage from the innovate thinking that enables us to deliver the best possible solutions to our clients. Steven is an LGBTI ally and committed member of our Aurecon Pride team.

Deloitte

www.deloitte.com.au

WHO WE ARE

As one of Australia's leading professional services firms, we are redefining the way professional services are experienced for our clients and our people.

The Australian Partnership of Deloitte Touche Tohmatsu and its affiliates provide audit, tax, consulting, and financial advisory services to approximately 6,000 people across the country. Focused on the creation of value and growth, and known as an employer of choice for innovative human resources programs, we are dedicated to helping our clients and our people excel.

Our vision is to be the most inspiring firm to work with - for its people, its clients and its communities. Deloitte is committed to innovation to develop new ideas, products and services that create value for our clients, our people and the country. With seven key values or 'Signals' that have been honed over the years, Deloitte's culture is based on continuously grow and improve; have fun and celebrate;

aim to be famous; play to win - think globally; talk straight; empower and trust; and recruit and retain the best.

MORE ABOUT US

Our people are our brand.

For our business to succeed, we want to attract people who are seeking opportunities to develop and flourish - while also remaining true to themselves. At Deloitte we both celebrate and harness diversity, and consider it a competitive advantage. That's why we strive to understand and appreciate - the many and varied differences between our people. It is also why we actively promote a policy and practice of equality of opportunity in employment for all our people - regardless of their age, sexual orientation, gender, ethnicity, faith or disability.

We encourage a culture where the capabilities of all our people are fully harnessed and developed - for the benefit of our clients, our business and our community.



WHERE WE ARE

Deloitte has offices in 16 locations across Australia.

OPPORTUNITIES

At Deloitte we have a number of student and experienced professional roles available, ranging from summer vacationer and graduate programs to technical specific and support roles.

SIZE

Deloitte is a member of a globally connected network of member firms in more than 150 countries, with in the region of 200,000 professionals.

BENEFITS

We offer a comprehensive range of benefits: Visit http://mycareer.deloitte.com/au/en/life-at-deloitte/benefitsandculture

CONTACT DETAILS

Deloitte Touche Tohmatsu Grosvenor Place 225 George Street Sydney NSW 2000 Call: +61 (0) 2 9322 7000 Visit: www.deloitte.com.au



Deloitte refers to one or more of Deloitte Touche Tohmatsu Limited, a UK private company limited by guarantee, and its network of member firms, each of which is a legally seperate and independent entity. Please see www.deloitte.com/about for a detailed description of the legal structure of Deloitte Touche Tohmatsu Limited and its member firms.

EY - Ernst & Young



www.ey.com.au

WHO WE ARE

EY is a global leader in assurance, tax, transaction and advisory services. The insights and quality services we deliver help build trust and confidence in the capital markets and in economies the world over. We develop outstanding leaders who team to deliver on our promises to all our stakeholders. In doing so, we play a critical role in building a better working world for our people, for our clients and for our communities.

MORE ABOUT US

EY is recognised as the most globally integrated professional services organisation – in our mindset, actions and structure. We build and foster the leading people in our profession, and we have the leading brand and reputation with entrepreneurs all over the world.



OPPORTUNITIES

A career at EY is full of experiences that will shape your thinking for the long term – whatever route you choose to take. It's also a career which offers the chance to build unparalleled networks and draw upon truly first-class development opportunities.

We can help to shape your career in areas of:

- Advisory
- Assurance
- Tax
- Transactions
- Core Business Services

WHO WE'RE LOOKING FOR

We look for high-performing individuals from all different cultures and backgrounds. We listen to and value everyone's point of view – tapping into diverse ideas and knowledge helps us find smarter solutions to a client's problem. We look for people who can be themselves, and are free to think bigger and bolder – you'll help us to see things differently for our clients.

WHERE WE ARE

140 countries. In Australia, we have offices in Adelaide, Brisbane, Canberra, Melbourne, Perth and Sydney.

SIZE

167,000 people globally.

OPPORTUNITIES

From internships to full-time positions, we offer you rewarding and challenging opportunities: www.ey.com/au/careers

QUALIFICATIONS REQUIRED

Qualifications required vary depending on the role.

CONTACT DETAILS

For further information, please visit our website:

www.ey.com/au/careers
BENEFITS

In exchange for meeting challenges and consistently high performance, you deserve to be rewarded for your contribution to EY's success.

To view our great range of benefits visit:

www.ey.com/au/careers

WORKING HERE...





Lynn Kraus & Howard Adams
EY Partners and Principal Sponsors of GLOW

You'll be part of an organisation that is leading the way globally on gay issues. EY is proud to be involved in and sponsoring a number of events in 2014, such as:

- · Gay Games in Cleveland, Ohio
- London Pride
- Svdnev Mardi Gras
- Rainbow Pride, Japan
- · Pink Dot, Singapore and Hong Kong
- Sydney Bigham Cup

Locally, our national LGBTI employee network group GLOW provides networking opportunities, drives continuing inclusion initiatives, coordinates LGBTI community involvement, and supports the recruitment and retention of high performers. It is an important network for EY and employees are encouraged to join as a straight ally or as someone who identifies as LGBTI. Supporting or being part of GLOW helps build the firm's reputation; many of our clients value inclusive cultures in their own workplaces – and expect the same in their advisers.

KPMG



www.kpmg.com.au

WHO WE ARE

KPMG aspire to be leaders; innovative people who make a positive impact in the professional and broader community.

MORE ABOUT US

KPMG is a global network of professional service firms employing about 155,000 people in 155 countries worldwide. Through the collaboration of our Audit, Tax and Advisory services, we seek long-term sustainable solutions for both our clients and KPMG. We use our skills and expertise to help companies grow by understanding the challenges, risks and resources they need to achieve their goals.

KPMG is particularly proud of our values based culture. We share these values with many of our clients and communities; indeed, they underpin and deepen our relationship with them.

WHO WE'RE LOOKING FOR

KPMG offers career opportunities for both graduates and experienced professionals.

We seek well-rounded individuals, with understanding and passion in their area of expertise. We deliberately recruit across a range of degree disciplines, skills, abilities and backgrounds. We seek and value diversity.

INSIDER INFO

KPMG is an AWEI Gold Tier Employer and has been in the top 10 of the Pride in Diversity Equality Index since its inception.

Our LGBTI group, KGEN was founded in October 2008 as an initiative of the Diversity Leadership Board. It welcomes members of all ages, levels and backgrounds, actively encouraging all people regardless of sexual orientation to join.



WHERE WE ARE
Australia wide.
WHAT WE DO
Professional services.
OPPORTUNITIES

Graduate to experienced in all areas.

QUALIFICATIONS REQUIRED

Recruit from all disciplines. **CONTACT DETAILS**

www.kpmg.com.au www.facebook.com/KPMG inAustraliaGraduatesand Students http://www.linkedin.com/ company/kpmg-australia

More than 5000 in Australia **BENEFITS**

See website.



WORKING HERE...

Joe Genova
Director, Health, Ageing
and Human Services

I started at KPMG in Canada in 1989 in a cooperative program associated with the University of Waterloo. This coincided with the beginning of the acceptance of my own sexuality. Working in a predominately male environment, I was cautious about who I could be open with. However, I was surprised to find how accepting both partners and managers were of my sexual orientation.

Joining KPMG Australia again in 2013 after working in industry for 8 years, I found my sexual preference to be a non-issue. Co-workers were open and accepting at all levels within KPMG. Senior executives led or participated in LGBTI events, which encouraged me to become a committee member of KPMG's pride and diversity group (KGEN) and volunteer as a mentor for young LGBTI people interested in a corporate career.

The diversity at KPMG has created an environment of honesty, acceptance and openness which is rewarding both at a professional and personal level.

PricewaterhouseCoopers

www.pwc.com.au

WHO WE ARE

PwC helps organisations and individuals create the value they're looking for. We're a member of the PwC network of firms in 157 countries with close to 184,000 people. We're committed to delivering quality in assurance, tax and advisory services.

MORE ABOUT US

PwC is one of Australia's leading professional services firms, bringing the power of our global network to help Australian businesses, not-for-profit organisations and governments assess their performance and improve the way they work.

Our teams bring knowledge and passion to address the challenges and opportunities that face our community.

We're inspired by potential - for individuals, teams, clients, communities, everyone – captured in our vision "to realise and discover the potential of...".



WHO WE'RE LOOKING FOR

We recruit from campus into all business areas. PwC values students from all disciplines, with our recent graduates holding degrees in Accounting, Business, Commerce, Economics, Finance, and Information Technology.

We recruit experienced hires into all business areas. *pwc.com.au/careers/experienced/index.htm*.

INSIDER INFO

We actively promote a diverse and inclusive environment. We pride ourselves on our people and would like to create an environment that fosters a sense of freedom to bring your whole self to work. Just this year we have introduced unconscious bias training for senior leaders throughout the firm, to ensure we're doing everything possible to encourage diversity and inclusion.

To support, connect and celebrate our LGBTI community and their friends and allies, our national networking group glee@pwc offers information, support and networking events.

We have designed and delivered our own program on LGBTQI inclusivity across the firm nationally. We also invest heavily in the LGBTI community through volunteering and fundraising opportunities.

WHERE WE ARE

Australia-wide and worldwide.

WHAT WE DO

Professional Services

OPPORTUNITIES

We offer a variety of roles. Our campus programs include: Graduate Program

pwc.com.au/graduateprogram
Vacation Program

pwc.com.au/vacationprogram
Preview Program

pwc.com.au/previewprogram

Trainee Program

pwc.com.au/traineeprogram

Technology Academy pwc.com.au/technologyacademy

OUALIFICATIONS REQUIRED

Qualifications required vary depending on the role

CONTACT DETAILS

Visit pwc.com.au/careers
For more information, on our
GLEE network, please e-mail
gleenetwork@au.pwc.com

SIZE

6,000+ within Australia; 160,000+ worldwide

BENEFITS

We offer a comprehensive range of benefits Visit *pwc.com.au/ careers/benefits/index.htm*

It's the different life experiences and perspectives our people bring to our firm that leads to innovative thinking.



WORKING HERE...

Faris Cosic Consultant Private Clients

Embracing differences is a big part of the culture here at PwC. The firm is serious about diversity - there's a real appreciation of the value of different perspectives and experience, and how they enrich our working environment and help encourage innovative thinking.

I've been involved with our GLEE@PwC network since it first launched, and it's great to see the success it has enjoyed since then. GLEE is now a model program for PwC firms right across the world, and is growing and transforming to engage more of our people than ever.

Lend Lease

TOP 10 EMPLOYER Workplace Micialian

www.lendlease.com

WHO WE ARE

At Lend Lease, our vision is to create the best places. Our capabilities span the property construction and infrastructure spectrum. In Australia we offer: development management, project management and construction, asset and property management

MORE ABOUT US

Over 50 years of experience has taken us from Australia to Asia, Europe and the Americas. We manage an extensive portfolio of assets. Over a million people around the world live, work, shop or are connected through an asset we have created, every single day.

We create innovative and sustainable property solutions, going beyond just maximizing value, to forging partnerships and delivering benefits to clients, investors and communities.

WHO WE'RE LOOKING FOR

To be the leading international property and infrastructure group we need a culture that embraces and respects difference. Lend Lease is committed to sustaining a diverse and inclusive workplace, where people can bring their whole selves to work, and where we attract, retain and enable the most talented people to perform. Whether

you're a graduate or a seasoned professional, we invite you to explore the opportunity to create your future with us.

INSIDER INFO

We believe diversity of experience, diversity of thought and a collaborative environment leads to innovation. Through Lend Lease's diversity strategy, an LGBTI Employee Resource Group (ERG) has been in place since 2009, with both LGBTI members and allies welcome. This group raises awareness of LGBTI issues and provides advice and support to the organisation.

Sustainability describes our heritage and defines our future. People are at the heart of our approach to sustainability; we strive to enhance lives and meet future needs. It is how we've always worked and always will.

Lend Lease is a founding member of Pride in Diversity, and is a proud supporter of Twenty 10 incorporating the Gay & Lesbian Counselling Service (GLCS) in Sydney.



Property and Construction

QUICK FACTS

WHERE WE ARE

Lend Lease is an international group with a focus on core markets in Australia, Europe, Asia and the Americas. Our head office is in Sydney, Australia.

WHAT WE DO

Property, construction and infrastructure

OPPORTUNITIES

Visit.

www.lendlease.com

QUALIFICATIONS REQUIRED

Qualifications required vary, depending on the role.

CONTACT DETAILS

Web: www.lendlease.com Email: careers@lendlease.com \$17F

Over 13,500 employees globally

BENEFITS

We offer competitive pay and benefits that recognise and reward outstanding performance. It's comforting to know I'm not alone in such a large organisation.



WORKING HERE...

Kate Poulton *Finance Assistant Retail, Lend Lease*

Lend Lease has a safe and supportive culture and I've felt more confident since working here. It's comforting to know that I'm not alone in such a large organisation.

By attending Pride in Diversity events, I've developed mentoring relationships with women from other organisations to guide my career and bring networks, information and program ideas back to our ERG.

I greatly enjoy working at Lend Lease and recommend the organisation as an employer of choice.

Children and Young People's Mental Health Central Coast Health NSW



www.ycentral.com.au

The services below come under the umbrella of "ycentral" and work with children, young people and families who are experiencing a range of mental health issues. This can be at the early stage of mental health issues or those with acute mental health issues. The headspace service receives on average 120 new referrals per month and Children and Young People's Mental Health receive on average 5 new referrals a day.

WHO WE ARE

We are a team of over 70 staff including mental health nurses, GP's, psychologists, social workers, occupational therapists, psychiatrists and reception staff.

WHAT WE DO

ycentral's services help thousands of young Australians get their life back on track. We assist teenagers and young adults with problems like depression, anxiety, bullying, alcohol and other drug related issues. We are a free one-stop shop for young people 12-25 years,



offering early intervention with an emphasis on mental health and well-being, providing access to a range of health services. We triage, access and refer to the most appropriate service in our network.

MORE ABOUT US

We are committed to diversity and social inclusion. Applications are encouraged from those who identify as LGBTI. We offer employment opportunities and amazing experiences. We provide ongoing quality supervision, a modern and creative work environment, competitive salary packaging, and the opportunity to work with a dynamic team who support and mentor.

WHO WE'RE LOOKING FOR

ycentral is an Equal Opportunity Employer which values diversity and inclusion. We are looking for enthusiastic, passionate and flexible people who share our values and have experience in engaging with young people 12-25 years in a variety of areas.

INSIDER INFO

Our primary focus is the mental health and wellbeing of all Australians. We know that getting help early is the key to resolving these problems quickly. In cooperation with our network providers, we are making a real difference where it is needed most - our young people.

State and Local Government



We are keen to promote awareness and build the capacity of our services to address LGBTI inclusion...

QUICK FACTS

WHERE WE ARE

Gosford, Central Coast, NSW

OPPORTUNITIES

We have a vast array of opportunities for those who are passionate about providing high quality mental health services to young people and decreasing the stigma attached with seeking help. ycentral is a very exciting place to work; it is a very exciting initiative. We are on the cutting edge of service delivery in this country, and will continue to grow.



WORKING HERE...

Deb Howe with Allies CYPMH Service Manger

The Allies within CYPMH have made significant ground since we joined with Pride in Diversity in 2012. The service was ranked 16th in the 2014 AWEI and we achieved our silver tier employee award.

The Allies have been working hard to expand the focus on LGBTI inclusion across the broader Central Coast Mental Health Service (CCMHS) and the entire Central Coast Local Health District (CCLHD). The Allies group has now evolved into the CCMHS PID Committee, with a Strategic Plan which guides and informs our work. We are keen to promote awareness and build the capacity of our services to address LGBTI inclusion, as well as partner with other community organisations representing LGBTI interests. The Committee has strong executive support from the CYPMH Service Manager and CCMHS Director.

As CCMHS we have a service wide diversity statement which is instrumental in driving awareness about LGBTI inclusion. The abridged version of the Diversity Statement is:

'CCMHS is committed to diversity and social inclusion. This includes Indigenous Australians, people who identify as LGBTI, people of all ages, people with a disability and those from culturally and linguistically diverse backgrounds.

Department of Transport, Planning and Local Infrastructure (VIC)

www.dtpli.vic.gov.au

WHO WE ARE

Department of Transport, Planning and Local Infrastructure
State Government of Victoria

WHAT WE DO

Our vision: a prosperous, connected and liveable Victoria

We will achieve our vision through:

- assisting cities and regions to respond to growth and change and to plan for their future
- integrating planning for transport, residential and commercial development and community facilities
- delivering service outcomes that match community needs and drive productivity
- delivering major infrastructure projects on time and on budget
- driving global and national connections.

MORE ABOUT US

As an organisation based on Victorian Public Sector values we appreciate and respect diversity.

Department of Transport, Planning and Local Infrastructure



WHO WE'RE LOOKING FOR

The Victorian Government has a rich and dynamic culture that values an adaptable and innovative public sector committed to serving government and the wider community. Our staff are working towards one common goal - a positive future for all Victorians. The Victorian Government aims to attract people who respect our values. Selection is based on merit and in a way that gives equal opportunity to all. We expect every member of our staff to act with integrity and respect, to take responsibility for what they do, and to do their jobs to the best of their ability.

INSIDER INFO

The Victorian Government is planning for the future to avoid problematic skills shortages. Professional skills are in high demand, which leads to great choice and variety when it comes to looking for jobs in Victoria. Skills are particularly sought in the following areas:

- engineering
- health and aged care
- information technology
- policy
- project management
- sciences.

State and Local Government

OPPORTUNITIES

Our employees come from many different backgrounds and we think that contributes to our success. We can draw on the perspectives and skills of men and women, of different age groups, different cultural backgrounds and different life experiences. In return, we offer fair employment and career opportunities.

CONTACT DETAILS:

For more information about the department visit www.dtpli.vic.gov.au

For more information about employment initiatives and job vacancies visit www.careers.vic.gov.au

QUICK FACTS

WHERE WE ARE

Victoria

QUALIFICATIONS

Qualifications vary

SIZE

The Victorian Government's initiatives and priorities are delivered through the 11 Victorian Public Service departments, a number of agencies and more than 230 public entities that make up the broader Victorian public sector. Between them, these departments and agencies offer Victorian Government jobs to more than 230,000 people.

BENEFITS

The Victorian Government wants to be an employer that is attractive to people who are commencing their career, as well as to graduates and people transferring from the private sector. We want to attract the best quality job candidates at all levels, so our career structure and employee benefits packages try to ensure that you can enjoy career development and opportunity.

NSW Police Force

www.police.nsw.gov.au

WHO WE ARE

The NSW Police Force (NSWPF) works with the community to reduce violence, crime and fear. There are currently 428 police stations located in Local Area Commands under six regions across the state. There are also specialist roles within 11 Specialist Commands.

MORE ABOUT US

The NSWPF serves approximately one third of Australia's population to provide a safe and secure NSW. We currently employ 20,286 people: 16,371 police officers and 3,915 civilians.

Our police respond to crime, emergencies and other calls for assistance. General duties police are your local police, working with detectives and highway patrol to provide a comprehensive, professional, community-based policing service. In addition, there are over 100 specialist roles undertaken by police and civilian staff including Rescue and Bomb Disposal, Public Order Riot Squad, Mounted Police and Forensic Services and Counter Terrorism

WHO WE'RE LOOKING FOR

The NSWPF actively recruits a diverse workforce embracing the principle that a large and diverse community is best served by similar diversity, skills and

experiences in the people recruited. Recruitment, selection and training are conducted through a collaborative arrangement with Charles Sturt University. The Associate Degree in Policing Practice focuses on foundational studies, applied skills and knowledge necessary for the modern police professional.

The NSWPF is committed to implementing a number of workplace diversity strategies including Equal Employment Opportunities and a commitment to multiculturalism, through a Multicultural Policies and Services Program.

INSIDER INFO

The NSWPF first implemented a Gay and Lesbian Liaison Officer (GLLO) program in 1990, and has since grown from four inner city GLLOs to over 150 GLLOs across the state. There is a long standing corporate commitment since 1997 (our first policy) to our current policy, formally acknowledging and supporting GLBTI people and communities.

We also have a range of liaison officer roles for other diverse groups within the community eg Multicultural Community Liaison Officers and Aboriginal Community Liaison Officers.

State and Local Government

QUICK FACTS

WHERE WE ARE

NSWPF Headquarters in Parramatta, various city locations and Local Area Commands across NSW.

WHAT YOU DO

Provides a safe and secure NSW by reducing violence, crime and fear.

OPPORTUNITIES

General duties, specialist roles and civilian positions.

CONTACT DETAILS

Recruitment: 1800 222 122 or www.police.nsw.gov.au/ recruitment (police) Civilian positions: www.jobsnsw.gov.au facebook.com/nswpoliceforce facebook.com/policeglbti SIZE

20,286 total staff: 16,371 police officers and 3,915 civilians.

I am proud to be a member of the NSW Police Force, long-standing GLLO and gay.



WORKING HERE...

Sergeant Kate Baker

Part of the reason I joined the NSW Police Force was because of its Gay & Lesbian Liaison Officer program, and support for the LGBTI community. I am proud to be a member of the NSW Police Force, long-standing GLLO and gay.



Transport for NSW

www.transport.nsw.gov.au

WHO WE ARE

At Transport for New South Wales we place the customer at the centre of everything we do. Our vision is to build and maintain a transport system that maximises benefits for the community and the economy.

MORE ABOUT US

We have a unique and unprecedented opportunity to create a better transport system, one that is fundamentally designed around the needs and expectations of customers, communities and the economy.

Public Transport Agencies include the Roads and Maritime Services, Sydney Trains, NSW Trains (formerly RailCorp) and the State Transit Authority. The Private Transport Operators include Private Ferry operators and Private Bus operators.

WHO WE'RE LOOKING FOR

We provide fascinating and challenging positions, including engineering, marketing, and project management to train and bus drivers and various customer service positions.



This is an exciting time to join us as we are making improvements and developing major plans and projects to deliver a world class transport system for NSW

INSIDER INFO

We value workplace diversity and are committed to ensuring that every job applicant and employee is treated fairly, and that their unique experiences and personal characteristics are valued and leveraged in order to contribute to the success of the business.

Our vision is to be a leader in creating and sustaining a high performing workforce by leveraging diversity and empowering employees to achieve superior results through an inclusive work environment. This is led by the Diversity and Inclusion Team who can be contacted at diversityandinclusion@transport.nsw.gov.au

We are committed to protecting and promoting employment equity for our lesbian, gay, bisexual, transgender and intersex employees. Our LGBTI Employee Resource Group (ERG) provides a forum for LGBTI employees to offer advice on how the Transport Cluster can create and promote the development of a work culture supportive of diverse groups and to help identify barriers relating to employment inclusion and equity.

State and Local Government

My trans "status" made zero difference to the level of respect I've received and continue to receive each day as I strive for excellence in my work.

QUICK FACTS

WHERE WE ARE

Sydney, Wollongong, Newcastle and other regional areas

OPPORTUNITIES

Various Transport for NSW opportunities can be found on the jobs.nsw.gov.au website.

QUALIFICATIONS REQUIRED Various depending on position

CONTACT DETAILS

Visit: www.transport.nsw.gov.au SIZE

The Transport cluster employs more than 25,000 people across a range of industries and professions.

BENEFITS

We offer our employees interesting, challenging and rewarding work, as well as a unique employment experience centred on career progression, learning and development and flexibility.



WORKING HERE...

Amber Taylor Data Analyst NSW Trains and Transport for NSW

My name is Amber. I have been an employee of NSW Trains (CountryLink) for the last 10 years - initially in the Newcastle Call Centre and for the last year as the data analyst for Sales and Marketing.

I'm a transsexual woman and started transitioning 3 years ago when I realised I was trans.

Management and my colleagues were more than 100% supportive and excited by my journey.

My trans "status" made zero difference to the level of respect I've received and continue to receive each day as I strive for excellence in my work.

My managers made every effort and more to help all the staff I worked with understand what it meant to be "trans" to facilitate inclusion and create a workplace that was peaceful for everyone.

NSW Trains is a beautifully inclusive company to work for who pride themselves in their excitement of diversity and rightly so.

Telstra

ACTIVE EMPLOYER

careers.telstra.com

WHO WE ARE

Telstra is Australia's leading telecommunications and information services company, offering a full range of communications services and competing in all telecommunications markets.

We believe the more connected people are, the more opportunities they have. That's why we help create a brilliant connected future for everyone, everyday.

A CAREER AT TELSTRA

Work, if structured right is one of the places you can find meaning. What we give our employees is the opportunity to be part of something bigger and work on great things that matter – and at the core of it all is connection.

As far as career opportunity goes, we've got you covered. To run a successful business of our size we need a diverse mix of people and skills, across a diverse mix of jobs; from legal to logistics, marketing to managed services there's a world of opportunity to explore at Telstra. Learn more at careers.telstra.com/career-paths

WHAT WE LOOK FOR IN OUR PEOPLE

We're focused on building a world class talent base with quality leaders at all levels, to create a high-performing, customer-centric culture.

We're looking for likeminded people to join us on our journey – people who are innovators, collaborators, creative thinkers. Those who thrive on the energy of a fast-paced environment; challenge the status quo and see potential that others miss.

Those who are prepared to go above and beyond to create a better solution, and share our passion for getting it right first time.

If this sounds like you – then Telstra is your kind of place.

SPECTRUM

Spectrum is our LGBTI network. Spectrum now boasts more than 500 members, giving LGBTI employees and allies a way to connect in a positive and inclusive workplace.



WHERE WE ARE

Australia-wide and International

WHO WE ARE

As one of Australia's Top 10 listed companies and a Global Fortune 500 company, we're one of the country's largest and most iconic organisations.

OPPORTUNITIES

We need a diverse mix of people and skills, across a diverse mix of jobs.
Explore Telstra careers by visiting: careers.telstra.com/
Career-Paths

SIZE

Approximately 38, 000 BENEFITS

We offer a comprehensive range of benefits.

Visit: careers.telstra.com/ Whv-Work-Here



WORKING HERE...

Andy Miller & Rebecca Huntly Telstra Employees

Since starting in the Telstra Graduate
Program, I've been blown away by the
professional opportunities and supportive
work environment. Telstra leverages our
diversity to continuously innovate, and it's
only through actively embracing difference
that we are able to collaborate together –
everyone respects each other. Telstra's active
involvement with Midsumma demonstrated
the genuine commitment to, and support for
its GLBTI staff members, and it made me feel
proud to represent them at such an important
community event.'



Telstra has provided me a wonderfully diverse career over the years; and through its cultural diversity it has embraced me as part of the GLBTI

community. I felt comfortable to be myself and am still amazed that when I joined Telstra 14 years ago I came out at work before I did with my family!

Pride in Diversity

prideindiversity.com.au

WHO WE ARE

Pride in Diversity is Australia's first and only not-for-profit national employer support program designed specifically to assist Australian employers with the inclusion of lesbian, gay, bisexual, transgender and intersex (LGBTI) employees.

Pride in Diversity works with a wide range of employers across all states and in some cases, the Asia Pacific region.

This work includes:

- Ongoing support in all areas of LGBTI workplace inclusion.
- Provision of training / awareness programs.
- Roundtable discussions across a broad range of member organisations to discuss workplace roadblocks, challenges, successes and best practice.
- Initiation of HR audits to ensure inclusivity across policies and benefits.
- Cultural change programs through the establishment of LGBTI employee networks, communications and executive leadership/support.

All employers featured within this guide are actively working with us and, while some may not put their hands up as leaders in this area just yet, they are working hard to create inclusive workplaces for LGBTI employees.

For more information on how we support our member organisations, please visit: prideindiversity.com.au/member-benefits/

Pride in Diversity also publishes the Australian Workplace Equality Index (AWEI). This national benchmark on LGBTI workplace inclusivity allows employers to measure how well they are doing in this area and provides strong support for strategy implementation. This is a free service offered by Pride in Diversity and is not limited to member organisations. All employers active (or just starting) in LGBTI inclusion are encouraged to participate. The index also incorporates Australia's largest employee survey on LGBTI inclusion. The index provides the basis of the AWEI Employer Awards incorporating Top 20 Employers in addition to awards for network groups, executive leadership, diversity champions, most improved and small employers. Awards are held on International Day against Homophobia and Transphobia each year.

For more information on the Australian Workplace Equality Index or Awards, please visit: prideindiversity.com.au/awei/

To keep up to date with all things "Pride in Diversity", please subscribe to a range of targeted newsletters at: prideindiversity.com.au/signup

Notes

Notes



DEPARTMENT OF DEFENCE

Graduate Programs

(Australian Citizens only)

- Defence Pathways Graduate Development Program (GDP)
- Intelligence and Security Development Program (ISDP)
 - Australian Geospatial-Intelligence Organisation
 - Australian Signals Directorate
 - Defence Intelligence Organisation
- Defence Materiel Organisation Materiel Graduate Scheme (MGS)
- Navy Civilian Engineering Development Program (NAVY CEDP)

The contribution we make here supports our people everywhere



Defence is committed to creating an inclusive environment which values, respects and draws on the diverse backgrounds, experiences, knowledge and skills of our people.









prideindiversity®

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