

THE ANZRG

AUSTRALIAN NATIONAL LGBTI RECRUITMENT GUIDE

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

An initiative of
prideindiversity[®]

Proudly sponsored by:



2015 - 2016

Welcome



It gives me great pleasure to present the third edition of the Australian National LGBTI Recruitment Guide 2015 - 2016.

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.

In closing, I would like to specifically thank PwC for sponsoring this edition of the ANRG. Without sponsorship, the printing and distribution of this publication would not be possible.

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

Dawn Hough
Director, Pride in Diversity

Welcome from Sponsor



It is a great honour to sponsor this year's edition of the Australian National LGBTI Recruitment Guide.

At PwC we're committed to creating a diverse and inclusive workforce. To this end we are really proud that PwC has been named Australia's 2015 employer of the year for workplace support for LGBTI people. This is the second time we have won the honour and the fourth time we have achieved top 10 employer status.

More importantly though, it was great to see approximately 60 companies participating in the Australian Workplace Equality Index this year. The growing level of participation is a great sign for LGBTI job seekers, as it is an indication of the commitment more and more businesses are making to LGBTI equality and inclusion.

As a job seeker, you should approach every interview with confidence, be yourself and don't let any concerns about your LGBTI status affect your performance. We hope that the Q&A included in this guide with Deb Eckersley, our managing partner in Human Capital and Mike Bellemore, a Consultant in our Private Clients business can answer some of your questions and help you to find the right employer.

Suzi Russell-Gilford

LGBTI Network Partner Sponsor, PwC

Finding the Right LGBTI Inclusive Employer

If you are reading this guide, you are probably looking to start a career or find a role with an inclusive LGBTI employer. As Australia's top LGBTI employer, we asked Deb Eckersley, PwC's Managing Partner, Human Capital and Mike Bellemore, a Consultant in the PwC Private Clients team to answer the questions we most hear from people looking for roles.



Mike Bellemore and Deb Eckersley

Deb, what are some positive indications of inclusion that LGBTI job seekers can look for in a potential employer?

LGBTI job seekers should search out companies that believe in a diverse workforce and have strategies in place to achieve this at every level of their company. I would recommend checking out if a potential employer is a member of Pride in Diversity, or has content on their website talking about

diversity. Other positive indications include whether or not they have taken an organisational stand on issues such as Marriage Equality, or the CEO and leadership have given speeches on inclusion.

Mike, how can you check if an employers really is LGBTI friendly?

You can look through Pride in Diversity's Annual Recruitment Guide as a starting point and cross reference that with the AWEI results of the most LGBTI-friendly organisations in Australia. It's worth checking the websites of companies you're interested in as well to see what policies they have and whether they refer to sexual orientation, gender identity and intersex status. I'd also recommend asking your own network what they think about an organisation especially if your contacts work at the same employers you're interested in!

Finding the Right LGBTI Inclusive Employer

Deb, are there questions that LGBTI identifying candidates should ask in an interview?

Approach every interview with confidence, be yourself and don't let any concerns affect your performance. To ensure a company aligns with your values, I think it's important to ask about the organisation's culture. You could ask specifically about the organisation's diversity and inclusion strategy, any recent achievements in this area and even about whether there are employee networks that you could join.

Deb, how can you answer questions that may be uncomfortable to answer such as are you married, or who do you live with?

You could respond with gender neutral pronouns, for example, in describing your partner or spouse. If the question doesn't leave room for this, you could gently correct the interviewer or ask why the question is relevant to the role. HR professionals are well versed in the requirements of the Equality Acts and would be well aware that some questioning, like asking about your marital status is inappropriate.

Mike, should you disclose your sexual orientation, gender identity or intersex status throughout the recruitment process?

Some employers will actually now ask for diversity demographics as part of the employment process. But it's up to you whether or not to disclose your sexual orientation or intersex status – it's a personal decision. In my opinion, being open and honest can only work in your favour. If the employer does not ask, I think the context in which you choose to disclose (if at all) is important. If it's relevant and part of flowing conversation then why not! They want you to be yourself after all. I recommend asking yourself beforehand how important it is to you that you disclose. If it's very important, then absolutely make a point to disclose.

Finding the Right LGBTI Inclusive Employer

Deb, what are your options if you feel that you have been discriminated against throughout the recruitment process?

The first thing to say is that it is obviously illegal. National and state laws cover equal employment and anti-discrimination in the workplace. HR professionals would naturally take these issues seriously, and they would much rather you raised them at the time, and see if they can resolve them. With anything related to your career, take these matters seriously.

Mike, how can you get involved in LGBTI initiatives when you start in an organisation?

Most employee led networks have a mailing list or group on the intranet where you can be sent or access information. I would recommend seeking these out upon joining a company and keeping an eye out for the next event or call for volunteers. Go along to a meeting or event to meet the organisers and consider if you'd like to get involved. The more you put into an organisation, the more you get out of it. My involvement with GLEE@PwC has led me to meet some wonderful people, had exposure to the leadership team, and received an Inclusion award. None of which would have been possible if I didn't have a go and get involved!

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ANZ

www.anz.com



WHO WE ARE

ANZ is a super regional bank, providing the scale and quality of a global business to customers in our core markets of Australia, New Zealand, Asia and the Pacific. In order to achieve our goals, we need to nurture great people. That's why we've made it our business to be an organisation where people want to work and can reach their full potential.

Wherever we operate, we want our customers to experience great service from us, and this means we need to attract and develop the best connected and most respected people as part of the ANZ team.

MORE ABOUT US

ANZ offers a career like no other financial institution can – unique access to careers across Australia, New Zealand, Asia and the Pacific. We're exploring new and better ways to progress the business with energy and enthusiasm. Connected by integrity and clarity of strategy, there is a real sense of excitement about the future. The possibilities are endless. It's a place where the determined can succeed, the willing can grow and together, we can prosper.

By joining one of Australia's top graduate employers, you'll benefit from all the rewarding experiences and guidance you'll need for a thriving career. What's more, you'll receive

feedback, support and advice from your manager as well as build on your personal networks across the bank. It's simple. We're here to give you all the encouragement, guidance and experiences you'll need to make the smartest move – for you.

WHO WE'RE LOOKING FOR

ANZ is creating a truly vibrant and inclusive workforce. In order to better understand the needs of our customers, we need the range of experiences, perspectives and backgrounds that only a diverse workforce can bring. Everyone at ANZ has the opportunity to progress, regardless of race, gender, age, disability, culture, or sexual orientation. While we value academic achievement we're also genuinely interested in what makes you unique. We expect the highest standards of customer focus, ethics and integrity and in return we help our people to develop and progress their careers with us.

Aside from careers in banking and finance, ANZ offers careers in areas as diverse as information technology, marketing, human resources, operations and risk management, and we encourage our staff to explore careers across professional boundaries.

INSIDER INFO

At ANZ we are building a truly vibrant and inclusive workplace, where the diverse perspectives of all our

employees are valued and respected. Our ANZ Pride Network for LGBTI employees and straight allies supports our diversity and inclusion initiatives. It provides advice on policies and processes, promotes activities within and outside our business and provides support to the LGBTI community and allies. We are proud to be recognised as a Gold Tier employer for LGBTI workplace inclusion by the Australian Workplace Equality Index.



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.

QUICK FACTS

WHERE WE ARE

Australia, New Zealand, Asia, Pacific, Europe, America.

WHAT WE DO

We provide banking & financial services to support responsible growth and prosperity for our customers, shareholder, 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/careers

CONTACT DETAILS

Visit our below websites:
www.anz.com
www.anz.com/careers
www.anz.com/graduates

BENEFITS

See our range of benefits at:
<http://www.anz.com/about-us/corporate-responsibility/employees/attracting-retaining-talent/remuneration-benefits/>

American Express

www.americanexpress.com

WHO WE ARE

Established in 1850 and headquartered in New York City, American Express is a leading card issuer, innovative payment provider and renowned travel services company that provides award-winning service, cutting-edge information and expense management expertise.

MORE ABOUT US

American Express is a global service company, providing customers with access to products, insights and experiences that enrich lives and build business success.

A leader in global payments, American Express is the largest card issuer by purchase volume and operates a worldwide network that processes millions of merchant transactions daily. We offer the broadest array of payment, expense management and travel solutions for consumers, small businesses, midsize companies and large corporations.

American Express has more than 60,000 employees based in locations all around the world who provide innovative solutions and award-winning service. Our employees have earned Amex many honours, including an eighth consecutive J.D. Power and Associates award in 2014 for highest

customer satisfaction among U.S. credit card companies. We're also one of the "World's Most Admired Companies" (No. 8), according to FORTUNE'S 2015 ranking.

WHO WE'RE LOOKING FOR

We recognise and honour employees and teams who go above and beyond to provide our customers, clients and shareholders with extraordinary experiences – whether it's through providing outstanding customer service, or by leading the charge when it comes to product or process evolution.

INSIDER INFO

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 400 supporters and a yearly calendar of events encourage everyone to embrace diversity.

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're a global company with 130 locations around the world. In Australia and New Zealand we have offices in Sydney, Melbourne, Brisbane and Auckland.

WHAT WE DO

Our vision is to be the World's most respected service brand.

OPPORTUNITIES

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

CONTACT DETAILS

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

SIZE

Over 60,000 employees.

BENEFITS

A range of benefits including work free birthday!

“ It's here at American Express that I have grown confident with who I am and have developed on a personal and professional level. ”



WORKING HERE...

Yazmin James
Centurion Relationship Manager

I feel privileged to work for American Express. It's here at American Express that I have grown confident with who I am and have developed on a personal and professional level. Integral to our company values is the significance placed on embracing diversity and inclusion. American Express embraces and respects that these differences make us achieve more when we come together.



Citi Australia

www.citi.com.au

WHO WE ARE

Citi is one of the world's largest, most established and most innovative financial services companies. We have a presence in more than 160 countries and jurisdictions and strive to create the best outcomes for our clients and customers with financial ingenuity that leads to solutions that are simple, creative and responsible.

MORE ABOUT US

Citi - Your Place is Here

We've built our foundation on 200 years of continuously evolving consumer, investment and corporate banking services. And today, our influence continues to grow serving the needs of approximately 200 million customer accounts. Our clients include some of the most prominent names in business as well as governments around the world. Our employees work across every time zone at the frontier of an ever-changing, and ever-challenging, global financial landscape.



WHO WE'RE LOOKING FOR

At Citi, we encourage applicants from all backgrounds. Apart from having a strong academic record, you must be a proactive and self-motivated individual, willing to take responsibility, enjoy new challenges and adapt to change. A financial background is not a must but you do need to possess solid analytical abilities, and be able to work under pressure on multiple tasks. Finally, we need people who thrive in a team environment, working together to achieve our goals. A passion for financial markets is essential for our intern and graduate roles.

INSIDER INFO

We pride ourselves on an inclusive work environment which promotes and encourages diversity. To support this, Citi Employee Networks have been established around the world as employee-initiated and led groups for professional development, mentoring, networking and community involvement. In 2015, we launched the Citi Pride Network in Sydney, our 15th Pride Network in the world.

QUICK FACTS

WHERE ARE WE

Sydney and Melbourne, with branches around the nation.

WHAT WE DO

Citi has two major business divisions, Global Consumer Bank and Institutional Clients Group, operating in Australia. It is one of the few banking groups in Australia with a full range of services and the ability to tap sources of capital and exceptional expertise around the world.

OPPORTUNITIES

Campus roles: oncampus.citi.com

QUALIFICATIONS REQUIRED:

Dependent on role.

SIZE

>2000

BENEFITS

Staff Banking benefits, retail discounts, salary packaging options and many more.

CONTACT DETAILS

Campus roles: oncampus.citi.com

Lateral roles: jobs.citi.com



“ The acceptance of my whole self (including my idiosyncrasies!) was a pleasant surprise, and I have never been more open or supported in a workplace. ”



WORKING HERE...

Delia Deng

Compliance Analyst & steering committee member for the Citi Pride Network - Sydney

In a global firm, it is only natural to work in a team of people with diverse backgrounds. The acceptance of my whole self (including my idiosyncrasies!) was a pleasant surprise, and I have never been more open or supported in a workplace. Pioneering Citi's new Pride Network in Sydney helped me realise and implement creative skills I didn't think I would use, and introduced me to a group of inspiring employees I hadn't expected to interact with until later in my career.

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 New York, London, Hong Kong 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 in 2014 and Principle Sponsor of The Pinnacle Foundation funding LGBTI students to study.

As a result, we are proud to be rated in the top 4 Australian organisations for LGBTI workplace inclusion in the 2015 Australian Workplace Equality Index by Pride in Diversity.



CommonwealthBank

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.com.au/careers

QUALIFICATIONS REQUIRED

Qualifications required vary according to the opportunity.

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 in an organisation where I know that I can not only bring my whole self to work, but am encouraged to do so, is a career highlight for me. ”



WORKING HERE...

Nicole Brennan
Senior Manager Retail Banking Services Productivity

Working in an organisation where I know that I can not only bring my whole self to work, but am encouraged to do so, is a career highlight for me. The Commonwealth Bank values the diversity of its employees and works very hard to ensure that the culture that is fostered is inclusive and authentic. By celebrating our employees' diverse backgrounds, such as my sexual orientation and gender expression, our organisation is able to deliver quality products and services that match the diversity of our customer base, a mirror of our diverse nation.

Deutsche Bank

www.australia.db.com



WHO WE ARE

Deutsche Bank is a leading client-centric global universal bank serving 28 million clients worldwide providing commercial and investment banking, retail banking, transaction banking and asset and wealth management products and services to corporations, governments, institutional investors, small and medium-sized businesses, and private individuals.

Deutsche Bank is Germany's leading bank, with a strong position in Europe and a significant presence in the Americas and Asia Pacific.

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.

Deutsche Bank work with sophisticated global clients, who expect our teams to reflect their own. This is why we are committed to nurturing our diverse culture. Through this we can generate better ideas and reach more balanced decisions. Diversity is at the heart of our

values and beliefs. 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 that supports diversity. Each network has a senior management champion who provides sponsorship and ongoing support.

dbPride is Deutsche Bank's global LGBTI employee network and offers 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. The Bank is active in the LGBTI community, supporting international awareness days and fundraising. Deutsche Bank is also a member of Pride in Diversity.



Deutsche Bank

Diversity is celebrated annually at Deutsche Bank. In 2014, 20,000 employees from all regions and divisions took part in 250 events as part of Deutsche Bank's fourth Global Diversity Week. The purpose of Diversity Week is to recognise the extraordinary diversity within the Bank and raise awareness of the importance of diversity and inclusion.

“

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

”

QUICK FACTS

WHERE WE ARE

Sydney, Melbourne & Perth.

WHAT WE DO

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

CONTACT DETAILS

<http://dbcareers.db.com/>

SIZE

Approximately 100,000 globally.



WORKING HERE...

Phillip Kaufman

Vice President

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-goldman-sachs/compensation-and-benefits/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.



HSBC Pride Network
Australia

“ 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

www.jpmorgan.com



WHO WE ARE

J.P. Morgan has been doing first-class 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

“

This isn't just a box-ticking exercise. Rather, diversity is recognised as a key driver of innovation, and an absolute necessity for providing best-in-class service to our increasingly diverse client base.

”

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:

1200 employees.

OPPORTUNITIES

For current roles, qualifications required and benefits please visit:

www.jpmorgan.com/careers



WORKING HERE...

Scott Molloy
*J.P. Morgan Equities
Research Analyst*

J.P. Morgan has proven to be an excellent company in which to start my career. Right from my experience as an intern, through the graduate program, and now as an equities research analyst, my colleagues have created a supportive working environment. There is a strong commitment from senior management to encourage diversity across every dimension, including with respect to LGBTI employees. This isn't just a box-ticking exercise. Rather, diversity is recognised as a key driver of innovation, and an absolute necessity for providing best-in-class service to our increasingly diverse client base.

Macquarie Group

macquarie.com.au



WHO WE ARE

Macquarie is a leading financial services provider across a diverse range of sectors around the world. With a responsibility to our shareholders, clients and the broader community, we use our deep expertise and entrepreneurial drive to identify opportunity and then deliver it for our clients.

Macquarie understands the importance of diversity and inclusion - our long history of success has come from being different.

At Macquarie we value the innovation and creativity that diversity of thought brings. The one thing we all have in common is our focus on high performance.

As talent is not limited by the dimensions of diversity, nor are we. We seek to hire, promote and reward those who successfully deliver for our clients and investors.

At Macquarie, we give you the best opportunity to build your skills and forge your own career path within a highly successful organisation. If you're capable, motivated and can deliver, we want you on our team.

WHO WE'RE LOOKING FOR

We recruit well rounded individuals demonstrating a strong track record of academic performance and involvement in extra- curricular activities, and/or participation in community based initiatives. To be successful you will have:

- high levels of motivation and initiative
- strong analytical skills
- excellent communication skills
- teamwork
- entrepreneurialism
- creativity
- a strong sense of integrity
- an interest in financial services.

INSIDER INFO

Ensuring employees can unlock their potential is fundamental to our success at Macquarie.

Pride@Macquarie is Macquarie's LGBTI employee network group. Established in 2011, the group's aim is to promote a diverse and inclusive work environment, through education and awareness of LGBTI matters, allowing all employees to bring their whole selves to work. To encourage high performance and engagement, Pride@Macquarie provides training, facilitates community activities and

networking opportunities, and seeks to drive a culture of diversity and inclusion within Macquarie.

Macquarie ranked seventh of all employers in the 2015 Australian Workplace Equality Index, up from fourteenth position in 2014, and Pride@ Macquarie was awarded LGBTI Employee Network of the Year in 2013.

QUICK FACTS

WHERE WE ARE

28 countries.

WHAT WE DO

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

OPPORTUNITIES

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

CONTACT DETAILS

Call: +61 (2) 8232 3333

Email: careers@macquarie.com

SIZE

14,000 employees world-wide as of 31 March 2015.

“

Since joining Macquarie 21 years ago I have always been open and honest about who I am.

”



WORKING HERE...

Andrew Wood

*Division Director
Head of Service Quality
and Technical Operations
Business and Financial
Services*

Since joining Macquarie 21 years ago I have always been open and honest about who I am. The Macquarie environment has supported this, not letting my sexuality impact my career progression or success within the organisation.



MACQUARIE

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



WORKING HERE...

Arjun Sudhir
Associate, NAB

There is a clear message at NAB from our senior leaders encouraging employees to be their authentic selves at work and let their unique qualities shine. I feel that this truly inspires a culture of diversity and inclusion at the workplace, allowing us to be the best version of ourselves. Having an initiative like Pride@NAB gives NAB the opportunity to show its support openly.

I have been a Pride@NAB member since I joined NAB about two years ago. Being a part of this community has given me the confidence to be open about my life outside of work and bring my full self to work. In addition to this, Pride@NAB has given me the opportunity to participate in a number of LGBTI events, including Midsumma and the Melbourne Pride March. This has helped me expand my involvement within the greater community and learn more about the issues the community faces. I am proud to work for a company that stands proudly beside its employees, regardless of their background and sexual orientation.

Pride@NAB
MORE OUT AND PROUD



QBE Insurance

www.qbe.com.au

WHO WE ARE

QBE is one of the top 20 of the world's insurers and reinsurers worldwide. We employ over 17,000 people in 38 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 continue to develop our ability to deliver a broad competitive product range, high levels of service, in particular claims service, and a degree of flexibility our competitors find difficult to match. 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. 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. We are committed to helping our employees reach their full potential for the benefit of themselves and QBE, and we understand the importance of rewarding people for their performance.

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 diversity and inclusion is essential for a strong and successful company. Our broad and diverse business means we look for people with a range of skills and backgrounds in areas such as Claims, Underwriting, Finance, Sales, IT, Professional Support and Corporate Support.

INSIDER INFO

At QBE, we believe diversity and inclusion is essential for a strong and successful business, and we aim to create a workplace which is representative of our wider community. We are the proud recipients of the Australian HR Awards Employer of Choice in the greater than 1,000 employees category and the Best Workplace Diversity and Inclusion Program for 2015. Our employee resource group, QBE Pride, is active in promoting and celebrating diversity at QBE. QBE Pride aims to facilitate an open and safe culture for everyone, part of which involves educating our leaders and employees about LGBTI inclusion in the workplace.

QUICK FACTS

WHERE WE ARE

Headquartered in Sydney, we have offices in more than 30 offices spanning each state and territory.

WHAT WE 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.



“ I’m proud to be part of an organisation that creates a safe and empowering workplace for all LGBTI employees. ”



WORKING HERE...

Brandon Quinn
*Corporate Lawyer and
QBE Pride Steering
Committee Member*

In my six years at QBE, I've been fortunate to be a part of a highly effective legal team led by a manager who sees the value in our people and who understands our team's effectiveness is enhanced by being diverse and inclusive. I've been fortunate to have opportunities and support, which may not have been available to other LGBTI people. I'm proud to be part of an organisation that creates a safe and empowering workplace for all LGBTI employees.

State Street

www.statestreet.com.au

WHO WE ARE

We offer institutional investors a complete range of financial services across the investment spectrum, including investment servicing, investment research and trading, and investment management.

MORE ABOUT US

State Street Corporation (NYSE: STT) is the world's leading provider of financial services to institutional investors. With \$28.19 trillion in assets under custody and administration and \$2.45 trillion in assets under management as of December 31, 2014, State Street operates globally in more than 100 geographic markets and employs 29,970 worldwide.

WHO WE'RE LOOKING FOR

We are looking for diverse talent who are looking for a career in financial services who believe in our values of Always Finding Better Ways, Stronger Together and Global Force/Local Citizen.

INSIDER INFO

We offer competitive compensation and benefits, personal and professional development opportunities and a work environment that promotes a diverse array of people, ideas and skills. State Street is an Equal Opportunity Employer, and prohibits discrimination against applicants or employees on the basis of any legally protected characteristic. Inclusion and diversity are strategic imperatives.



QUICK FACTS

WHERE WE ARE

420 George Street Sydney NSW 2000.

WHAT WE DO

We offer local investors a complete range of financial services across the investment spectrum, including investment servicing, investment research and trading, and investment management.

OPPORTUNITIES

Fund Accounting, Portfolio Management, Operations.

QUALIFICATIONS REQUIRED

Bachelor Degree Education.

CONTACT DETAILS

www.statestreet.com/careers

SIZE

600 employees in Australia.

BENEFITS

We offer a wide range of employee resources, a commitment to flexible work schedules and a wealth of development programs to help you build a personally and professionally fulfilling career.

“

State Street encourages everyone to be true to themselves and values different opinions and talents

”



WORKING HERE...

Quella Tang
Trade Management Analyst

From my personal experience, company culture is what you will value most at the end, especially spending 5 days a week with your work colleagues.

State Street encourages everyone to be true to themselves and values different opinions and talents. Diversity is an important part of this company's culture. As a straight ally to the LGBTI community, I enjoy working in this supportive and inclusive environment.

Westpac

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.

MORE ABOUT US

In 2015, Westpac Group were recognised as a Gold Tier Employer in the Australian Workplace Equality Index for LGBTI inclusion for the third year running. Westpac placed second out of all participating organisations and were the highest ranking bank. Westpac's LGBTI Employee Action Group, GLOBAL, were recognised as Network of the Year, BT Financial Group CEO Brad Cooper was awarded Executive Sponsor of the Year and employee Kristina Bennett was awarded Ally of the Year.

WHO WE'RE LOOKING FOR

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.

INSIDER INFO

When you join Westpac Group, you'll be joining an organisation that prides itself on offering a safe and respectful work environment for all LGBTI employees. Our Employee Action Group called GLOBAL - Gay, Lesbian, Other (including Transgender and Intersex), Bisexual and Allies - holds regular networking events and provides support for LGBTI employees.





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

46,000 employees.

BENEFITS

We offer competitive salaries as well as a wide range of benefits, including many flexible working options.



WORKING HERE...

Sam Turner

*Chair, GLOBAL and
NSW State Operations
Manager, Retail Banking*

Everyone has the right to feel comfortable at work and to feel included in work-life conversations and culture. Groups such as GLOBAL provide opportunities for employees to become more involved in events and networking with like-minded people, but also to educate and raise awareness of key issues that affect LGBTI people and their families. This is something that might not otherwise happen without GLOBAL. I believe that corporates have a responsibility to help shape and drive behaviour within broader society, and that this should be as open and inclusive as possible.

At Westpac, I feel that I am able to express myself openly and freely, flexible work options provide me with mobility and opportunity, and career development is abundant. Opportunities are here if I want them - Westpac Group enables me to feel fully supported in my career endeavours.

ACON

www.acon.org.au

WHO WE ARE

We're a New South Wales based health promotion organisation specialising in HIV prevention, HIV support and lesbian, gay, bisexual, transgender and intersex (LGBTI Health). Established in 1985 as the AIDS Council of NSW, we're here to end HIV transmission among gay and homosexually active men, and promote the lifelong health of LGBTI people and people with HIV.

MORE ABOUT US

We're Here for HIV Prevention

Advances in HIV testing and treatments mean we can end HIV transmission in NSW by 2020, but only if gay men test more, treat early and stay safe. We're here to help them do this through a range of campaigns, education and support services.

We're Here for HIV Support

Over 12,000 people in NSW live with HIV. We're here to help people with HIV take control of their health, as well as the health of their partners, by providing up-to-date information as well as a range of programs and services.

We're Here for LGBTI Health

Over 500,000 LGBTI people live in NSW and tens of thousands more visit every year.

We're here to help LGBTI people take control of their health and wellbeing so they can look after themselves as well as their partners, family and friends.

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 LGBTI people and people with HIV.

INSIDER INFO

Celebrating 30 years of providing services to the LGBTI community, ACON's core values are still centred around the basic recognition of human rights for all. Over those three decades our 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

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 for LGBTI people and people with HIV. 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.

QUALIFICATIONS REQUIRED

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 a not-for-profit organisation for relatives and friends caring for people with a disability, mental illness, drug or alcohol dependency, chronic condition, terminal illness or who are frail.

We are the peak organisation for carers in NSW and the only statewide organisation that has carers as its primary focus.

We are a not for profit registered charity and company limited by guarantee. We are governed by a Board of Directors in accordance with the Corporations Act 2001 and the Australian Charities and Not-for-profits Commission Act 2012.



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.

QUICK FACTS

WHERE WE ARE

Located in Sydney, 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

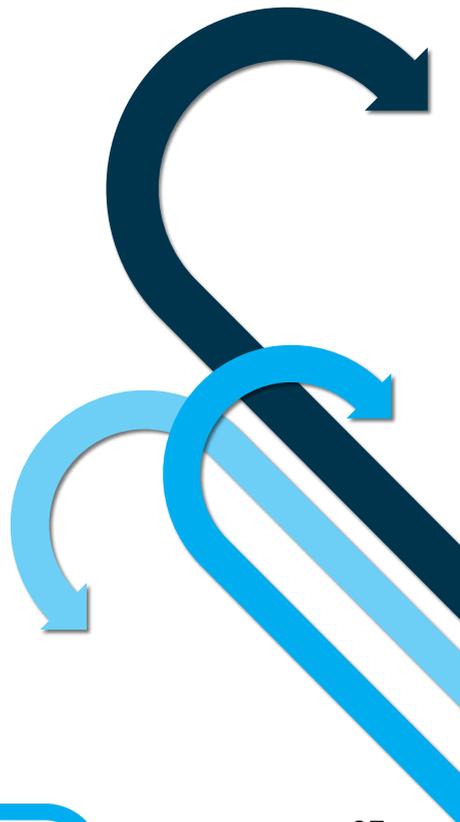
Approximately 75 employees.

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 for-purpose community organisation and centre for social enterprise offering a wide range of innovative services in disability, mental health, aged care, family and children's services.

FSGA also operates several social enterprise initiatives including an Op Shop, Cafe, Nursery, Co-working Space and Green Shop.

Today, FSGA is one of the largest community organisations in Queensland and we are as determined as ever to achieve our vision for a community that connects with all people and is free of social injustice.

MORE ABOUT US

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



FSG Australia offers innovative services including:

- Family Services
- Housing Services
- Community Services
- Holiday Home Services
- Environmental Services
- Internal Services
- Aged Care Services
- Leisure & Event Services
- Disability Services
- Mental Health Services
- Carer Services
- Children's Services
- Training Services
- Social Enterprises
- Self-Funded Services

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. FSG Australia 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.

FSG Australia recruits and retains staff in positions that range from our Direct Service Employee roles which directly walk alongside participants of FSG Australia, right through to Corporate roles including Finance, HR and Senior Management roles.

INSIDER INFO

FSG Australia is inclusive and supportive of all of our LGBTI employees and sees that this aligns with our values and philosophy around Human Rights, inclusion and choice for all.

All prospective employees must also demonstrate an alignment to FSGA's defined practice frameworks based on Recovery, Inclusion and Human Rights Principles. All FSGA staff members at all levels are expected to demonstrate tolerance, creativity, energy, innovation and flexibility and have a passion and commitment to making a positive difference for all.

QUICK FACTS

WHERE WE ARE

We now operate from the Gold Coast up to the Fraser Coast, out to Ipswich and Northern New South Wales. We currently employ over 700 employees and also have over 200 dedicated volunteers helping to make a difference in people's lives.

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

Please visit <http://www.fsg.org.au/get-involved/employment-and-careers/>

QUALIFICATIONS REQUIRED

Qualifications required vary, depending on the role.

CONTACT DETAILS

20 Railway Street, Southport QLD 4215

Phone – 07 5564 0655

Fax – 07 5564 0070

SIZE

700+

BENEFITS

FSGA offers a competitive remuneration package, the option for salary sacrificing, career advancement opportunities, reward and recognition and specialised training to enhance your skills.

We would like to hear from you if you are passionate and can truly demonstrate value alignment.

Key Assets

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 13 countries, with over 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.



keyassets

THE CHILDREN'S SERVICES PROVIDER

QUICK FACTS

WHERE WE ARE

Key Assets operates in NZ, QLD, NSW, VIC, TAS, 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.

QUALIFICATIONS 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 90 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.

“ I am proud to be part of the Key Assets team... ”



WORKING HERE...

Jamie Hodgson
State Director NSW

Since joining the Key Assets team in 2012 as a Senior Manager 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.

UnitingCare 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 New South Wales and the ACT. We welcome all people regardless of faith, ethnicity, gender identity and sexual orientation.

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.

INSIDER INFO

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.



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@unitingcareswact.org.au

“ We welcome all people regardless of faith, ethnicity, gender identity and sexual orientation. ”



WORKING HERE...

Drew Burgess
Senior Learning & Development Consultant – Clinical Excellence

I joined the organisation in December 2014 and have found UnitingCare to be very welcoming. By celebrating diversity, UnitingCare is constantly endeavouring to create an inclusive environment for everyone associated with the organisation. UnitingCare's overwhelming commitment to embracing diversity, strives to make changes and create better lives for members of the LGBTI community.

My role within the organisation is to develop educational initiatives that strive to promote clinical excellence in all aspects of our service delivery. I want to also be a leading example as an 'out' gay man working within a faith-based organisation that is fostering an environment of acceptance by bettering the lives of everyone.

IBM

www.ibm.com.au



WHO WE ARE

IBM lives at the intersection of technology and business. This enables us to change the way the world works, and in so doing, to be essential to our clients and to society. In Australia, IBM has been operating for more than 80 years. As part of our ongoing transformation IBM continues to build its leadership position in cloud, analytics, cognitive computing, mobile, security and social technologies, combined with deep industry insights.

MORE ABOUT US

A key element in our workforce diversity programs is IBM's long-standing commitment to equal opportunity. Business activities such as hiring, promotion and compensation of employees are conducted without regard to gender, race, religion, gender identity or expression, sexual orientation, national origin, disability or age. We have had LGBTI inclusive policies as a cornerstone of our business strategy for 30 years.

WHAT WE'RE LOOKING FOR

Whether you're a Business graduate, an IT specialist or an Arts scholar, we want you. With disciplines ranging from technical support to marketing, HR to financial consulting, all the way through to research and engineering, IBM holds great value in the diversity of its workforce.

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 provides mentoring, holds networking and educational events and volunteer their business skills to LGBTI initiatives.



QUICK FACTS

WHERE WE ARE

IBM operates in 170 countries globally. In Australia, IBM has offices in Sydney, Melbourne, Canberra, Adelaide, Brisbane, Perth, Ballarat and the Gold Coast.

OPPORTUNITIES

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.

QUALIFICATIONS REQUIRED

For graduates, candidates must be an Australian or New Zealand citizen or have permanent residency. They must have completed a bachelor's or master's degree from an Australian or New Zealand university, with a minimum credit average, 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 and are specified at the time jobs are advertised.

CONTACT DETAILS

General Inquires: recruit@au1.ibm.com

Graduate Inquires: students@au1.ibm.com

Employment Opportunities: www.ibm.com/careers/au

SIZE

Worldwide, IBM has more than 379,000 employees and is worth over \$104.5 billion US.

BENEFITS

IBM's benefits include a competitive salary package, the breadth of a globally integrated organisation as well as employee benefits that support your career, your money, your health and your life such as flexible work and leave options.

“ As a transgender woman in a predominately male-dominated industry, IBM's inclusive work environment has given me the freedom to be myself and allowed me to progress my career.”



WORKING HERE...

Katherine Maver
IBM Senior Managing Consultant

As a transgender woman in a predominately male-dominated industry, IBM's inclusive work environment has given me the freedom to be myself and allowed me to progress my career. In my role as a Senior Managing Consultant I've had the opportunity to work with some of Australia's top companies in solving their most complex problems. As the largest IT and consulting company in the world, opportunities at IBM are limitless. Whether it is opportunities for advancement or opportunities to work in different disciplines, business units or countries, IBM's size and scope affords a multitude of options.

Salesforce

www.salesforce.com/au/dreamjob

WHO WE ARE

Salesforce 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 is the world's most innovative company and one of the fastest growing software companies on earth.

MORE ABOUT US

Salesforce placed 3rd in the BOSS Best Place to Work Australia Awards in 2014. 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 has an LGBTI and allies program called OutForce that runs regular events and contributes to Salesforce'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.

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/

“

The culture of acceptance and collective support is incredible. It allows me to be authentic to who I am...

”



WORKING HERE...

Andrew Anderson
Account Executive

What sets Salesforce apart from anywhere else I've worked is the calibre of people around you. I'm surrounded by the most driven, intelligent and creative group of people with whom I've ever had the good fortune to work. When you're immersed with that kind of talent it drives you to exceed, up your own game and even surprise yourself with what you can deliver.

The culture of acceptance and collective support is incredible. It allows me to be authentic to who I am without ever feeling like I'm defined by my sexual orientation; I believe this is why Salesforce has been recognized as being in the top 3 best places to work in Australia.

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 non-stop action of the city's only casino. Jupiters is currently undergoing a \$350 million transformation, including a new hotel tower and some exciting new food and beverage and gaming offerings.

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

WHO WE'RE LOOKING FOR

We aspire to be 'Australia's leading casino resorts delivering thrilling experiences with local spirit', and the key to achieving this vision is our people. Each and every one of us comes to work as a mix of experiences, backgrounds and knowledge. Our ability to celebrate our differences and align our efforts towards our guests' satisfaction is an exciting journey for all of us, and we encourage our team members to bring their true selves to work.

INSIDER INFO

Echo is committed and proud to support our LGBTI employees. We want to ensure that we are an inclusive and fair workplace for everyone. Pride@Echo, our internal LGBTI and ally network group, is committed to working with management to foster a more supportive environment for LGBTI employees and guests. The group organises internal initiatives and events and engages with our communities to promote LGBTI inclusion and raise awareness.

"Throughout all my roles and all 9 years with this business I have always been able to bring my true self to work. Being part of Pride@Echo and knowing the differences we can make is just one of the many reasons I enjoy coming to work every day!"

Melanie Beach, Human Resources Manager at Treasury Casino & Hotel.

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 .

CONTACT DETAILS

www.echoentertainment.com.au

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.



WORKING HERE...

Saro Mugnaini
*General Manager VIP
Marketing International*

"I initially joined the company in 1997 as a front line employee in an exciting and fast-paced business, and have enjoyed a fulfilling and rewarding career so far. Since then, I have taken on many roles in our business and now manage an international team of employees based throughout Asia.

As a senior leader of the organisation I recognize the importance of a workplace that needs to reflect the diversity of the population by creating a culture where all team members can bring their true selves to work. I also strongly believe it is important to provide role models, in particular for LGBTI youth, and to this extent I am actively involved in our LGBTI employee network group Pride@Echo. I am passionate about diversity in all its facets and cherish the ability to practice this on a daily basis in my career at Echo Entertainment."

ECHO ENTERTAINMENT GROUP



THE STAR



Envato

www.envato.com

WHO WE ARE

Envato is the world's largest creative ecosystem. Our 5.5 million community members comprise a marketplace, learning platform and talent network for creative digital projects.

MORE ABOUT US

An Australian, family business headquartered in Melbourne, we're a world leading digital company specialising in digital assets - website themes, video, audio, effects, graphics and more. Our marketplace is the most visited Australian-owned website on the planet and we've paid out more than \$300 million to our community. Our content can be seen everywhere from Hollywood blockbusters, to popular apps, or the website of your local school. JobAdvisor awarded us Australia's Coolest Tech Company in 2014 and we were recognised in the BRW Best Places to Work 2015 awards.

WHO WE'RE LOOKING FOR

Smart, curious, hands on. Those are the qualities we look for in our team. Other words that describe us, and hopefully you too, include: friendly, enthusiastic, inventive, persistent, funny, creative, geeky and proficient.

INSIDER INFO

Envato has an LGBTI and Allies network group, called Out Envato, who promote inclusivity and awareness to our employees and community of users. In a recent employee survey, 98% of employees felt they would be treated fairly regardless of sexual orientation.



QUICK FACTS

WHERE WE ARE

Melbourne, Australia. A sizable number of Envato staff work remotely and autonomously from home, coffee shops, or anywhere with an internet connection around the globe.

WHAT WE DO

Envato is the world's largest creative ecosystem helping people earn and learn online.

OPPORTUNITIES

We offer a range of opportunities and roles.

QUALIFICATIONS REQUIRED

Qualifications required vary according to the opportunity.

SIZE

180+ employees in Australia and 70+ contractors globally.

CONTACT DETAILS

www.envato.com/careers

BENEFITS

We offer industry leading benefits including generous leave, flexible work options, training, career advancement opportunities and much more.

“ Envato feels like a second family and somewhere I can truly be myself. It’s incredibly satisfying to be part of our LGBTI group and see Envato live and breathe diversity. ”



WORKING HERE...

Cliff Ings
Learning & Development Lead

Envato feels like a second family and somewhere I can truly be myself. I’ve never worked anywhere where ideas and creativity are more welcomed or actively supported. It’s hard to get in the door, but once here you will work with other remarkable people just like you on products that are changing lives all over the world. It’s incredibly satisfying to be part of our LGBTI group and see Envato live and breathe diversity.

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.



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

QUALIFICATIONS REQUIRED

Qualifications required vary according to the role

CONTACT

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

SIZE

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'.

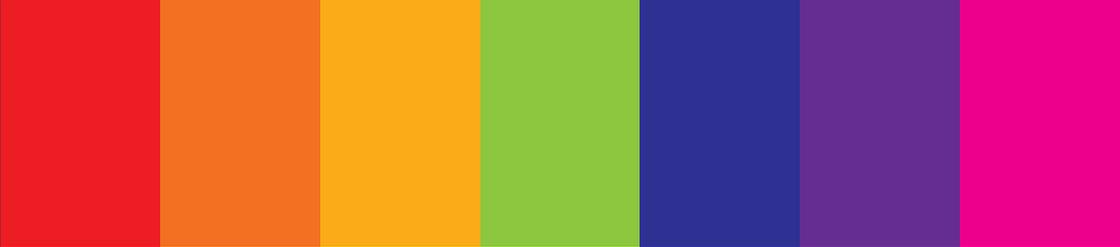


Pride in Diversity is a social inclusion initiative of ACON, established in 2009, which seeks to improve the health and wellbeing of LGBTI people by reducing exclusion, invisibility, homophobia and stigma in the workplace.

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 *Mental Health and Wellbeing Health Outcome Strategy 2013 - 2018*.

For more information see: http://issuu.com/aconhealth/docs/hos_-_mental_health





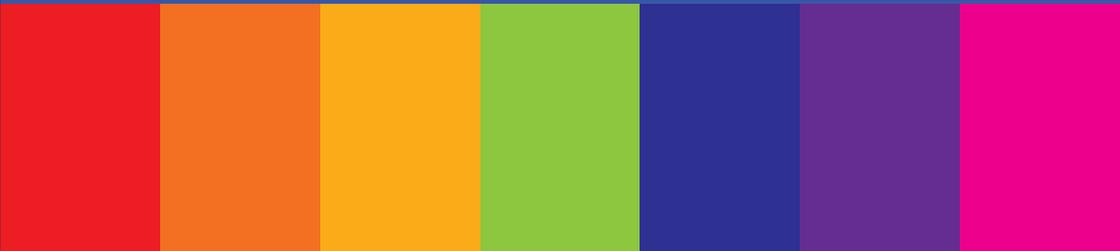
**AUSTRALIA'S ONLY NATIONAL RECRUITMENT
GUIDE PROFILING AUSTRALIAN EMPLOYERS
ACTIVE IN LGBTI INCLUSION**

ANIRG

AUSTRALIAN NATIONAL LGBTI RECRUITMENT GUIDE

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

**For more information, please contact
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 trading 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.



Australian
Competition &
Consumer
Commission

QUICK FACTS

WHERE WE ARE

Each capital city and Townsville.

WHAT WE DO

Promote competition and fair trading in markets to benefit consumers, business and the community.

OPPORTUNITIES

Analysts, economists, lawyers, project officers, policy advisors and corporate professionals.

QUALIFICATIONS REQUIRED

For example:

- Law & public policy
- Financial modelling
- Industrial economics
- Econometrics
- Human resources & finance
- Public relations
- Information technology.

CONTACT DETAILS

recruitment@accg.gov.au

02 6243 1013

SIZE

Approximately 715.

“ As a gay man, I am comfortable to be myself in the workplace and I’m proud to work for the ACCC. ”



WORKING HERE...

Ali Khan
Assistant Director

It is clear from the very top of the ACCC to junior staffing levels, that the organisation embraces workplace diversity. The Chief Operating Officer along with three Division heads are vocal LGBTI Allies. They are supported by Allies from SES, Director, EL and APS levels.

We regularly run Ally training for interested staff and there are LGBTI posters in the workplace. We also support LGBTI employees through our Workplace Diversity Strategy and awareness coordinated by the Ally Network.

As a gay man, I am comfortable to be myself in the workplace and I’m proud to work for the ACCC.

Australian Securities and Investments Commission (ASIC)

www.asic.gov.au

WHO WE ARE

ASIC is Australia's corporate, markets and financial services regulator.

We contribute to Australia's economic reputation and wellbeing by ensuring that Australia's financial markets are fair, orderly, transparent and efficient, supported by confident and informed investors and consumers. We are an independent Commonwealth Government body.

MORE ABOUT US

ASIC's strategic priorities are:

- Promoting investor and financial consumer trust and confidence;
 - » education – investor responsibility for investment decisions remains core to our system. We empower investors and financial consumers through our financial literacy work
 - » gatekeepers – we will hold gatekeepers to account
 - » consumer behaviour – recognising how investors and consumers make decisions
- Ensuring fair, orderly, transparent and efficient markets:
 - » achieved through our role in market supervision and competition, and corporate governance
- Providing efficient and accessible registration:
 - » with a focus on small business and deregulation

WHO WE'RE LOOKING FOR

ASIC aims to have a workplace where diversity is embraced and all our people, our stakeholders and our communities are treated with fairness and respect.

A diverse and inclusive workforce drives better innovation, creativity and problem-solving capability as well as individual and organisational productivity.

We want to attract people who share our commitment to our values of Accountability, Professionalism and Teamwork.

These values guide the way we work, the way we make decisions and how we interact with each other and our customers.

INSIDER INFO

ASIC has a long commitment to diversity within its workforce. We recently established the ASIC Rainbow Network which seeks to promote and raise awareness of LGBTI issues within ASIC.

The Rainbow Network is sponsored by Commissioner John Price who leads ASIC's Diversity Council. The Diversity Council provides visible, strategic leadership on all ASIC's diversity activities.

QUICK FACTS

WHERE WE ARE

We have offices centrally located in every capital city including a regional office in Traralgon, Victoria.

OPPORTUNITIES

We recruit employees from a wide range of disciplines. We have a popular Graduate Program we run each year.

DESIRED QUALIFICATIONS

ASIC recruits its people from many disciplines. Typically they have qualifications in:

- Accounting and Auditing
- Business and Economics
- Applied Finance, Maths and Statistics
- Law
- Social Sciences
- Information Technology
- Communications & Marketing
- Human Resources

CONTACT DETAILS

Questions about the Graduate Program can be directed here:

graduateprogram@asic.gov.au

General recruitment questions can be directed to:

careers@asic.gov.au

SIZE

Approximately 1800 employees.

BENEFITS

Generous superannuation (up to 15.4%), work-life balance and study assistance.



WORKING HERE...

Tim Walker

*Senior Manager
Investment Managers and
Superannuation
Coordinator ASIC Rainbow
Network*

I find the work at ASIC both challenging and rewarding. I lead a dedicated team responsible for our supervision of fund managers and superannuation trustees. We are responsible for engaging closely with industry to achieve a more productive economy while also protecting the interests of consumers.

I am also the coordinator of ASIC's Rainbow Network. I have been out at work since starting here. My colleagues are open and accepting. ASIC staff are committed to their work and to making a difference.



ASIC

Australian Securities & Investments Commission

Attorney-General's Department



www.ag.gov.au

WHO WE ARE

AGD supports a safe and secure, and culturally rich society. We deliver programs, policies and provide legal advice to maintain and improve Australia's law and justice framework, strengthen our national security and emergency management, and support the nation's arts and culture.

MORE ABOUT US

We deliver key priorities and outcomes for the government across:

- legal practice and policy
- civil and criminal justice
- family law and legal assistance
- crime prevention
- national and protective security
- international law
- native title
- emergency management and natural disaster relief
- cultural affairs, including cultural heritage and the arts



Australian Government

Attorney-General's Department

All supported by a range of professional corporate services including financial and property management, IT, governance, HR, and communications.

WHO WE'RE LOOKING FOR

We are looking for diverse individuals across a variety of disciplines, to work in our challenging and rewarding workplaces. If you are interested in contributing to a safe and secure, and culturally rich society, then we want you!

INSIDER INFO

The department has an active LGBTI Network for employees who identify as LGBTI and their supporters. The Network is led by employees and is strongly supported by the Corporate Division, executive 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.

“ The LGBTI network shows support to people who identify and acts to promote awareness to the department so all employees feel comfortable bringing their whole self to work. ”

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

SIZE

Approximately 1800 employees.

BENEFITS

As well as an exciting and inclusive culture, the department offers employees a comprehensive range of benefits under our Enterprise Agreement.



WORKING HERE...

Jo Corcoran
Chief Information Officer

As an Executive Ally to the AGD LGBTI employee network, I see my role as ensuring the workplace experience of all staff is taken into account by working with the LGBTI Champion and the wider department to encourage and promote an inclusive workplace. Through this role, and by listening to members of the network, I have gained a much greater understanding on how the day to day experience of LGBTI employees can affect their ability to contribute completely to the workplace. The LGBTI network shows support to people who identify and acts to promote awareness to the department so all employees feel comfortable bringing their whole self to work.

Australian Federal Police

www.afp.gov.au



WHO WE ARE

The Australian Federal Police (AFP) is Australia's Commonwealth primary law enforcement agency. Our vision is "to fight crime together and win", and our mission is to provide dynamic and effective law enforcement to the people of Australia.

MORE ABOUT US

In addition to its Commonwealth law enforcement function, the AFP provides policy capability in the ACT and external Territories, assists international law enforcement and security agencies and participates in foreign peacekeeping activities.

WHO WE'RE LOOKING FOR

We look for employees who seek a challenging but meaningful career, and who operate both officially and privately with the highest professional standards to safeguard the integrity of our organisation. We also seek employees who respect and reinforce

our values of integrity, commitment, excellence, accountability, fairness, trust and respect and who seek to promote unity rather than uniformity.

INSIDER INFO

The AFP prioritises diversity and we recognise the importance of ensuring that our workforce reflects the community we serve. The AFP undertakes a number of annual LGBTI inclusion activities, including supporting our award-winning AFP Gay and Lesbian Liaison Officers (GLLO) Network which will celebrate its 20th anniversary in 2016. These efforts are underpinned by the AFP's core value of respect.



AFP

AUSTRALIAN FEDERAL POLICE

QUICK FACTS

WHERE WE ARE

National Headquarters is located in Canberra, with offices in most capital cities

OPPORTUNITIES

Uniform roles include Community Policing, Airport Policing and Protective Service Officers. Specialist non-policing roles include corporate and operational support, intelligence, scientific and technical roles. The AFP runs a Trainee program for Aboriginal and/or Torres Strait Islander people, and a Graduate Program.

CONTACT DETAILS

Recruitment Enquiries: (02) 6131 5555

BENEFITS

The AFP provides an exciting and rewarding career for uniformed and non-uniformed roles alike. The AFP has a presence in every state and Territory in addition to numerous international locations and prides itself as being an employer of choice. Please see the AFP Enterprise Agreement 2012-2016 at: www.afp.gov.au/jobs/pay-and-conditions.aspx

“ The AFP consistently demonstrates that it has an inclusive culture and continually strives to improve its approach to workforce diversity and LGBTI inclusion practices. ”



WORKING HERE...

Senior Constable
Stacey Ward

Aviation, Brisbane Airport

My sexuality journey occurred whilst working for the AFP and I was pleased to discover that the acceptance of who I was (and still am) as a person did not change during this journey. The AFP consistently demonstrates that it has an inclusive culture and continually strives to improve its approach to workforce diversity and LGBTI inclusion practices.

Australian Taxation Office

www.ato.gov.au

WHO WE ARE

The Australian Taxation Office (ATO) is the government's principal revenue collection agency, responsible for the administration of Australian's tax and super systems that fund and support services for the Australian community. ATO's new leadership team is driving a transformational program, reinventing the ATO, to ensure we remain relevant and valuable to the Australian community for the long term – trusted and respected here and internationally and considered a leading organisation by all stakeholders.

MORE ABOUT US

We are undergoing significant change to meet the challenges of a rapidly changing environment knowing that we need to be contemporary, keep pace with technology and customer expectations, and improve our services to achieve greater efficiency and productivity.



Australian Government
Australian Taxation Office

With around 20,000 employees based in sites around Australia, our people have skills ranging from accounting, auditing and law to customer service, information technology, human resources and marketing.

WHO WE'RE LOOKING FOR

We are changing the way we work. We want to give our clients, staff and stakeholders the best possible experience with the tax and super systems. We are looking for passionate and committed individuals that we can empower to achieve our vision of being a contemporary, service-oriented organisation. Our workforce aims to reflect the diversity of the Australian community and in doing so brings together a broad range of skills and experiences, helping us to deliver for the government and the community.

INSIDER INFO

The ATO is committed to fostering a respectful and inclusive workplace. Our workplace encourages employees to be themselves in a work environment free from barriers to inclusion, through the creation of a trusting and supportive environment.

QUICK FACTS

WHERE WE ARE

The ATO is represented in all states and territories.

MORE ABOUT US

We manage and shape the tax, excise and superannuation systems that fund services for Australians and support the delivery of community benefits.

OPPORTUNITIES

The ATO offers has a variety of roles available across a number of professions. We also run entry level programs including our graduate program, Indigenous cadetship program and Evergreen Indigenous advancement program.

CONTACT DETAILS

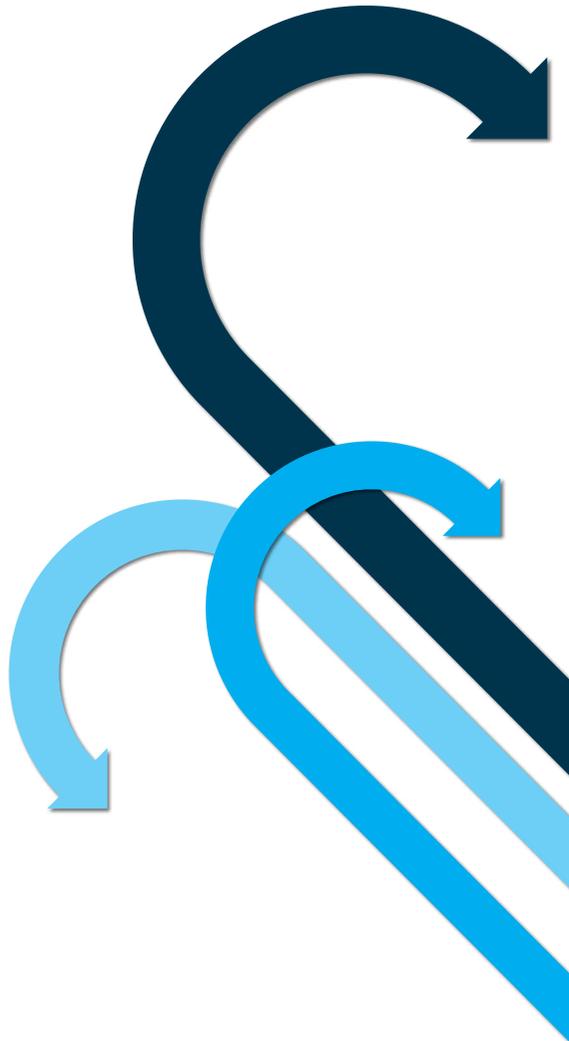
<https://www.ato.gov.au/About-ATO/Careers/>

SIZE

The ATO has over 20,000 employees.

BENEFITS

You will have an employment package that will help you balance your professional and personal life. In addition to your salary, you will also have access to a range of benefits, including flexible working hours and excellent superannuation benefits.



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.



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 QUALIFICATIONS 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.

“ 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.

“ The Army is a great place to work. The mates I've made within Army, and my superiors, have given me the support and confidence I need to be myself and openly identify as an LGBTI Soldier. ”



WORKING HERE...

Private Cooper Kereopa

The Army is a great place to work. The mates I've made within Army, and my superiors, have given me the support and confidence I need to be myself and openly identify as an LGBTI Soldier.

My superiors and the Defence leadership see diversity and inclusion as a high priority and I'm proud to be part of such an inclusive and diverse organisation.

Department of Defence: Air Force



www.defencejobs.gov.au/airforce

WHO WE ARE

The Royal Australian Air Force provides Air Power Effects for Australia's Interests.

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.

AIR FORCE

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 QUALIFICATIONS 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/recruitmentCentre/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’m proud to be an LGBTI member of Air Force, contributing to Australia’s current and future aerospace capability ”



WORKING HERE...

**Squadron Leader
Vince Chong**
*Air Force Aerospace
Engineer, Canberra*

Air Force brings together talented individuals from all walks of life to deliver strong and robust Air Power for Australia. With a broad range of roles to choose from, there’s a place for everyone to contribute their unique skills and experiences or gain a new qualification.

I’m proud to be an LGBTI member of Air Force, contributing to Australia’s current and future aerospace capability.

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.



Australian Government
Department of Defence

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 Shirt
*Defence 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 Finance

www.finance.gov.au

WHO WE ARE

As a central agency of the Australian Government, the Department of Finance (Finance) plays an important role in working with government across a wide range of policy areas to ensure its outcomes are met, particularly with regard to expenditure, financial management, and the efficient operations of government.

MORE ABOUT US

At Finance, we do a wide range of work including delivering whole-of-government information and communications technology services; managing the government's non-defence domestic property portfolio; providing policy and financial advice to the Minister for Finance and senior ministers; providing entitlements for parliamentarians and their employees; and developing and advising on the resource management framework applicable to Commonwealth entities, including on governance, accounting policy issues and the Government's investment funds.

WHO WE'RE LOOKING FOR

Finance is looking for diverse, high-calibre, enthusiastic, innovative people with a broad range of qualifications and/or experiences.

INSIDER INFO

Finance is an inclusive department in which diverse skills, perspectives and backgrounds are appreciated, valued and utilised. Support networks within the department include the LGBTI+ Network, Finance Women's Network, the Young Leaders Network, the Diversity Network and the Aboriginal and Torres Strait Islander Staff Network.



Australian Government
Department of Finance

QUICK FACTS

WHERE WE ARE

Most Finance staff are located in Canberra, though we do have staff based in state offices.

WHAT WE DO

Finance is an innovative department that covers a broad range of work including the delivery of the Australian Government budget, property and construction, scoping studies, service delivery and government advertising. You might like to check out a short video about Finance and what we do on YouTube.

OPPORTUNITIES

The work that we do offers a wide range of career paths and we have a strong focus on professional development. As a Finance employee, you'll have access to our departmental professional networks, learning and development opportunities and excellent facilities.

QUALIFICATIONS REQUIRED

It actually depends on the role you are applying for. Our employees have a diverse range of qualifications including accounting, economics, psychology, engineering, HR, law and the arts.

CONTACT DETAILS

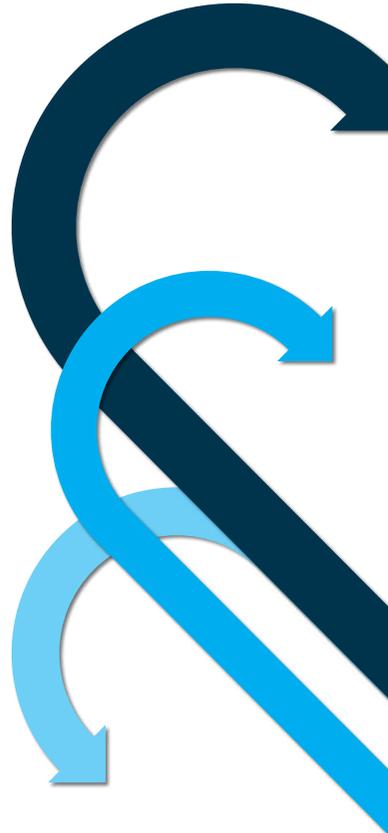
Feel free to contact the Diversity Team on (02) 6215 3908.

SIZE

We have just over 1800 ongoing, non-ongoing and casual employees.

BENEFITS

Finance provides competitive salaries with generous leave and flexible working conditions (such flex-time, part time work and working from home).



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. Our work 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

Health provides policy advice, analysis, programme assessment and other services to our Ministers, Australian Government and state government agencies and external stakeholders. Roles are varied, with a commitment to improve the health and wellbeing of all Australians.

INSIDER INFO

Health has established the Health Pride Network, a network for employees who are LGBTI identifying and their allies across the department. Supported by two Senior Executive Champions, Health provides support to the network, and works with members to deliver inclusion activities and awareness raising events.



Australian Government
Department of Health

QUICK FACTS

WHERE WE ARE

Health's Central Office is located in Canberra. There are small offices in each capital city.

OPPORTUNITIES

For information about eligibility for Health jobs and tips on preparing your application, visit www.health.gov.au

QUALIFICATIONS REQUIRED

Each role will have different requirements, including necessary or desirable qualifications in many cases. Please refer to the job requirements in each advertisement.

CONTACT DETAILS

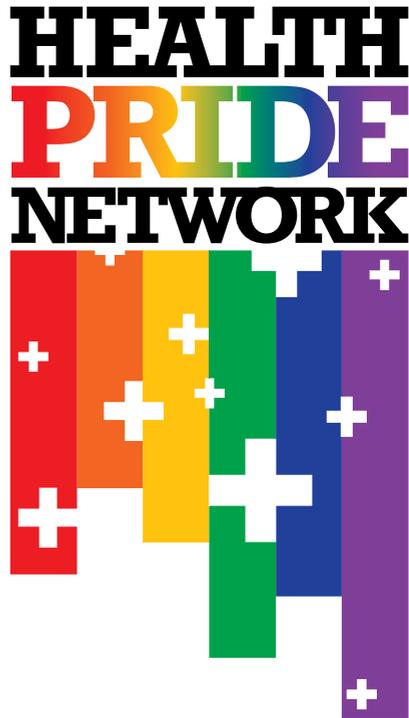
Visit www.health.gov.au

SIZE

Health has approximately 3500 employees.

BENEFITS:

For information about employment conditions please see the Enterprise Agreement 2011-14. Please note that at time of publication Health was undergoing bargaining for a new Enterprise Agreement.



Department of Human Services

www.humanservices.gov.au

WHO WE ARE

The Australian Government Department of Human Services is about people and connecting them to 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, including through our three main programmes; Centrelink, Medicare and Child Support.

MORE ABOUT US

We touch the lives of almost every Australian and each year we deliver more than \$140 billion in payments. Our services are provided through a variety of channels including digital, telephone and a network of over 400 service centres across Australia.

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

Our 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 membership with Pride in Diversity.



Australian Government
Department of Human Services

QUICK FACTS

WHERE WE ARE

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

WHAT WE DO

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

OPPORTUNITIES

Visit www.humanservices.gov.au/corporate/careers/

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

The benefits we offer are outlined in our Enterprise Agreement on the Human Services website.

“ 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 six 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. We also have LGBTI inclusion training to promote awareness and we celebrate important days such as International Day Against Homophobia and Transphobia 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.

Department of the Prime Minister and Cabinet

www.dpmc.gov.au

WHO WE ARE

The Department of the Prime Minister and Cabinet (PM&C) provides high quality advice and support to the Prime Minister, the Cabinet, Portfolio Ministers and Parliamentary Secretaries to achieve a coordinated and innovative approach to the development and implementation of Government policies. We also provide a Whole-of-Government perspective on policies and programmes on Indigenous advancement, deregulation and women's policy.

MORE ABOUT US

PM&C has four groups — Domestic Policy; Governance; Indigenous Affairs; National Security and International Policy. The opportunities available range from economic, environmental and social policy, to foreign policy, trade and treaty matters, Indigenous specific policy and programmes, defence and counter-terrorism, corporate support, and parliamentary and government matters.

WHO WE'RE LOOKING FOR

PM&C provides opportunities to contribute to a wide range of national policy issues. We seek highly motivated, results-oriented individuals with strong communication skills and work ethic, who respond well to change and enjoy working in a fast-paced environment.

INSIDER INFO

PM&C fosters a diverse and inclusive workplace, where diversity is respected and celebrated. We are committed to ensuring all employees are supported to reach their potential and are empowered to be themselves. We are establishing an LGBTI Champion and an LGBTI Employee Network, open to any interested LGBTI employees and supporters, who work together to promote LGBTI inclusion.



Australian Government

Department of the Prime Minister and Cabinet

QUICK FACTS

WHERE WE ARE

PM&C's national offices are in Barton and Woden in Canberra and we operate from approximately 100 locations around Australia.

WHAT WE DO

Provide high quality advice to the Prime Minister, the Cabinet, Portfolio Ministers and Parliamentary Secretaries.

OPPORTUNITIES

Visit www.dpmc.gov.au/pmc/careers

QUALIFICATIONS REQUIRED

The Department recruits individuals with a wide variety of credentials.

CONTACT DETAILS

Recruitment and Graduate enquiries: 02 6271 6000

Help-HR@pmc.gov.au

SIZE

Approximately 2,350.

BENEFITS

See our Enterprise Agreement on www.dpmc.gov.au

“ I have found the Australian Public Service to be a great employer for LBGTI employees over the nearly 20 years I have worked here... ”



WORKING HERE...

Liz Hefren-Webb
First Assistant Secretary

I head the Schools, Information and Evaluation Division in the Indigenous Affairs Group. PM&C is a great place to work and somewhere good ideas and creativity are strongly valued. I have found the Australian Public Service to be a great employer for LBGTI employees over the nearly 20 years I have worked here, and my sexuality has not been an issue in any of the four departments I have worked. I have also managed to successfully combine parenthood and a rewarding career.

We are always looking for young talent, and what better job than providing advice and ideas to the Government of the day that can improve the lives of Australian people. I have also found Canberra a great place to live, once I learned to accept that it is not, and never will be, inner-city Sydney!

Department of Social Services

www.dss.gov.au

WHO WE ARE

We aspire to be Australia's pre-eminent social policy agency. Our mission is to improve the lifetime wellbeing of people and families in Australia.

MORE ABOUT US

As the leading social policy agency for Australia our responsibilities are broad and cover the following subject areas:

- Families and children
- Housing support
- Seniors
- Communities and vulnerable people
- Disability and carers
- Women's safety
- Mental health
- Settlement and multicultural affairs
- Ageing and aged care
- Review of Australia's Welfare system.

WHO WE'RE LOOKING FOR

The department is seeking enthusiastic, motivated people who want to make a contribution to the delivery of Australia's social policy agenda. If you are seeking to work for an organisation that values diversity and inclusion and truly wants to make a difference in the life of Australians then this is for you. Departmental roles are varied with a focus on improving the lifetime wellbeing of people and families in Australia. In your role, you can bring a Lesbian, Gay, Bisexual, Transgender and Intersex (LGBTI) perspective to our policy and programmes and be part of a welcoming, supportive and inclusive workplace.

INSIDER INFO

The department has recently established the Staff Network for staff and allies of LGBTI staff. We have also welcomed our first two Senior LGBTI Champions for the department who will ensure there is a strong awareness and consideration of LGBTI diversity across the organisation.



Australian Government

Department of Social Services

QUICK FACTS

WHERE WE ARE

The department's National Office is located in Canberra, ACT. There are regional offices in State capitals.

WHAT WE DO

We are about people and families and delivering the best social policy for all stages of life.

QUALIFICATIONS REQUIRED

Particular roles within the department require specific qualifications, such as legal roles which require a legal qualification.

CONTACT DETAILS

Go to <http://www.dss.gov.au>.

SIZE

The Department has approximately 3200 employees.

BENEFITS

Conditions of service, including pay scales are available on the Department website - visit <http://www.dss.gov.au>

“ The Department of Social Services (DSS) offers a challenging and meaningful career working at the center of the Australian Government’s social policy agenda.

The diversity of our staff is very important to us and we actively encourage applications from people with disabilities, Aboriginal and Torres Strait Islander peoples, LGBTI people and people with diverse linguistic and cultural backgrounds.”

Australian Red Cross Blood Service

www.donateblood.com.au/careers



WHO WE ARE

The Australian Red Cross Blood Service is entrusted with the supply of Australia's blood. We collect, test, process and distribute life-saving blood products. We also deliver world-class research and provide expertise in diagnostic, transplantation and other clinical services.

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

We are committed to having the right people, in the right job, at the right time. Each employee plays a vital role in the business of saving lives. We are dedicated to building a diverse and inclusive workforce who are customer-focused, adaptable and thrive within a culture of continuous improvement.

As an equal opportunity employer we value workplace diversity and welcome applications from all suitably qualified candidates from across Australia's diverse communities, including the LGBTI community. Not everybody gets to contribute to life-saving work, but here at the Blood Service you can be proud that your work really matters.

INSIDER INFO

At the Blood Service we believe that diversity is more than just recognising difference - it is about leveraging difference and tapping into the diverse perspectives and approaches of each individual employee. We share a firm belief that people perform better when they can be themselves at work. Our employee network, GLOW (Gay, Lesbian and Other Workmates) is open to all employees, gay or straight, and is a place where people can show their support for LGBTI people at work.

QUICK FACTS

WHERE WE ARE

National office – Melbourne.
Processing centres – Melbourne, Sydney, Brisbane and Perth.
National Contact Centre – Adelaide.
Donor centres – 80 fixed sites and 38 mobile units across Australia.

OPPORTUNITIES

We offer a wide range of career opportunities across our eight divisions. We are totally committed to diversity and equal opportunity. Explore our current opportunities on our careers site.

QUALIFICATIONS REQUIRED

The qualifications required will vary depending on the role and career path you choose.

CONTACT DETAILS

Visit donateblood.com.au

SIZE

We employ about 3,800 employees throughout Australia and have more than 1,800 volunteers.

BENEFITS

We offer a range of benefits including generous salary packaging, corporate rates on healthcare insurance, health and wellbeing services, ongoing learning and development, annual reward and recognition, and high quality induction and training programs.

“ Our values of Integrity and Collaboration resonate particularly with me.

”



WORKING HERE...

Francesca Corcoran
*Regional Administration
Team Leader /
GLOW Project Group
Representative*

My four years at the Blood Service have been a constant learning curve, with great career progression. I have been fortunate enough to work across three major divisions – Donor Services, Medical Services and now with the Manufacturing team. I've always been out at the Blood Service – sexuality is a non-issue for me at work. Our values of Integrity and Collaboration resonate particularly with me. It means that every day, we are open and honest, that we treat one another with dignity, courtesy and respect, and we celebrate and encourage diversity. This makes for a fantastic, safe workplace that I am proud to be a part of.

Medibank

www.medibank.com.au

WHO WE ARE

At Medibank we are motivated by improving the health of all Australians and the health of our members. We are passionate about improving the performance of our health system and ensuring more affordable, quality healthcare for Australians that is sustainable in the long term.

Medibank's core business is the underwriting and distribution of private health insurance policies through our two brands, Medibank and ahm.

We also provide a range of integrated healthcare services to our private health insurance policyholders, government, corporate and other retail customers.

Medibank's headquarters are in Melbourne, Victoria, and we have operations throughout Australia and a presence in New Zealand.

MORE ABOUT US

From our core private health insurance retail business – supported by 88 retail stores and 29 clinics throughout Australia as at 23 June 2015 – to our complementary healthcare services, including life, pet and

travel insurance, and telephone health lines, Medibank's diverse business is aimed at improving the health of more people in more ways than ever.

WHO WE'RE LOOKING FOR

Bring your whole self to work, where we can be better together.

We set out each day with passion and pride to make a difference. We aim for an inclusive workplace where LGBTI employees feel welcome, safe and have the chance to flourish.

We collaborate as a group, in a supportive and diverse environment where we work better, for a common purpose and shared success.

At Medibank, we play an important role in the future of health and healthcare and make a difference to 'better health', for all.

Adding passion + possibilities to health.

A career at Medibank adds up to more. More achievement. More progress. More passion and more innovation for health.

INSIDER INFO

We are committed to ensuring that people feel safe at Medibank, regardless of their sexual orientation and commit to actively supporting the LGBTI community.

QUICK FACTS

WHERE WE ARE

Nationwide with a presence in NZ.

WHAT WE DO

Provider of Health Insurance and Healthcare Services.

OPPORTUNITIES

- Roles in Corporate
- Roles in Customer Service
- Roles in Health

CONTACT DETAILS

www.medibank.com.au/careers

SIZE

3,500.

BENEFITS

- Employee Assistance Program
- Community Leave Day
- Subsidised health insurance
- Salary continuance
- Discounts on your insurance
- Good health day



WORKING HERE...

Gemma Allen
*General Manager
Recruitment + Engagement*

I'm fortunate enough to have been with Medibank for over 4 years and have always felt comfortable enough to bring my whole-self to work. We celebrate diversity across a number of areas and are constantly investing in ensuring we have an inclusive approach to creating a healthier workforce.

At Medibank, we stand for better health. We care, not just for our customers, but also for each other – by being flexible, open, and ensuring a healthy work-life balance.

Incorporating an inclusive approach in all areas of attracting and retaining is not about having a strategy or ticking boxes, it's just the way we do things at Medibank.

medibank
For Better Health

Connecting passion + pride

Bring your whole self to work.

Australian National University

www.anu.edu.au

WHO WE ARE

Founded by the Australian Government in 1946 to apply the best minds to the biggest questions and advance Australia's international standing, The Australian National University (ANU) has grown to become one of the world's leading centres for research and education.

MORE ABOUT US

ANU scholars lead global thinking on issues of national and international significance, and our students go on to become leaders in their home countries and on the world stage.

The University's reputation attracts people from around the world, with one third of our students and many staff coming from overseas.

ANU is located at the heart of the national capital, alongside foreign missions, the Australian Parliament, other national institutions, research organisations, and offices of government.



The main ANU campus sits on 145 hectares of parkland in the centre of Canberra, a ten minute walk from the thriving city centre.

Canberra is ranked as the number one place to live in the world according to the Organisation for Economic Co-operation and Development.

WHO WE'RE LOOKING FOR

ANU takes pride in attracting and retaining the most outstanding staff. We look for excellence in staff who want to contribute in academic or professional opportunities. We value the diversity that our local and international staff contribute to making us Australia's finest university.

INSIDER INFO

Our University community actively pursues the equity and inclusion of students and staff from all diversity groups. The University is working to increase LGBTI and Ally participation, networking and awareness training for staff. The ANU Gender Institute undertakes research, education and outreach on issues of gender and sexuality.

QUICK FACTS

WHERE YOU ARE

Canberra, ACT.

WHAT YOU DO

Research and higher education.

OPPORTUNITIES

www.anu.edu.au/jobs

QUALIFICATIONS

REQUIRED

Qualifications and experience for academic and professional staff vary depending on the requirements of their role.

CONTACT DETAILS

hrd.recruitment@anu.edu.au

SIZE

More than 4,000.

BENEFITS

<https://services.anu.edu.au/human-resources>

“

I have worked in a number of different areas in the University and have been able to talk openly about my life and partner, always being accepted by my colleagues.

”



WORKING HERE...

Frank Gafa

*HR Web & Systems
Support Officer*

I have been associated with the University for seven years, firstly as a student and now as a staff member and have always felt comfortable in being myself. As a student I was involved in many LGBTIQ events that were supported by the University, while also noticing the abundance of ALLY signs on staff members doors when walking to and from classes. As a staff member I have worked in a number of different areas in the University and have been able to talk openly about my life and partner, always being accepted by my colleagues.

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 2015, 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 University and ranked third nationally

for LGBTI Workplace Inclusion. Curtin is also home to the inaugural 2015 Sapphire Inspire Award winner.

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 adopted 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: If you're visiting the Bentley campus, don't forget to pay a visit to the memorial plaque of the fabled Tav Bunny, Mr R Abbit, who sadly lost his battle against a rogue car.



“ Despite being out for years, it still makes me smile when I see a rainbow sticker around the university...” ”

QUICK FACTS

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)

WHAT WE DO

Higher education teaching and research.

OPPORTUNITIES

Academic and professional positions.

QUALIFICATIONS

Qualifications required vary, depending on the role.

CONTACT DETAILS

Visit: www.curtin.edu.au

Call: 08 9266 9266

STAFF NUMBERS

Approx. 11,700, globally.

BENEFITS

Curtin is committed to looking after our employees with career development, salary packaging, study support and more.

<http://futurestaff.curtin.edu.au/>

WORKING HERE...



Maz Rahman
Administrative Support Officer

I started off at Curtin as a student involved in student representation, and eventually found myself working in the Ethics, Equity and Social Justice department for the university. So I've seen the impact of support and acceptance at Curtin from both sides of the fence. Despite being out for years, it still makes me smile when I see a rainbow sticker around the university, I can only imagine what it must feel like for someone who is still in the early stages of coming out.

Just being able to bring my whole self to work and study meant being more relaxed and focused on accomplishing goals, instead of worrying about censoring myself or feeling the need to conform to a certain image. Whether it's not having to play the pronoun game while recanting my weekend adventures, being able to bring my partner to functions or something as simple as being able to adorn my desk with things that I'm passionate about, it just means my colleagues are able to meet the real me. It's refreshing to not be judged on who I am, but rather messiness of my desk!

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.



QUICK FACTS

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

- 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.



QUICK FACTS

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

SIZE

1100 academic staff; 1330
professional staff.

BENEFITS

[www.mq.edu .au/about_us/
job_opportunities/staff_
benefits/](http://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 Queensland



www.uq.edu.au

WHO WE ARE

The University of Queensland (UQ) is one of Australia's leading teaching and research universities. We strive for excellence through the creation, preservation, transfer and application of knowledge.

UQ is one of only three Australian members of the global Universitas 21, a founding member of the Group of Eight (G08) universities, and a member of Universities Australia. For more than a century, we have educated and worked with outstanding people to deliver knowledge leadership for a better world.

MORE ABOUT US

UQ has a strong focus on teaching excellence and attracts the majority of Queensland's highest academic achievers. It celebrates its 225,000 graduates as its greatest assets and works to build and maintain enriching relationships with these alumni.

In 2013, with grants totaling \$381.8 million, UQ received more research income than any other university in Australia – a strong indication of the commitment and quality of our researchers.

Having invested substantially in construction and development, UQ is creating world-class environments in which to study, research and work, while demonstrating a commitment to sustainability through innovative design.

WHO WE'RE LOOKING FOR

The University of Queensland is committed to attracting high quality academic and professional staff who are passionate about the three pillars of the University; learning, discovery and engagement.

The University of Queensland is a large employer with a variety of roles available in both the academic and professional space. For opportunities currently available please see UQ Jobs here: <http://jobs.uq.edu.au/caw/en/listing/>

INSIDER INFO

The University of Queensland is committed to developing and maintaining a diverse and inclusive workplace for all staff. The University has a number of initiatives to help support staff who identify as LGBTI.

The UQ Ally program is an award winning program and sets out to develop a visible network of empathetic people who are allies of students and staff identifying as lesbian, gay, transgender, bisexual, or intersex (LGBT/I). Our Ally program creates a great networking initiative for staff and we have regular meetings and events to celebrate the LGBTI community. You will be able to see the rainbow badge all over campus and know that you are in a safe and welcoming space here at UQ.

QUICK FACTS

WHERE WE ARE

St Lucia, Herston, Woolloongabba and Gatton.

WHAT WE DO

The University of Queensland (UQ) is one of Australia's leading teaching and research universities.

OPPORTUNITIES

<http://jobs.uq.edu.au/caw/en/listing/>

QUALIFICATIONS REQUIRED

Qualifications required vary, depending on the role.

Position descriptions available in our job advertisements detail the requirements for each individual position.

CONTACT DETAILS

<http://hr.uq.edu.au/>

SIZE

Almost 7,000.

BENEFITS

The University of Queensland offers numerous benefits to its staff including: competitive salary packages, flexible work arrangements, impressive staff development support with fantastic programs such as our award winning Ally Network, and a diverse and inclusive work environment in beautiful locations across all our campuses.



WORKING HERE...

Dan Jarvis
Human Resources

I describe myself as a minority within a minority. Being deaf and homosexual suggests a double identity and a double exclusion from a society dominated by those who are hearing and heterosexual. I'm deaf and gay, and that's totally ok!!

I've been working for the University of Queensland for nearly 3 years as a Human Resources Professional and I am currently a proud and active member of the UQ Ally Network. My experiences have built my character and made me a stronger individual - one more able to empathise with others and value diversity.



**THE UNIVERSITY
OF QUEENSLAND**
AUSTRALIA

The University of Sydney

sydney.edu.au

WHO WE ARE

The University of Sydney is one of the world's leading, comprehensive research and teaching universities.

We make lives better not just by producing leaders of society, but through equipping our people so they can meaningfully serve all our communities at every level.

MORE ABOUT US

As a leader in tertiary education, we have been challenging traditions for more than 160 years. We were one of the first universities in the world to admit students solely on academic merit and to open our doors to women on the same basis as men. Today, we continue to embrace all aspects of diversity.

Our community consists of more than 50,000 students, approximately 10,000 academic and professional staff, and more than 300,000 alumni.

With diverse educational and research programs across our 10 campuses, we offer the widest range of disciplines in Australia.

WHO WE'RE LOOKING FOR

The University of Sydney is a workplace brimming with inspiration, ideas and opportunities. We're looking for people who bring passion to their work, want to follow their dreams and have an exciting career. We offer a diverse range of academic and professional roles for people with a desire to think, challenge, explore and transform.

INSIDER INFO

The University of Sydney Ally Network's vision is to create a welcoming, safe and supportive environment for all students and staff who identify as LGBTIQ, and their supporters. We provide a visible network of designated allies who support our LGBTIQ community.



THE UNIVERSITY OF
SYDNEY

QUICK FACTS

WHERE WE ARE

<http://sydney.edu.au/about/campuses/index.shtml>

WHAT WE DO

Higher Education and Research.

OPPORTUNITIES

Academic and professional.

CONTACT DETAILS

HR Service Centre: 1300 850 484 (option 5 - recruitment enquiries), for other enquiries 02 8627 1300, hr.servicecentre@sydney.edu.au

SIZE

Approximately 10,000 employees.

BENEFITS

Competitive remuneration, professional development opportunities, flexible working arrangements, generous leave entitlements, family friendly work environment. <http://sydney.edu.au/recruitment/benefits/>

“

I am proud to be part of the work the University is doing to improve its LGBTIQ visibility and inclusion.

”



WORKING HERE...

Cassie Quilty
Student Support Programs, Sydney Nursing School

I have high expectations of the University to show real leadership on things that matter. This is why I'm invested in helping to make it a place that celebrates catering for the complexity of people's experiences of sexuality and gender. I am proud to be part of the work the University is doing to improve its LGBTIQ visibility and inclusion. I joined the Ally Network through which I have met many other LGBTIQ folk as well as straight allies who are committed to making the University of Sydney a place of sustained, intersectional and robust engagement with diverse LGBTIQ experiences.

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



THE UNIVERSITY OF
**WESTERN
AUSTRALIA**

QUICK FACTS

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, Senior
Diversity Officer(08) 6488 2252
hr.uwa.edu.au/2191003

Fiona Maley

Marketing and Research
Coordinator,
School of Population Health
(08) 6488 1299

SIZE

Approximately 3800.

BENEFITS

www.hr.uwa.edu.au/2128271

“ As a bisexual woman of Asian heritage, finding myself welcomed and embraced by my chosen workplace is important to my productivity and wellbeing. ”



WORKING HERE...

Duc Dau

Postdoctoral Research Fellow

As a bisexual woman of Asian heritage, finding myself welcomed and embraced by my chosen workplace is important to my productivity and wellbeing.

I became a UWA Ally when I was a student, and I remain an Ally as a member of staff. Being an Ally indicates that I support a workplace that respects and welcomes everyone. I am proud to be part of a network at the vanguard of inclusiveness.

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.

In 2015 the Human Rights Commission ranked UOW as among the most LGBTI friendly Universities in Australia.



PERSONALISED EXPERIENCES : WORLD-CLASS RESULTS

WHO WE'RE LOOKING FOR

We are seeking talented and dedicated academic and professional services 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 supporting or identifying as LGBTI, which now boasts more than 120 members. Allies provide a safe and respectful environment to help make UOW a better place to work and study.

QUICK FACTS

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. Professional services staff require differing levels of qualifications and experience depending on the advertised position.

CONTACT DETAILS

All positions are advertised on our website at:

<http://employment.uow.edu.au>
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 junior lawyer, 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, ALL in, 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
Lawyer

“ 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 1300 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.

Baker & McKenzie

www.bakermckenzie.com



WHO WE ARE

We are a leading international law firm that has been thinking globally in Australia for over 50 years. We act for leading multinational and domestic companies on market leading local and global transactions with more than 85 Partners and 190 lawyers across Sydney, Melbourne and Brisbane.

MORE ABOUT US

Founded in 1949, Baker & McKenzie is one of the world's largest law firms by markets, revenue and headcount. We offer our clients and lawyers the uncompromising commitment to excellence expected of a leading firm and a distinctive way of thinking, working and behaving as a passionately global and genuinely collaborative firm.

WHO WE'RE LOOKING FOR

We look for people who enjoy a challenge and seek new opportunities; who share our global perspective and are practical in their approach; who like taking responsibility and getting things done; who express themselves confidently while staying open to new ideas; and who seek a friendly and inclusive culture that strives to make a difference to our local and global communities.

INSIDER INFO

- We are passionately global.
- We strive to stay ahead of the curve and encourage entrepreneurship.
- We have a strong culture of friendship and inclusion, and an egalitarian and collaborative working style.
- We are commercial pragmatists who make complex issues simple for our clients and we focus on our clients' business needs.
- We actively encourage and support contribution to the community, through our pro bono and community service programs.

Our award-winning diversity strategy, initiatives and programs are focussed in four areas, in which all of our people can participate:

- BakerWomen - Gender equality and supporting the progression of women
- BakerDNA - Ethnic, indigenous and cultural diversity
- BakerBalance - Supporting carers and parents, employee wellbeing and workplace flexibility
- BakerLGBTI & Allies - Lesbian, gay, bisexual, transgender and intersex diversity

“ Diversity and inclusion is not only on the agenda but is embraced, fostered and understood. ”

QUICK FACTS

WHERE WE ARE

Australia-wide and worldwide, with a network of 77 offices spanning across 47 countries.

WHAT WE DO

Professional services.

QUALIFICATIONS REQUIRED:

Qualifications required vary according to the opportunity.

OPPORTUNITIES:

Please visit:

www.bakermckenzie.com/careers/

CONTACT DETAILS:

www.bakermckenzie.com

SIZE:

11,839 employees globally.

BENEFITS:

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



WORKING HERE...

Sam Appleton
Senior Associate

Baker & McKenzie has always provided me a friendly and supportive work environment. I have been able to develop a legal practice and grow professionally unhindered by concerns that I cannot be myself. Diversity and inclusion is not only on the agenda but is embraced, fostered and understood. This year the firm was delighted to be the principal sponsor of Out for Australia and assisted the organisation expand its mentoring program for aspiring LGBTI professionals across Australia.

BAKER & MCKENZIE

Clayton Utz

www.claytonutz.com



WHO WE ARE

Clayton Utz is a leading Australian commercial and pro bono law firm, with 178 partners and over 1,200 employees across six offices.

MORE ABOUT US

With a genuine commitment to client service, we are trusted advisers to a diverse base of private and public sector organisations including many of Australia's top financial institutions, multinational corporations operating in a range of sectors, and State and Australian government departments and agencies.

We are also a global leader in pro bono and community initiatives, with one of the largest pro bono practices of any law firm outside of the US and fantastic opportunities for partners and employees to connect with the community through volunteering activities.

WHO WE'RE LOOKING FOR

Clayton Utz employs a diverse selection of people with a wide range of backgrounds, skills, interests and competencies. We look for people who can contribute new ideas and who take a creative approach to solving problems.

We look for people who are:

- Results focused and driven
- Flexible
- Learning-oriented
- Good relationship builders
- Natural leaders

INSIDER INFO

LGBTI Alliance, our LGBTI (Lesbian, Gay, Bisexual, Transgender and Intersex) program is an essential part of our diversity agenda.

The primary function of LGBTI Alliance is to help the Firm to:

- Foster a LGBTI inclusive culture;
- Support and encourage LGBTI people in the Firm;
- Connect with the broader LGBTI community (through participating in and developing our Pro Bono and Community Connect initiatives); and
- Promote our program and engage with industry and external stakeholders; and develop internal policies, training, education, practices and other services and initiatives to assist the LGBTI program to achieve its objectives.

CLAYTON UTZ

QUICK FACTS

WHERE WE ARE

Sydney, Canberra, Melbourne, Brisbane, Perth and Darwin.

WHAT WE DO

We are a leading Australian commercial and pro bono law firm.

OPPORTUNITIES

Summer Clerkship, Graduate, Paralegal, Lawyer, Shared Services roles.

QUALIFICATIONS REQUIRED:

Qualifications vary depending on the role sought and area of work.

CONTACT DETAILS

Amy Lennox: Graduate

Recruiter: [alennox@](mailto:alennox@claytonutz.com)

claytonutz.com - 02 9353 5598

Karine McAuliffe: National

Recruiter: [kmcauliffe@](mailto:kmcauliffe@claytonutz.com)

claytonutz.com - 02 9353 5324

SIZE

Over 1,200.

BENEFITS

We offer a range of leave, lifestyle, flexibility and retail benefits. More information can be found here:

www.claytonutz.com/careers/working_at_clayton_utz/home.page

“

...the ability to bring my whole self to work has been a great source of energy and encouragement.

”



WORKING HERE...

Luke Furness

Lawyer and member of the LGBTI Alliance Steering Group

Clayton Utz's progress towards building a friendly and inclusive environment for its LGBTI employees has been very impressive. I always enjoyed my role with the firm, but the ability to bring my whole self to work has been a great source of energy and encouragement. I feel fully supported by my team and I am confident that new lawyers and staff will as well no matter who they are.

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

Commencing a 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 has an open and welcoming atmosphere that is inclusive of both Corrs’ LGBTI people and LGBTI people in the broader LGBTI community. ”

QUICK FACTS

WHERE WE ARE

Sydney, Melbourne, Brisbane and Perth.

OPPORTUNITIES

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...

David Anthony
Senior Associate

Corrs has an open and welcoming atmosphere that is inclusive of both Corrs’ LGBTI people and LGBTI people in the broader LGBTI community. The firm launched its LGBTI@Corrs Network in 2014 across all offices nationally. The LGBTI@Corrs Network is continuing to grow and plays an important role in fostering inclusion at all levels and demonstrating Corrs’ formal commitment to LGBTI inclusion. I am proud to be part of a firm that embraces both formal and informal inclusion. For me, Corrs’ approach has made it easy to be out at work and it is great to work in an environment where diversity is not only accepted but encouraged.

Gadens

www.gadens.com

WHO WE ARE

Gadens is a leading, independent Australian law firm with 137 partners and over 1,100 staff throughout Australia, Papua New Guinea and Singapore.

MORE ABOUT US

We are a full services firm and offer a broad spectrum of legal services including: corporate and commercial; property, construction and planning; energy & resources; dispute resolution and litigation; banking and financial services; corporate risk and insurance; employment and safety; insolvency and recoveries; and aged care, not for profit and tax. Our expertise, attitude and accessibility attract many of Australasia's most successful and innovative organisations. We work with our clients providing solutions across a range of legal work types ranging from highly complex matters to day-to-day transactional legal needs.

WHO WE'RE LOOKING FOR

We are looking for talented people who approach their work with passion and who excel at establishing quality relationships with clients and colleagues. We value intellect, collaboration, openness, integrity, respect and excellence. We seek independent, rigorous thinkers.

INSIDER INFO

Gadens recognises the value that diversity brings to both its culture and its ability to provide clients with exceptional service. Our diversity agenda promotes and encourages diversity by focusing on gender, flexibility, disability, culture and background; and LGBTI. Our LGBTI network, OneGadens, aims to support the inclusion of all our LGBTI people and to enhance engagement with our staff, our business and our clients.

gadens

“ From my first day, all those years ago, I felt accepted with no need to hide my sexuality. It was a non-issue, I felt the same as everyone else. ”

QUICK FACTS

WHERE WE ARE

We have offices all over Australia, Port Moresby and Singapore.

OPPORTUNITIES

We have a range of opportunities at Gadens from summer clerk right up to senior roles including director and partner. We also have a variety of roles in legal support, HR, finance, IT, business development and marketing.

CONTACT DETAILS

Bill Panourgias
Talent Acquisition Specialist
bill.panourgias@gadens.com
+61 2 9035 7458

BENEFITS

At Gadens, benefits come in many forms. For more information, please see <http://www.gadens.com/joinus/Pages/Default.aspx>



WORKING HERE...

Mark Blair
Financial Products and Services

I am extremely proud to be part of the Gadens team. A lot of businesses throw around words such as “acceptance” and “diversity”, but Gadens truly embodies these values. People identifying as LGBTI often feel apprehensive starting a new job. My experience at Gadens was different. From my first day, all those years ago, I felt accepted with no need to hide my sexuality. It was a non-issue, I felt the same as everyone else. 18 months ago I got married in New Zealand and my partner in charge was a guest, that’s support.

Gilbert + Tobin

www.gtlaw.com.au



WHO WE ARE

Proudly an AWEI recognised 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 (ILCC) 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

OUT was established in 2012. Sponsored by Partner and Board member, Peter Waters it has broad membership and support across all levels of staff to Partner level.



QUICK FACTS

WHERE WE ARE

Sydney, Melbourne and Perth.

WHAT WE DO:

We are a leading 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: lm Maiden-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...

Matt McGirr
Lawyer, Litigation

It's difficult to imagine a more inclusive and welcoming place to work than Gilbert + Tobin. I was initially attracted to work for Gilbert + Tobin because of its reputation as a diverse and inclusive employer, along with its progressive corporate values. From my personal experience, this reputation is well deserved.

From my first day, I felt totally comfortable and affirmed about being open about my sexuality to all my colleagues. I think this is partly because diversity and inclusion is part of the DNA of Gilbert + Tobin, and always has been. It's also because our LGBTI support group, "OUT", provides a real bedrock of support and friendship at Gilbert + Tobin for LGBTI people and their supporters. In my experience, diversity is not merely accepted at Gilbert + Tobin, it is wholly embraced.

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 such as G+T: the respect, from others and for myself, which I have now, was something I could never have aspired to back then.

Henry Davis York

www.hdy.com.au



WHO WE ARE

We are an independent Australian commercial law firm comprised of talented lawyers and other professionals. Based in Sydney and Brisbane we provide tailored legal solutions and quality advice both nationally and internationally.

MORE ABOUT US

We are proud to help an impressive list of clients achieve their objectives. Our clients include the Big 4 Australian banks, global investment banks, insolvency and accounting firms, fund managers, property developers, some of Australia's most iconic businesses, regulatory bodies and government departments and agencies. We know what we're good at and we know what we love doing, so we focus on that. We don't try to be all things to all people; forging strong and enduring relationships with our clients is key. This alignment of focus, passion and expertise delivers the best results for our clients, our people and our community.

WHO WE'RE LOOKING FOR

The quality of our people is the key to our success and recruiting the right people is a critical part of our strategy.

That said, there isn't an HDY mould or 'type'; we are looking for bright, motivated, dynamic individuals who can bring their own experiences and perspectives and a respect for those of others to the table.

INSIDER INFO

A commitment to Diversity and Inclusion is a cornerstone of our vision. Leveraging the different talents, potential and perspectives of ALL our people is not only the right thing to do, it enriches our firm culture, the experience for our people working here and the experience our clients have in working with us. We take equality on all platforms seriously and have proudly held the Employer of Choice for Gender Equality citation for many years. We have recently become active and enthusiastic members of Pride in Diversity and took part in the AWEI for the first time this year.

HENRY DAVIS YORK

QUICK FACTS

WHERE WE ARE

We provide legal services across Australia and internationally from our offices in Sydney and Brisbane.

WHAT WE DO

We are a full service independent commercial law firm.

OPPORTUNITIES

Legal roles include Summer Clerk, Graduate, Lawyer, Senior Associate and beyond. Non legal roles exist in Business Development, Finance, People & Development, Support Services and IT.

QUALIFICATIONS REQUIRED:

Qualifications required will depend on the position.

CONTACT DETAILS

Caroline Keegan
People & Development Officer
+61 2 9947 6648
www.hdy.com.au/what-it-s-like-to-work-here

SIZE

We have around 400 people across our 2 offices.

“ It’s empowering to be a part of an organisation that embraces diversity in all its forms, and I have always felt comfortable being ‘me’ at this firm. ”



WORKING HERE...

Andrew Steele
Partner
Property, Environment & Projects

As a partner and board member at HDY, and as a gay man, I’m proud of HDY’s inclusive culture. It’s empowering to be a part of an organisation that embraces diversity in all its forms, and I have always felt comfortable being ‘me’ at this firm. That hasn’t always felt possible for me during my career and I’ve experienced first-hand how challenging it can be when you feel you can’t be completely open with your colleagues. I’m thrilled to say that my fellow partners are as committed as I am to fostering a diverse and dynamic workplace and ensuring that HDY is a place where we can all confidently be who we are.

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



HERBERT
SMITH
FREEHILLS

QUICK FACTS

WHERE WE ARE

Global. For more information, visit herbertsmithfreehills.com

SIZE

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

CONTACT DETAILS

Cathy Gray

Recruitment Consultant – Australia

T +61 2 9225 5209

cathy.gray@hsf.com

“ I feel so much a part of this inclusive organisation, and proudly wore the HSF t-shirt when we marched as sponsors of the Sydney Mardi Gras. ”



WORKING HERE...

Laura McLaren
*Sydney LGBTI Network
Chair*

In March 2015, we celebrated the second anniversary of the Herbert Smith Freehills LGBTI Network. At the event celebrating this occasion, Michael Kirby congratulated us, saying “I pay respects to the firm and I congratulate the LGBTI network on its second anniversary.”

We, in Australia, have always been proud of Freehills as a distinguished and innovative legal practice. I feel so much a part of this inclusive organisation, and proudly wore the HSF t-shirt when we marched as sponsors of the Sydney Mardi Gras. The future looks very bright for us and I’m looking forward to furthering my career as a litigator in this global firm.

Maddocks

www.maddocks.com.au

WHO WE ARE

Maddocks provides premium legal services to corporations, businesses and governments throughout Australia and internationally. We advise clients across education, government, infrastructure, healthcare, professional services and technology.

MORE ABOUT US

We provide astute, commercial legal services across the public and private sectors. We're highly regarded for exceptional, practical legal advice that genuinely adds value.

WHO WE ARE LOOKING FOR

Maddocks is a great place to build your career in legal services. We offer our legal and non-legal professionals a broad range of development opportunities to be part of our success. Our people are our greatest asset and we invest heavily in attracting and retaining the best. We value collaboration, knowledge-sharing and high standards of professionalism. We encourage diversity and foster open communication where individuality and personal expression is valued.

INSIDER INFO

As a new-member firm of employer support group Pride in Diversity, our people recognise the importance of LGBTI inclusion and the board, executives and partners of our firm have committed to mapping out a strategy to enable the successful transition to best practice.

At Maddocks, diversity and respect are core values. We acknowledge the importance of diversity and what it brings to our people and clients. To us, diversity means more than gender, age, disability or culture. We are delighted to be on the path toward setting a clear path for ongoing support to our LGBTI employees.

In 2014, Maddocks received citation from the Workplace Gender Equality Agency as an Employer of Choice. This citation marked recognition from the group for the eleventh consecutive year.



Maddocks

QUICK FACTS

WHERE WE ARE

Canberra, Melbourne, Sydney.

WHAT YOU DO

Legal services for both public and private sectors.

OPPORTUNITIES

Legal and non-legal roles, from graduate opportunities through to senior and executive appointments.

QUALIFICATIONS REQUIRED

Qualifications required depend on the individual role.

CONTACT DETAILS

www.maddocks.com.au

SIZE

500+

BENEFITS

Maddocks actively encourages a supportive and flexible environment for all employees. Our people also have access to the Maddocks Out & About privileges program and subsidised health insurance.



WORKING HERE...

Mark Henry
Partner and Chairman

I'm Mark Henry, partner and Chairman at Maddocks. I've worked at the firm most of my professional life and have been Chairman twice. Identifying as a member of the LGBTI community at a time when it was not as widely visible, I have always been treated respectfully at Maddocks.

It is exciting for me to see the Maddocks' Diversity and Inclusion Policy being formally implemented as part of our strategy for growth, by ensuring we have an environment which attracts and supports the best people we can to achieve our objectives. We see a culture of openness, diversity, creativity, technical excellence and commitment to each other and the firm as key to our future. Providing formal, strategic planning and support for our LGBTI employees helps to underpin and create such a culture.

I'm proud to recommend Maddocks as a place where everyone is valued for who they are and what they bring to the firm so that they develop personally and professionally, regardless of age, gender, race, culture, sexual orientation, disability or personal circumstance.

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 a large international legal practice in Australia, with offices in Brisbane, Melbourne, Perth and Sydney.

Wherever we are, we operate in accordance with our global business principles of quality, unity and integrity.

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.

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 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. The collaborative approach and global outlook that drives our practice forward extends right across the organisation. Asian language skills and business and cultural experience in Asia is desirable given our work in the Asia region.

We have a broad range of opportunities ranging from legal roles, to business services and graduate positions.

INSIDER INFO

At Norton Rose Fulbright we value diversity. We strive to create an inclusive environment where every employee can bring their whole self to work and realise their career potential.

We have an active global Pride network with senior support and growing global and local membership. We are very proud to have been named a Bronze employer in the 2015 Australian Workplace Equality Index.

QUICK FACTS

WHERE WE ARE

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

WHAT YOU DO

We are a global legal practice.

OPPORTUNITIES

We have a range of opportunities at Norton Rose Fulbright in 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, Marketing and legal administration and support.

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

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

SIZE

We have over 7,000 members of staff across the world, with approximately 1,000 in Australia.

BENEFITS

www.nortonrosefulbright.com/careers/



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.

 **NORTON ROSE FULBRIGHT**



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 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.prideinpractice.com.au

Australian Workplace Equality Index

Australia's National LGBTI Workplace Inclusion Benchmarking Instrument.

AWEI

AUSTRALIAN WORKPLACE EQUALITY INDEX

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 responses.

All index submissions are strictly confidential.

**For more information contact
Pride in Diversity.**

Call:

(02) 9206.2139

Email:

awei@prideindiversity.com.au

Or visit:

www.pid-awei.com.au

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 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.



QUICK FACTS

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

www.agl.com.au/about-agl/careers

CONTACT DETAILS

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

SIZE

2800 approximately.

BENEFITS

www.agl.com.au/about-agl/careers/why-join-us/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.



Australia's aluminium

QUICK FACTS

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.

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

CONTACT DETAILS

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

SIZE

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

Aurizon

www.aurizon.com.au



WHO WE ARE

Aurizon is Australia's largest rail-based transport business and a top 50 ASX company.

MORE ABOUT US

Each year, the Company transports more than 250 million tonnes of Australian commodities, connecting miners, primary producers, and industry with international and domestic markets. It provides customers with integrated freight and logistics solutions across an extensive national rail and road network, traversing Australia. The Company also owns and operates one of the world's largest coal rail networks, linking approximately 50 mines with three major ports in Queensland.

WHO WE'RE LOOKING FOR

Aurizon's aim is to create a respectful and inclusive culture where every person can bring their whole self to work. Aurizon offers a dynamic environment with employment opportunities spanning a broad range of areas including business, engineering and transport operations.

INSIDER INFO

The LGBTIQ & Allies Network's goal is to provide resources into developing tools, education and communication strategies that support building a more inclusive and innovative culture. The Network commenced in 2014 and has grown significantly since having a formal launch in May 2015, works towards creating a work environment where employee difference such as gender, age, disability, sexual orientation, culture and lifestyle choices are valued.

At Aurizon, we believe creating an inclusive and respectful environment is everyone's responsibility because it is how we work and it contributes to the company's success.



QUICK FACTS

WHERE WE ARE

National.

WHAT WE DO

Aurizon offers a variety of roles including business, engineering and transport operations. Each year Aurizon offers a number of graduate opportunities in the fields of engineering, business and safety and environment via its award winning program. The Apprentice and Trainee program is designed to help grow our business through youth employment and ongoing partnerships with education providers.

OPPORTUNITIES

Aurizon offers opportunities via its website www.aurizon.com.au/careers

And LinkedIn page www.linkedin.com/company/aurizon

CONTACT DETAILS

www.aurizon.com.au/careers

SIZE

6,900

BENEFITS

Aurizon offers a number of benefits including competitive salaries, development programs and discounts on health insurance to personal travel.

“ Our focus is on creating a safe and inclusive workplace where everyone can bring their whole self to work. ”



WORKING HERE...

Catherine Pepler
Manager Environment

Aurizon is a recognised leader in diversity and inclusion and as a founding member of Aurizon's LGBTIQ & Allies Network, I am proud to say that I am part of Aurizon's drive to building a safe, diverse and inclusive workforce across our Regional and Metropolitan locations.

On a personal level, my sexuality, gender and parenting status are accepted as just another part of who I am and have had no impact on my career at Aurizon. Our Network has the full support of our Executive leadership team and has a large number of identifying members and allies based across Australia.

Our focus is on creating a safe and inclusive workplace where everyone can bring their whole self to work.

Chevron

www.chevronaustralia.com

WHO WE ARE

Chevron is one of the world's leading integrated energy companies. With two major projects moving towards operations, Chevron is shaping Australia's energy future and offers 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 one-sixth 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 Program

Applications for Chevron's Horizons Graduate Development Program typically open in February/March each year, with positions commencing the following February.

Vacation Employment Program

Applications for our Vacation Employment Program typically open in July/August, with the program running for 12 weeks from December to February.

Applications are encouraged from university students who are in their penultimate year of study.

For more information on our Horizons Graduate Development Program and Vacation Employment Program, please visit the website.

INSIDER INFO

Chevron Australia was ranked as a Top 20 Employer in the 2014 Australian Workplace Equality Index Awards.

PRIDE is Chevron's Lesbian, Gay, Bisexual, Transgender and Allies (LGBT&A) employee network which aims to:

- Advocate Chevron's global commitment to LGBTI workplace equality
- Position Chevron as an employer of choice within the LGBT community
- Increase awareness of the PRIDE network within Chevron and provide information and support to LGBT&A employees, enhancing dialogue and fostering an inclusive work environment
- Facilitate the delivery of information and training on LGBT workplace and work-life issues



QUICK FACTS

WHERE WE ARE

Perth, Western Australia.

OPPORTUNITIES

For current opportunities, please visit the website.

QUALIFICATIONS REQUIRED

Qualifications required vary depending on the position. All required qualifications are listed within each job advertisement.

CONTACT DETAILS

chevronaustralia.com/careers

“ Respecting and embracing the uniqueness of every individual, and the varied perspectives and talents they provide is a fundamental value at Chevron. We offer our employees an inclusive work environment and are proudly recognised as an employer of choice, guided by a vision of diversity and committed to equal employment opportunity.”

Scott McKay
Chevron Australia
Strategic Planning Manager

GE Australia

www.ge.com.au

WHO WE ARE

GE imagines things others don't, builds things others can't and delivers outcomes that make the world work better. GE brings together the physical and digital worlds in ways no other company can. In its labs and factories and on the ground with customers, GE is inventing the next industrial era to move, power, build and cure the world.

MORE ABOUT US

- Aviation - GE engines power more than 70% of domestic jet-powered flights within Australia, and are leaner, cleaner and quieter than ever before.
- Energy Management - As demand for energy grows, GE provides smart equipment and technology to make electrical generation, transmission and consumption safer and more reliable.
- Healthcare - We're one of Australia's leading providers of medical technologies and services to clinics and hospitals.
- Lighting - Imagining a better lightbulb has been a part of our business since Thomas Edison's first incandescent lamp.
- Mining - GE provides smarter, safer equipment for mining customers in Australia.
- Oil and Gas - GE is powering the future of the oil and gas industry: it is at work

on every major LNG project being developed in Australia.

- Power and Water - We're at work on solutions to access clean and sustainable sources of power and water.
- Transportation - GE keeps people and cargo on the move around Australia, and provides smarter, safer equipment for mining customers.
- Capital - We're helping to build Australia's Mid-Market businesses with smart financing and specialist insights for growth.

WHO WE'RE LOOKING FOR

There's a spot for you here at GE. We offer job opportunities to everyone, from apprenticeships, to entry level professional positions, university graduates, mid career professionals and veterans.

In 2005 the global Gay, Lesbian, Transgender & Allies Network Launched. Gay, lesbian, bisexual and transgender and ally (GLBTA) talent are visible, engaged, valued and developed to drive business success. GE is an employer of choice for the GLBT Community and holds a strong reputation in the GLBT Marketplace. GE's benefits, policies and leaders promote an inclusive work environment.

QUICK FACTS

WHERE WE ARE

GE is located in a wide range of locations across metropolitan and regional Australia, New Zealand and Papua New Guinea. Our main locations in Australia are:

Melbourne, Sydney, Brisbane, Mt Isa, The Hunter Valley, Perth

WHAT WE DO

We are repositioning GE to be the world's best infrastructure and technology company, with a smaller financial services division. Our focus is on driving infrastructure leadership, investing in innovation and achieving a culture of simplification to better serve our customers around the world.

OPPORTUNITIES

For current opportunities, please visit <http://www.ge.com/au/careers>

QUALIFICATIONS REQUIRED

Qualifications required vary depending on the position. All required qualifications are listed within each job advertisement.

CONTACT DETAILS

Natalie Vangramberg
natalie.vangramberg@ge.com
03 8807 6449

BENEFITS

For a full list of benefits please visit <http://www.ge.com/au/careers/why-ge/benefits>



WORKING HERE...

Jeremy Wray
Account Manager –
Subsea Systems
GE Oil & Gas Australia

I have been with GE in Australia for close to 2 years and have thoroughly enjoyed it. GE has a culture of Diversity and Inclusiveness which has allowed me to be open and honest with my colleagues. Globally, GE has a large GLBTA Alliance and we are about to launch an ANZ Chapter. It has been great to see employees from all over the world sharing their stories openly and to have the support of our Regional and Global CEO's.

Earlier this year, GE's Global CEO of over 300,000 employees issued an open letter in the US urging that lawmakers do not permit discrimination of any kind, including discrimination based on sexual orientation or gender identity. This had an incredibly powerful effect and makes me proud to be working for GE.



glbta alliance
gay, lesbian, bisexual, transgender & allies

Accenture

www.accenture.com.au



WHO WE ARE

Accenture is one of the world's leading organisations providing management consulting, technology and outsourcing services, with more than 323,000 employees across 120 countries.

MORE ABOUT US

Accenture works with clients in a range of industries, and provides services from a portfolio of five distinct businesses:

- **Accenture Consulting** transforms businesses
- **Accenture Strategy** shapes our clients' future
- **Accenture Digital** digitizes to create new value
- **Accenture Technology** powers our clients' businesses
- **Accenture Operations** operates on behalf of our clients

WHO WE'RE LOOKING FOR

We hire graduates and experienced individuals - talented, potential leaders looking for a challenge and interested in a career with a global leader. We offer a unique career experience and a compelling mix of work and training opportunities, work environment and structure for career progression.

INSIDER INFO

Accenture is a global company offering great careers with fantastic opportunities, open to employees regardless of gender identity or expression, and regardless of sexual orientation. #PrideAtAccenture is all about bringing your authentic self to work. Recognised globally for the Inclusion & Diversity work we do, we topped the AWEI in 2013. We have strong, active networks of LGBTI people and allies across the world, and locally here in Australia/New Zealand.

accenture

High performance. Delivered.

#PrideAtAccenture
Bring your authentic self to work.



QUICK FACTS

WHERE WE ARE

Global; In Australia – Melbourne, Sydney, Canberra, Brisbane, Perth.

WHAT WE DO

Consulting, Strategy, Digital, Technology, Operations.

OPPORTUNITIES

Accenture has thousands of different roles across our business. Visit our website to learn more.

QUALIFICATIONS REQUIRED

Dependent on specific role.

SIZE

323,000+ globally.

CONTACT DETAILS

careers.accenture.com

BENEFITS

Benefits vary by level:

- Salary Packaging and Bonuses
- Employee Share Purchase Plan
- Employee Assistance Program
- Executive Health Checks
- Study leave, Parental Leave
- Financial and Superannuation advice
- Annual Volunteer Day
- Corporate Discount Programs
- Corporate Mobile Phone Plan

“ The celebration of the LGBTI community at Accenture has helped me grow both professionally and personally. ”



WORKING HERE...

Will Jenkins
*Consultant,
Accenture Strategy*

Entering the corporate world can be a challenge for any graduate. From my first day at Accenture, diversity has been and continues to be emphasised in everything we do – from our core values to our inclusion and diversity activities. Every day I see people fulfilling their potential because they have permission and encouragement to be their true selves – not only is diversity and inclusion good for individuals, it's good for Accenture.

Not once have I felt less valued or welcome because of my sexuality – the celebration of the LGBTI community at Accenture has helped me grow both professionally and personally. Joining the LGBTI Network was a great opportunity to meet other confident, successful LGBTI-identifying people, and learn even more about what it means to be gay in the workplace and in society today.

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 7,000 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.



QUICK FACTS

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 7,000 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.

MORE ABOUT US

Deloitte Australia provides audit, tax, consulting, and financial advisory services, employing 6,000 people across the country. Focused on the creation of value and growth, and known as an employer of choice for our innovative human resources programs, we are dedicated to helping both our clients and our people excel.

Our vision is to be the most inspiring firm to work with - for our people, clients and communities. Committed to innovation, developing new ideas, products and services that create value for our clients, our people and the country is our purpose. Central to our culture is our seven values, or 'Signals', which encourage employees to continuously grow and improve, have fun and celebrate, aim to be

famous, play to win, talk straight, empower and trust, and recruit and retain the best.

WHAT WE'RE LOOKING FOR

Our people are our brand.

At Deloitte we both celebrate and harness diversity, and consider it a competitive advantage. For our business to succeed, it is essential we attract people who are seeking opportunities to develop and flourish as their authentic selves. 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 status.

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.

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 separate 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.

Deloitte.

QUICK FACTS

WHERE WE ARE

16 offices across Australia including in all capital cities.

OPPORTUNITIES

Deloitte has a large number of roles across a variety of disciplines for students, graduates and experienced professionals.

SIZE

Deloitte has member firms in over 150 countries with over 200 000 employees worldwide (over 6000 in Australia).

BENEFITS

As a global firm, Deloitte's benefits program is aimed at helping you to better manage your total lifestyle needs - not just while you are at work, and to reward you for being part of the Deloitte team. www2.deloitte.com/au/en/pages/careers/careers/benefits.html

CONTACT DETAILS

Deloitte Touche Tohmatsu
Grosvenor Place
225 George Street
Sydney NSW 2000
Tel: +61 (0) 2 9322 7518
www.deloitte.com.au
<http://mycareer.deloitte.com/au/en>

“ I see diversity as both essential and as a competitive advantage for any business. ”



WORKING HERE...

Alex Bashinsky
*CHRO & National Partner
People & Performance*

As a Board Member for the Diversity Council of Australia, I see diversity as both essential and as a competitive advantage for any business.

For us at Deloitte, diversity is about maximising people's potential and capitalising on the rich and diverse perspectives and synergies that are a critical factor in business growth. Our approach to diversity helps us recruit, retain and engage high-performing talent; build our brand and win work – and get closer to our clients. It also helps us better connect our colleagues – thereby unleashing greater collaboration and innovation within our organisation.

Understanding who we are and celebrating our unique differences is absolutely vital to creating an inclusive workplace where all our people have the opportunity to maximise their potential and build rewarding careers at Deloitte.



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 firstclass 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.



QUICK FACTS

WHERE WE ARE

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

SIZE

More than 210,000 people globally.

OPPORTUNITIES

From vacationer programs to full-time positions, we offer you rewarding and challenging opportunities:

QUALIFICATIONS REQUIRED

Qualifications required vary depending on the role.

BENEFITS

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

CONTACT DETAILS

For further information, please visit us:

www.ey.com/au/careers

www.facebook.com/eycareers

[www.instagram.com/](https://www.instagram.com/EYAUcareers)

[EYAUcareers](https://www.instagram.com/EYAUcareers)



WORKING HERE...

Tony Johnson
Regional Managing
Partner and CEO

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 2015, such as:

- Sydney Mardi Gras
- Sydney Bigham Cup
- Melbourne Pride Cup
- Mentoring for Out for Australia
- Sydney Convicts, Australia's first gay Rugby Union Club
- LGBTIA network, Unity, across Australia, Asia Pacific and Globally

Our EY national network group, called Unity, is for LGBTI people and their straight allies. This group aims to create a sustainable, inclusive culture where LGBTI individuals at EY can bring their whole selves to work. On 26 May 2015, Oceania CEO and Regional Managing Partner Tony Johnson signed the Marriage Equality Pledge on behalf of EY Australia. Tony says, "In signing this pledge, EY Australia proudly recognises the rights of lesbian, gay, bisexual, transgender and intersex people to experience the same freedoms as others, including with whom they choose to make a commitment of love and marriage."

Grant Thornton

www.grantthornton.com.au

WHO WE ARE

Grant Thornton is one of the world's leading organisations of independent assurance, tax and advisory firms. Over 1,200 people work across Australia serving dynamic, mid-size businesses in the private, public and not-for-profit sectors.

MORE ABOUT US

At Grant Thornton we celebrate the breadth of experience and perspectives of our people; their passions and differences. We value collaboration and diversity of thought highly, because it stimulates creativity and leads to better outcomes – for our clients and colleagues. Our vision is to have empowered people with diverse identities and backgrounds having the satisfaction of delivering high-quality outcomes for themselves and the firm, our clients and communities.

WHO WE'RE LOOKING FOR

Our culture fosters innovation, curiosity, diversity of identity and thought, and a deep concern for our clients and each other. We expect the best from ourselves and each other, and seek to attract and retain motivated people who are absolutely focused on delivering an exceptional client experience.

Our team members have a real eagerness to get involved, make a difference, and drive growth for our clients and our firm.

INSIDER INFO

We are proud members of Pride in Diversity and the Diversity Council of Australia. Our active employee network DAWN – Diversity at Work Now – builds awareness of the benefits of diversity. DAWN hosts regular LGBTI events that headline and celebrate diversity and create an inclusive and warmly welcoming work environment.



Grant Thornton

An instinct for growth™

QUICK FACTS

WHERE WE ARE

Adelaide, Brisbane, Cairns,
Melbourne, Perth, Sydney.

WHAT WE DO

Assurance, tax and advisory
services to mid-sized businesses.

OPPORTUNITIES

www.grantthornton.com.au

QUALIFICATIONS REQUIRED

Requirements vary by role.

CONTACT DETAILS

www.grantthornton.com.au

SIZE

Over 1,200 employees in Grant
Thornton Australia; 40,000 people
in 130 countries in Grant Thornton
member firms globally.

BENEFITS

We offer a host of attractive
benefits to graduates and
experienced people.



WORKING HERE...

Rory Gregg
*Partner, Operational
Advisory, Sydney*

When I joined Grant Thornton in 2010 I made no secret about who and what I was.

The firm has always encouraged me to bring my whole self to work. Doing so has meant I can focus my energies on providing the best possible client support and advice rather than worrying about how I might be perceived. I've been given tremendous opportunities to build my career, safe in the knowledge that I'll be judged on my results rather than my LGBTI status. Knowing this means I can focus on what really matters in life, devoting my energies to my ideas, thoughts and initiatives and not wasting time and energy worrying about what other people think or whether I feel included or excluded at work.

Having more openly gay leaders such as me provides positive role models for younger LGBTI people both within and beyond my work and I'm fortunate to be part of a firm that encourages me to be a role model.

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

Our LGBTI group, was founded in October 2008 and welcomes members of all ages, levels and backgrounds, actively encouraging everyone regardless of sexual orientation to join. It allows colleagues to share ideas and experiences and discuss issues or opportunities in our workplace in a safe environment. Our members are active mentors within the LGBTI community.

KPMG is a foundation member of Pride in Diversity, and an AWEI Bronze Tier Employer in the Diversity Equality Index.



cutting through complexity

QUICK FACTS

WHERE WE ARE

Australia wide.

WHAT WE DO

Professional services.

OPPORTUNITIES

Graduate to experienced in all areas.

QUALIFICATIONS REQUIRED

Recruit from all disciplines and at all levels.

CONTACT DETAILS

www.kpmg.com.au

[www.facebook.com/
KPMGinAustraliaGraduates
andStudents](http://www.facebook.com/KPMGinAustraliaGraduatesandStudents)

[http://www.linkedin.com/
company/kpmg-australia](http://www.linkedin.com/company/kpmg-australia)

[http://www.linkedin.com/
company/kpmg-australia](http://www.linkedin.com/company/kpmg-australia)

SIZE

Over 5000 people.

BENEFITS

See website.



WORKING HERE...

Charlene Scott
Senior Manager, Tax

I came to KPMG open about my sexual orientation and found the firm to be accepting without question.

KPMG's openness and acceptance provides me with an environment where I am not afraid to be who I am which rewards me both professionally and personally.



Phil Beckett
*Senior Consultant, Health,
Ageing & Human Services*

I was only 16 years old when I signed my contract at KPMG in Perth and 17 years old when I started working in 2009.

Depending when you come out, these can also be formative years. They were for me. It probably wasn't until the latter part of my Cadetship where I felt somewhat comfortable in disclosing my sexuality and relationships to colleagues.

Since then, I have only encountered openness and acceptance. More than that, I have been able to engage in driving a focus on diversity and inclusion within the firm.

While there is always room to improve the culture of an organisation, I feel encouraged to work in an organisation where it is a clear focus.

PwC

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 190,000 people. We're committed to delivering quality in assurance, advisory, tax & legal and private clients 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...”



pwc

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 Business/Commerce, Engineering, Science, Technology, Economics and Law (just to name a few!)

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

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.

QUICK FACTS

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

STEM Academy

pwc.com.au/technologyacademy

QUALIFICATIONS 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; 190,000 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.

Lendlease

www.lendlease.com



WHO WE ARE

At Lendlease, our vision is to create the best places. Our capabilities span the property construction and infrastructure spectrum. In Australia we offer: development 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 work 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 maximising 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. Lendlease 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 Lendlease's diversity and inclusion 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.

Lendlease has been an AWEI Top Ten Employer since 2012 and the only construction company involved in the index. We were also awarded the Australian Human Resources Institute LGBTI Inclusion Award in 2014, acknowledging the workplace initiatives we undertake to ensure our LGBTI employees are included, valued and are able to be themselves.

Lendlease 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.

QUICK FACTS

WHERE WE ARE

Lendlease 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

SIZE

Over 13,500 employees globally.

BENEFITS

We offer competitive pay and benefits that recognise and reward outstanding performance.



“ It is a place that truly cares about its people and invests in their development... ”



WORKING HERE...

Anita Mitchell
*General Manager
Sustainability,
Barangaroo South*

Lendlease is a diverse and inclusive business, both in the geographies and sectors it operates in and more importantly the people it employs. I have always felt comfortable talking about my life and my family and I value being able to bring my whole self to work.

Lendlease has offered me a career path with learning opportunities, international travel and exposure to different aspects of the property and construction sector.

It is a place that truly cares about its people and invests in their development and I would recommend working here as diversity is not just tolerated, it is celebrated.

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.

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...

Members of the CCMH Pride In Diversity Committee

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 and won Regional Employer of the year in 2015.

The service has been instrumental in engaging the broader Central Coast Mental Health (CCMH) Service in LGBTI inclusion initiatives. This has included the development of a CCMH Pride In Diversity Strategic Committee, with representation from CYPMH, adult mental health and older persons mental health. The Committee develops a bi-annual Strategic Plan to guide and inform our work in the inclusion space. Additionally a larger Allies network has also been established across CCMH. The roles and functions of this group may include correcting destructive myths, negative stereotypes and calling inappropriate behaviour; increasing visibility and promoting self and the role of Ally throughout the CCMH; being a champion for Pride in Diversity in team meetings and promoting self as a point of contact and support for CCMH employees wanting to come out in the workplace.

CCMH has 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.'

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 432 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 20,639 people: 16,713 police officers and 3,926 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, 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 200 GLLOs across the state. We are currently celebrating 25 years of GLLO-ing as well as 100 years of women in the NSWPF and look forward to continuing to support diversity and inclusion in our workplace. There is a long standing corporate commitment since 1997 (our first policy) to our current policy, formally acknowledging and supporting LGBTI people and communities. We also have a range of liaison officer roles for other diverse groups within the community, including Multicultural Community Liaison Officers and Aboriginal Community Liaison Officers.

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.jobs.nsw.gov.au

facebook.com/nswpoliceforce
facebook.com/policeglbti

SIZE

20,639 total staff: 16,713 police officers and 3,926 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.



NSW Police Force

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.



“ 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.

VicRoads

www.vicroads.vic.gov.au

WHO WE ARE

VicRoads plans, develops and manages the arterial road network and delivers road safety initiatives and customer focused registration and licensing services.

MORE ABOUT US

Our key role is to help provide Victorians with safe and easy connections to the people and places that matter most to them. We are proud of the integral role we play in supporting Victoria's liveability and economic prosperity, while growing jobs and opportunities across the state.

WHO WE'RE LOOKING FOR

We are committed to delivering exceptional service to the community and to do so we require a workforce that is skilled, knowledgeable, motivated and innovative. To deliver on this commitment, we are focused on offering a work environment that attracts, develops, engages and retains highly capable people who are optimistic, confident, innovative and engaged because their unique backgrounds are valued.

INSIDER INFO

We are committed to creating a more diverse, inclusive and welcoming workforce for our future growth. Through welcoming all aspects of diversity in our workplace, we believe that we will be a more effective organisation with broader perspectives at the leadership table and one that better reflects and meets the needs of the community we serve.

We have committed to providing a welcoming workplace that provides all staff with the same opportunities to develop, grow and contribute no matter what their gender, age, cultural background, disability, religion and sexual orientation.



QUICK FACTS

WHERE WE ARE

We have a number of customer service centres, road management offices and agencies located throughout Victoria. See www.vicroads.vic.gov.au/contact-us/office/locations for all locations.

WHAT WE DO

Our key role is to help provide Victorians with safe and easy connections to the people and places that matter most to them.

OPPORTUNITIES

To view the range of available jobs access www.vicroads.vic.gov.au/careers.

QUALIFICATIONS REQUIRED

Various depending on position

CONTACT DETAILS

Visit: www.vicroads.vic.gov.au

SIZE

2, 500

BENEFITS

We offer competitive salaries and benefits, flexible working arrangements and ongoing training and development.

“ The VicRoads Strategic Leadership Team is committed to creating a more diverse and inclusive workforce... ”



WORKING HERE...

John Merritt
Chief Executive

The VicRoads Strategic Leadership Team is committed to creating a more diverse and inclusive workforce at VicRoads. We believe that we will be a more effective organisation with broader perspectives at the leadership table and one that better reflects the community we serve. We want leaders within VicRoads to embrace diversity and inclusion as a key leadership competence and see inclusive behaviours throughout the organisation.

CSIRO

www.csiro.au

WHO WE ARE

At the Commonwealth Scientific and Industrial Research Organisation (CSIRO), we shape the future. We do this by using science to solve real issues. Our research makes a difference to people, industry and the planet.

MORE ABOUT US

We're Australia's leading multidisciplinary research organisation, with more than 5000 talented people working out of 55 centres in Australia and internationally. We play a vital role in enhancing collaboration within the Australian national innovation system, and as a trusted advisor to government, industry and the community.

WHO WE'RE LOOKING FOR

CSIRO recruits approximately 550 new staff each year in a variety of science, engineering and support roles. Most roles require qualifications at bachelor degree level, many require postgraduate qualifications.

Post Doctoral research fellows form a significant subset of our new recruit cohort each year. Additionally, CSIRO offers hundreds of post graduate studentships each year as well as traineeships and cadetships for Indigenous Australians.

INSIDER INFO

We have a new and growing LGBTI network. We support staff to be themselves in the workplace and have an advisory role in ensuring CSIRO policies are inclusive. CSIRO's 2015-20 strategy promotes inclusion and diversity as a key driver of innovation.



QUICK FACTS

WHERE WE ARE

55 centres in Australia and internationally.

WHAT WE DO

At CSIRO we shape the future. We do this by using science to solve real issues. Our research makes a difference to industry, people and the planet.

OPPORTUNITIES

Annual campaigns for Post Doctoral Research Fellows and Postgraduate Scholarships
Ad hoc vacancies across many science domains: environmental, health, manufacturing, agriculture, ICT, mineral resources, oceans and climate.

QUALIFICATIONS REQUIRED

Generally bachelor degree level but many positions require a PhD.

CONTACT DETAILS

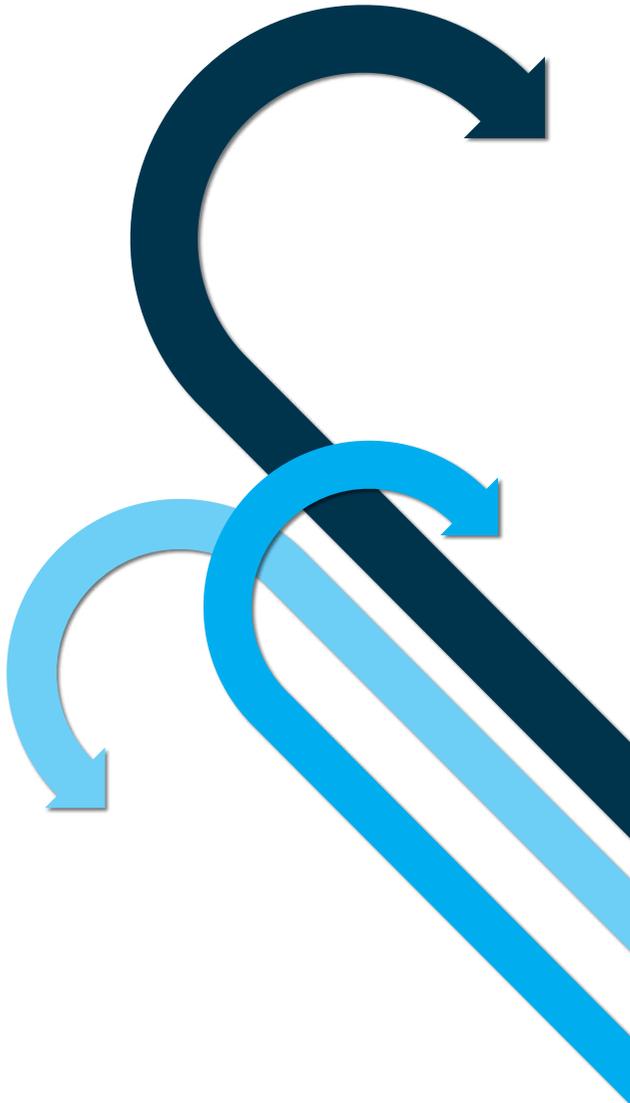
www.csiro.au/en/

SIZE

5000+

BENEFITS

The opportunity to work with globally recognized science leaders on ground breaking research in state of the art facilities.



Telstra

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

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.

For you that means being empowered to work with impact, flexibly, and on an extraordinary scale. It's targeted learning and development to give you the building blocks to make a difference. It's maximising your career opportunities within Telstra. And it's collaboration with a united team.

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.

A job with us is like no other. You'll be challenged. You'll be inspired. And you'll be proud. Because whatever your job is here, you'll always be a part of something bigger.

Learn more at careers.telstra.com

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, and with over 500 members it gives LGBTI employees and allies a way to connect in a positive and inclusive workplace.

QUICK FACTS

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 careers at Telstra by visiting: careers.telstra.com/Career-Paths

SIZE

Approximately 33,000.

BENEFITS

We offer a comprehensive range of benefits. Visit: careers.telstra.com/Why-Work-Here



WORKING HERE...

Andy Miller

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 LGBTI staff members, and it made me feel proud to represent them at such an important community event.



Rebecca Huntly

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

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