

5 YEAR REVIEW

OF THE AUSTRALIAN WORKPLACE EQUALITY INDEX (AWEI)
AND THE GROWTH OF LGBTI INCLUSION INITIATIVES WITHIN
AUSTRALIAN WORKPLACES. **2011 - 2015**

pride in
diversity®



About this Publication

This publication has been developed to provide a five year overview of the Australian Workplace Equality Index (AWEI), Australia's definitive national benchmark on LGBTI workplace inclusion. The publication has been designed to give insight into the early days of Pride in Diversity and the role that the index has played in not only benchmarking Australian practice, but also in shifting it. In 2010, at the launch of the AWEI, Australia placed a long way behind its international counterparts in the adoption of LGBTI inclusion initiatives within Australian workplaces. Today we stand on equal footing with our international peers, and in some cases, provide case studies and examples of best practice and innovation. Pride in Diversity and the AWEI have played a significant role in that shift and this document seeks to archive the early days of that work.

A note on Pride in Diversity and our use of terminology

This publication utilises the acronym LGBTI (Lesbian, Gay, Bisexual, Transgender, Intersex). We acknowledge the limitations of this acronym and that not all people will identify with the labels within it. We understand that terminology can be contentious but we also understand the importance of a consistent language for employers. We use the acronym LGBTI as a representative term for our community. We acknowledge that there is a diversity of identities within our community and that no one term or acronym is capable of encompassing them all.

We do not in practice, education, service delivery or intention exclude any one identity or person from within our community.

Acknowledgements

This publication was written by Dawn Hough for Pride in Diversity. In the development of this publication we acknowledge the ongoing contribution and support of our members and the many individuals who have fought hard to put LGBTI workplace inclusion on the agenda. We acknowledge the founding work of the Diversity Champions Program in the UK, in particular David Shields. We acknowledge the founding work of the Diversity Council Australia, in particular Nareen Young and the CEOs of ACON Stevie Clayton and Nicolas Parkhill for their vision.

Pride in Diversity also acknowledges the amazing team of Workplace Education and Relationship Managers that we have worked with Gerry Meleady, Daniel O'Neill, Lin Surch, Ross Wetherbee and Ishwar Singh in addition to the behind the scenes work of Stephanie Mellor, the ACON Media and Communications Team, Danny Adams, Marvin Mico, Emily Spencer.

Pride in Diversity acknowledges our Foundation Members : KPMG, ING Australia, IBM, Telstra, Goldman Sachs, Lend Lease, Department of Defence and Australian Federal Police.

We also acknowledge the traditional owners of country throughout Australia, their diversity, histories, knowledge and continuing connection to land and community. We pay our respects to all Australian Indigenous peoples and their cultures, and to elders of past, present and future generations.

© 2015, Pride in Diversity

This document in its entirety may be freely distributed. Any content extracted from the document must have prior permission of Pride in Diversity and be referenced accordingly. Soft copies of this publication can be downloaded free of charge from www.prideindiversity.com.au/resources/publications.

Suggested Citation

Hough,D (2015), 5 year review of the Australian Workplace Equality Index (AWEI) and the growth of LGBTI inclusion initiatives within Australian Workplaces, Pride in Diversity.

A FEW WORDS FROM ACON PRESIDENT AND CEO



Dr. Justin Koonin



Nicolas Parkhill

It is hard to believe that it is only six short years ago that ACON established the Pride in Diversity program with the support of Stonewall UK and Diversity Council Australia. So much has happened in such a short space of time. We could not have envisaged the impact that the program and the Australian Workplace Equality Index (AWEI) would have had on LGBTI inclusive practice nationally and we are so proud to have played such a key role in this.

Pride in Diversity was initially set up as a social inclusion initiative of ACON to improve the health and wellbeing of LGBTI people through the reduction of exclusion, invisibility, homophobia and stigma in the workplace. This publication outlines the early days of Pride in Diversity, the ongoing development of the Australian Workplace Equality Index and the themes and trends that we have witnessed over the last six years.

The success of this program would not have been possible without the passion and support of Nareen Young, Diversity Council of Australia and the best practice support and consultation of David Shields, Workplace Champions Program, Stonewall UK.

The eight foundation members also played a critical role in the early adoption and promotion of the program: KPMG, IBM, ING Australia, Goldman Sachs, Telstra, Lend Lease, Australian Federal Police and Department of Defence. Australian Federal Police also played a critical role in the development of the Australian Workplace Equality Index, it was through their generous support that we were able to bring Stonewall UK out once again to assist with the localisation of the index methodology and to train our staff in its application.

There is no doubt that LGBTI workplace inclusion is now well and truly on the Australian Diversity and Inclusion agenda. And while we acknowledge the incredible work that is being done by organisations across all sectors and of all sizes, we also acknowledge that there is still such a long way to go.

We are so proud to have partnered with so many members and supporters in this critical aspect of Australian diversity practice. Thank you to all organisations and individuals that have contributed to the ongoing success of this program. Without you, it would not have been possible.

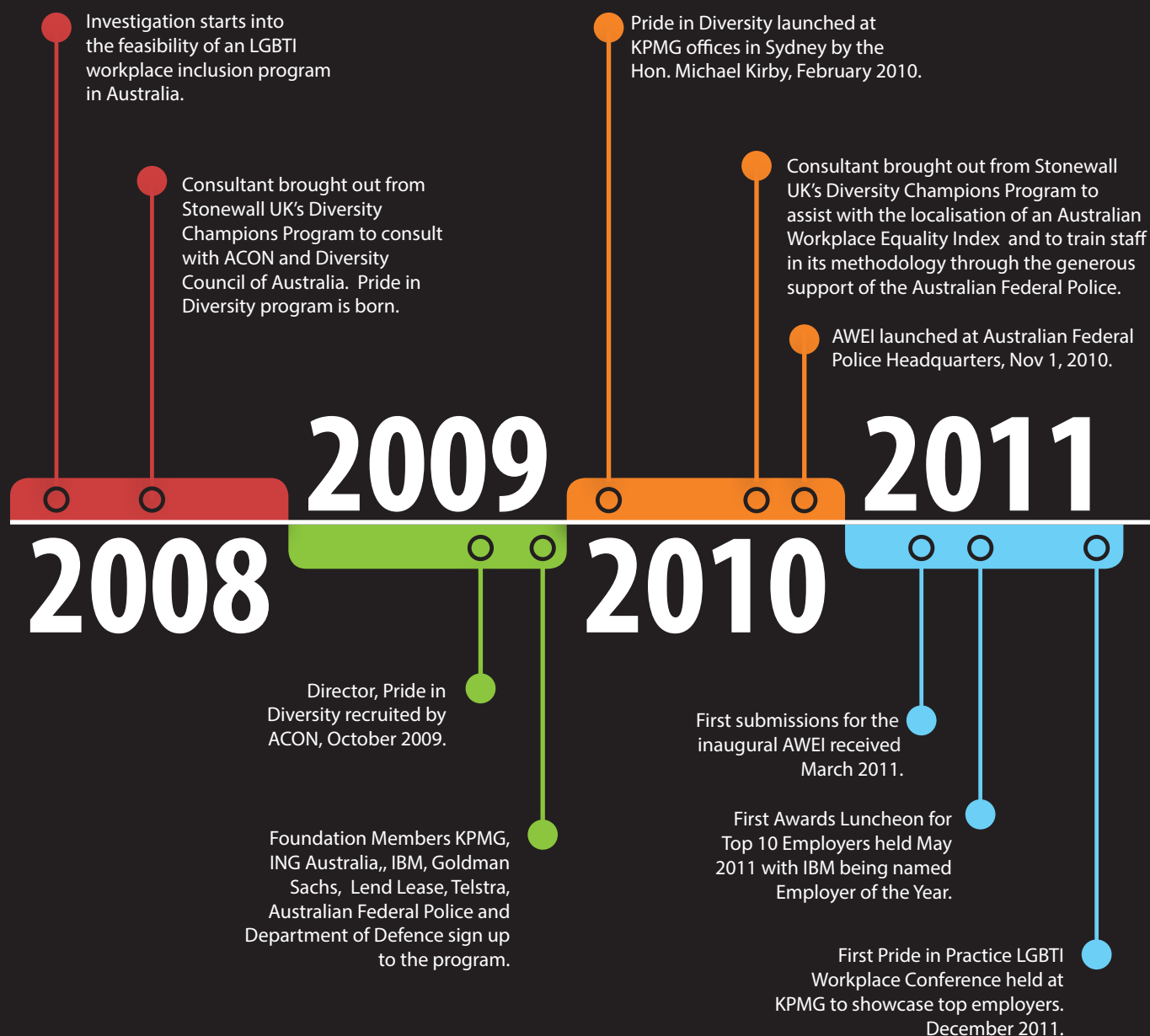
A stylized, handwritten signature in black ink, likely belonging to Dr. Justin Koonin.

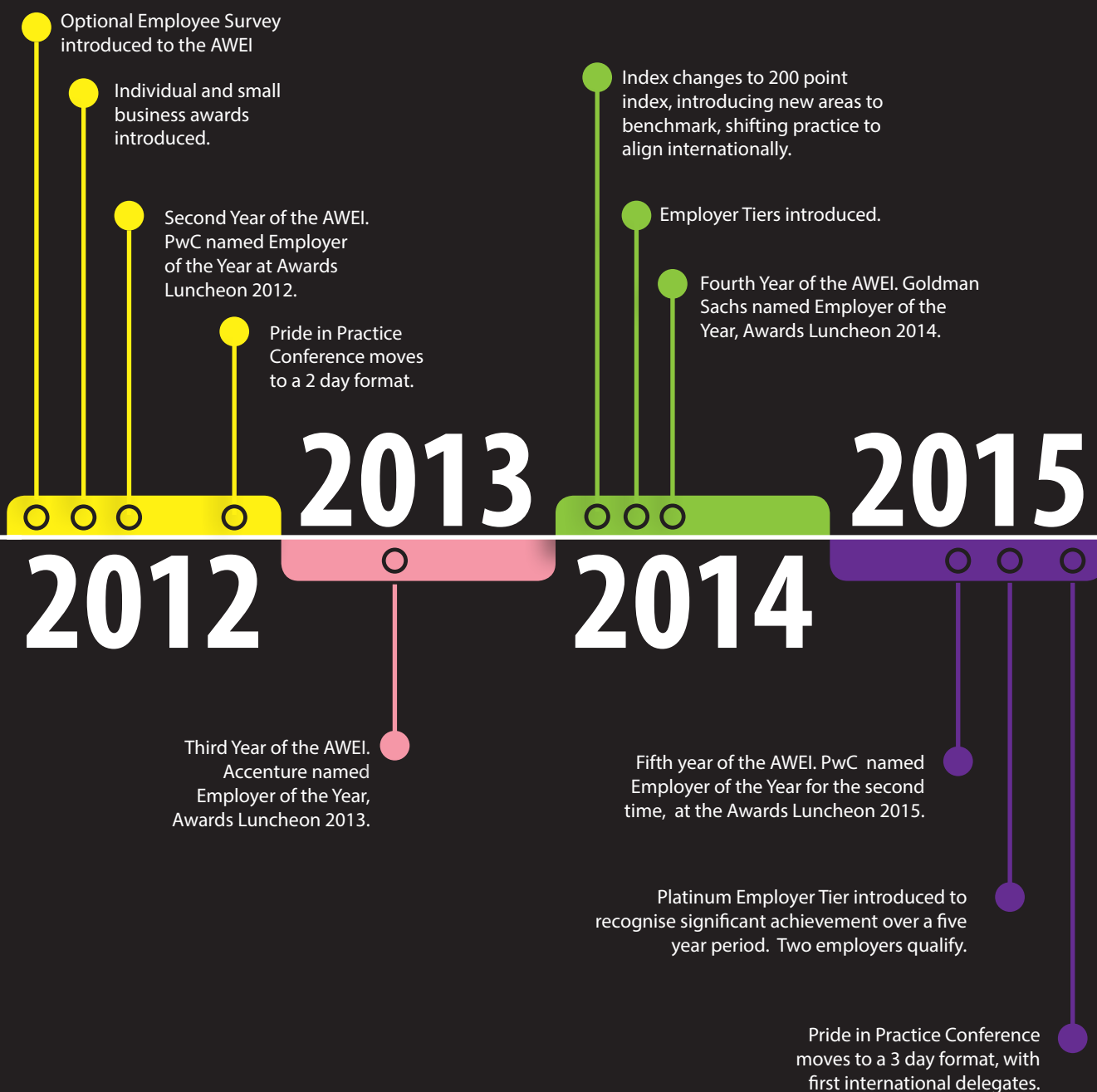
Dr. Justin Koonin
President, ACON

A stylized, handwritten signature in black ink, likely belonging to Nicolas Parkhill.

Nicolas Parkhill
CEO, ACON

A SNAPSHOT IN TIME







THE EARLY DAYS

THE EARLY DAYS

THE LAUNCH OF PRIDE IN DIVERSITY (PID)

THE LAUNCH OF PRIDE IN DIVERSITY

In 2007 and 2008, the “war for talent” was top of mind for most large Australian employers. Employee value proposition, engagement and organisational culture played a key role in attracting and retaining employees. Diversity and inclusion initiatives, although around for some years amongst larger global employers, were starting to gather momentum more broadly and a range of not-for-profit employer support programs and consultants sprang into place to support employers seeking to implement or strengthen their diversity practice.

At the time, there was little around to support Australian employers in understanding the need for LGBTI inclusion or in the implementation of such initiatives. While some multinational employers such as IBM, agencies such as the Australian Federal Police and many universities were already active in this space, there was very little appetite for it more broadly. Diversity Council Australia (DCA) provided initial support but recognised the need for the LGBTI community to drive work in this area. DCA were later to become a significant contributor to the launch and promotion of the Pride in Diversity program.

LGB(T) inclusivity indices such as Stonewall UK's Workplace Equality Index (Top 100 Employers for LGB employees in Britain) and the U.S. Human Rights Campaign's Corporate Equality Index were starting to gain a significant amount of momentum and international recognition, further piquing interest here in Australia. A handful of organisations expressed interest in helping to build such an index for Australia. Early contributors to this thought process included IBM, KPMG, Goldman Sachs and ING Australia.

In November, 2007 ACON CEO Stevie Clayton and Nicolas Parkhill (Director of Operations) attended a Freehills session on Rethinking the Diversity Agenda. This session gave Stevie and Nic insight into what corporates were doing in terms of diversity and inclusion and gave rise to the question of whether or not ACON could play a leading role in the provision of training, resourcing and benchmarking.

Discussions were instigated with Stonewall UK to learn more about their employer support program for LGB inclusion and to better understand their Workplace Equality Index. The British program had been underway for several years and had proven to be a successful model of an LGB charity making inroads into both government and corporate sectors, building awareness of the unique challenges faced by LGB employees and initiatives that would promote an inclusive work environment.

The British program was having a positive impact not only in broadening the charity's reach in terms of advocacy and the greater social inclusion agenda, but in impacting the positive health and wellbeing of LGB people in the workplace in addition to playing a key advocacy role in workplace inclusion.

Several months later in June 2008, Stevie Clayton and David Scamell (Manager, Policy & Research) met with Nareen Young, CEO, Diversity Council Australia (DCA) to discuss the feasibility of providing LGBT training to organisations and undertaking an appraisal of employers with regard to their LGBT programs and employee satisfaction, along the lines of Stonewall's Workplace Equality Index.

ACON then commissioned Stonewall UK (David Shields, Director of Stonewall UK's Diversity Champions Workplace Equality Program) to visit Australia to assist with the development of a similar program. These trips resulted in the development of a Program Implementation Plan under the working title Pride in Diversity. This Plan was to assist both ACON and DCA with the development of a program to meet the needs of Australian employers, and the development of an instrument that could measure and benchmark current practice.

In 2009, Stonewall UK, ACON and Diversity Council Australia met with organisations that they felt would support the initiative to seek initial support, seed funding and leadership. This group, identified as the program's foundation members were also to play a key advisory role in the early years of the programs development.

In October 2009, Pride in Diversity's first employee, Dawn Hough, was hired to build and manage the initiative. By the end of 2009, the program was ready to launch with eight foundation members: KPMG, Goldman Sachs, IBM, ING Australia, Lend Lease, Telstra, Australian Federal Police and the Department of Defence.

On February 10, 2010 at the offices of KPMG, Pride in Diversity was officially launched by the Hon. Michael Kirby. Present at the launch were all foundation members and 140 people from both corporate, government and community organisations.

THE EARLY DAYS



Figure 1 - Launch of Pride in Diversity. From left to right: Naureen Young, CEO Diversity Council Australia, Mark Orr, President, ACON, The Hon. Michael Kirby, Patron, Pride in Diversity, The Hon. Catherine Branson, QC, President and Human Rights Commissioner, Dawn Hough, Director, Pride in Diversity, ACON and Nicholas Parkill, CEO ACON.



Figure 2 - Launch of Pride in Diversity ACON, Diversity Council Australia, Human Rights Commission, The Hon. Michael Kirby and Foundation Members KPMG, Goldman Sachs, ING Australia, IBM, Lend Lease, Telstra, Australian Federal Police and Department of Defence.

THE EARLY DAYS

THE LAUNCH OF THE AUSTRALIAN WORKPLACE EQUALITY INDEX

THE LAUNCH OF THE AUSTRALIAN WORKPLACE EQUALITY INDEX (AWEI)

Now that Pride in Diversity, a national employer support program for all aspects of LGBTI Workplace Inclusion had officially launched, it was time to look at the development of a workplace equality index, one that would not only benchmark current practice in Australia but help bring Australian practice up to the standard of international counterparts.

In 2010, Australian Federal Police sponsored the development of the index allowing ACON to once again engage Stonewall UK to assist with the utilisation and customisation of their highly successful index methodology and scoring rubric. While Pride in Diversity conducted the initial research into current practice and trends, Stonewall provided the expertise and experience that enabled Pride in Diversity to develop a local methodology that would drive LGBTI inclusion locally.

The index, after months of development and consultation with both Stonewall UK and the Pride in Diversity Advisory Group was officially launched 1 November, 2010 at Australian Federal Police Headquarters in Canberra. David Shields, Stonewall UK launched the Australian Index.

In March 2011, Pride in Diversity appointed an Academic Advisor, Dr. Raymond Trau to scrutinise the marking of the inaugural index and to comment on its methodology, fairness and equity providing the index with the academic credibility needed for Pride in Diversity to continue with its ongoing development.

"It has been my honour to assist with the validation of the scoring methodology used for the Australian Workplace Equality Index. As an academic researcher, I am impressed by the depth, breadth and vigor of this index. The questionnaire not only adopted quantitative measures to ensure objectivity, it also incorporated quality responses to verify and enhance its objectivity. In addition, the markers have taken rigorous steps to ensure that the result is fair, equitable, transparent and objective"

Dr. Raymond Trau
Academic Advisor to the Pride in Diversity Program 2010



Figure 3 - Launch of AWEI, AFP Headquarters, Canberra – David Shields, Stonewall UK, Delia Quigley, AFP, Stephen Walker, AFP, Dawn Hough, Pride in Diversity, Shalini Dantan, AFP

THE AWEI TODAY

The Australian Workplace Equality Index now stands as the definitive national benchmark on LGBTI workplace inclusion and comprises the country's largest annual employee survey specifically designed to gauge the overall impact of LGBTI inclusion initiatives on organisational culture and its employees. The optional survey has a specific focus on the lived experience of those who do identify as lesbian, gay, bisexual or gender diverse, as well as those of intersex status. Survey results, balanced with the overall score of the AWEI, provides employers with a wholistic picture of the impact of their work in this space.

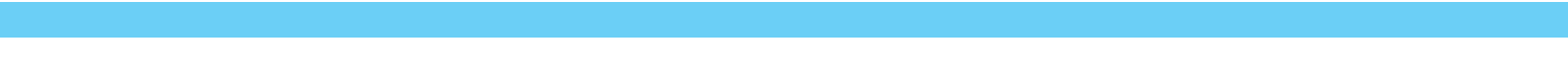
The initial benchmark for Australian practice was set in 2010. This inaugural 100 point index was well behind in terms of what it measured for LGBTI inclusion in comparison to its international counterparts and so the initial aim was to not only guide the work of LGBTI inclusion but to move Australia from a lag position to being on par with international best practice. The fourth year of the index marked the achievement of this goal with some of Australia's top and most active employers providing case studies that lead the way in terms of visibility, community engagement and innovation.

The 2014 index moved from a 100 point index to a 200 point index to accommodate the pace of change. LGBTI inclusion was being called one of the fastest growing areas of Australia Diversity & Inclusion practice and the 100 point index could no longer provide growth and guidance to those employees achieving very close to a 100% score. This change also saw us move from a Top 10 Employers leader board to a Top 20 leader board in addition to a tiered employee recognition program and a number of small business, regional and individual awards.

The 2014 introduction of Employee Tier recognition allowed the index to recognise the significant work being done by organisations not yet within the leader board rankings. The Top 10/20 leader board was becoming more and more difficult to achieve and practice continued to shift quickly. Employee Tiers allowed Pride in Diversity to recognise staged levels of recognition. Bronze Tier recognition was given to those employers that were considered active in LGBTI inclusion (determined by a score range that year), Silver Tier was allocated to those achieving an 11-20 placement on the leader board while reaching a minimum score and Gold Tier was given to Top 10 organisations with a minimum score determined by that year's results.

In 2015 a Platinum Tier was introduced recognising those organisations that have achieved Top 5 positions at least four times within the last 5 years or that had achieved Employer of the Year more than once. Platinum Tier allows high achieving organisations to take a break from the AWEI providing they complete a project that drives inclusion. Platinum Tier needs to be maintained ; employers can drop from that tier should activity cease.

The index has over time continued to grow from strength to strength, and while every employer who has contributed to it will testify to the effort involved, we now have a true gauge of Australian practice and a tool with which we can not only drive inclusion, but achieve international recognition for the work of Australian employers; Australian employers are not only on a par with international good practice, but in some cases, leading the way.



AWEI: A FORCE FOR CHANGE

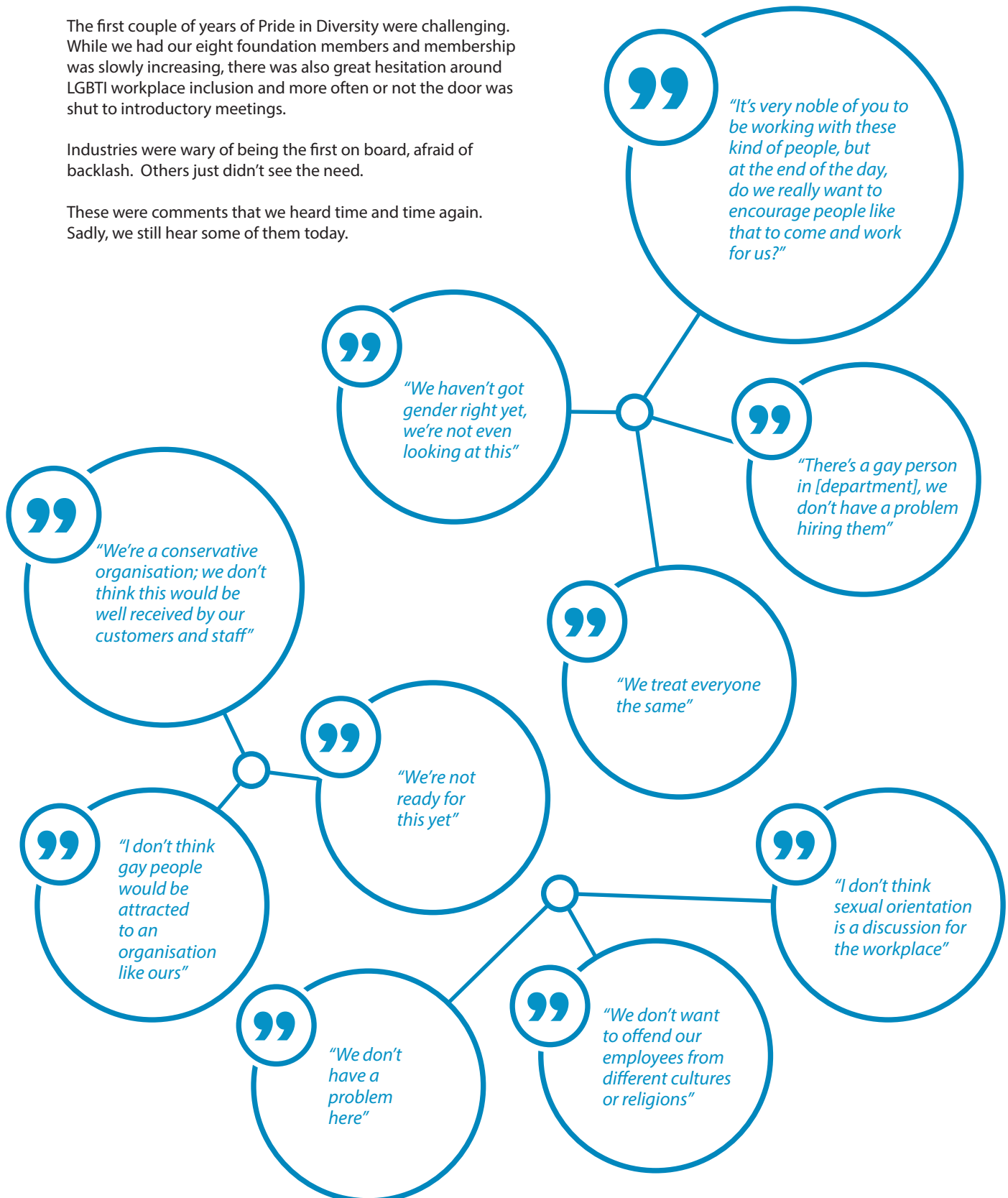
AWEI: A FORCE FOR CHANGE

EARLY DAYS: RESPONSES

The first couple of years of Pride in Diversity were challenging. While we had our eight foundation members and membership was slowly increasing, there was also great hesitation around LGBTI workplace inclusion and more often or not the door was shut to introductory meetings.

Industries were wary of being the first on board, afraid of backlash. Others just didn't see the need.

These were comments that we heard time and time again. Sadly, we still hear some of them today.



AWEI: A FORCE FOR CHANGE

PARTICIPATION GROWTH

The launch of the Australian Workplace Equality Index in November 2011 changed things dramatically. As organisations publicly put their hands up in support of LGBTI inclusion and proudly accepted awards for this area of diversity practice, membership started to increase and participation within the index was now on a steady growth trajectory.

MEMBERSHIP NUMBER BY YEAR

Memberships

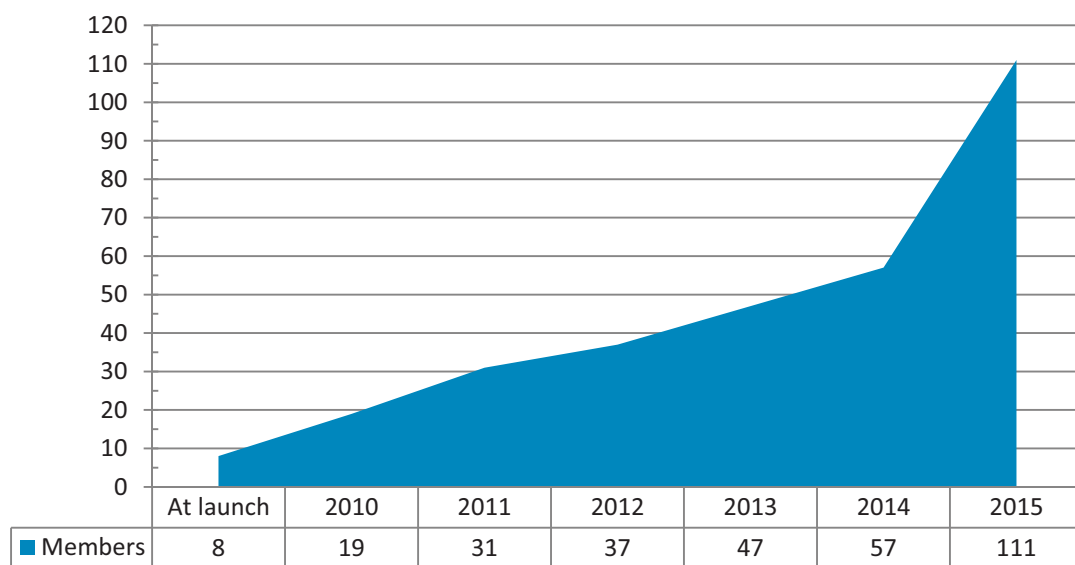
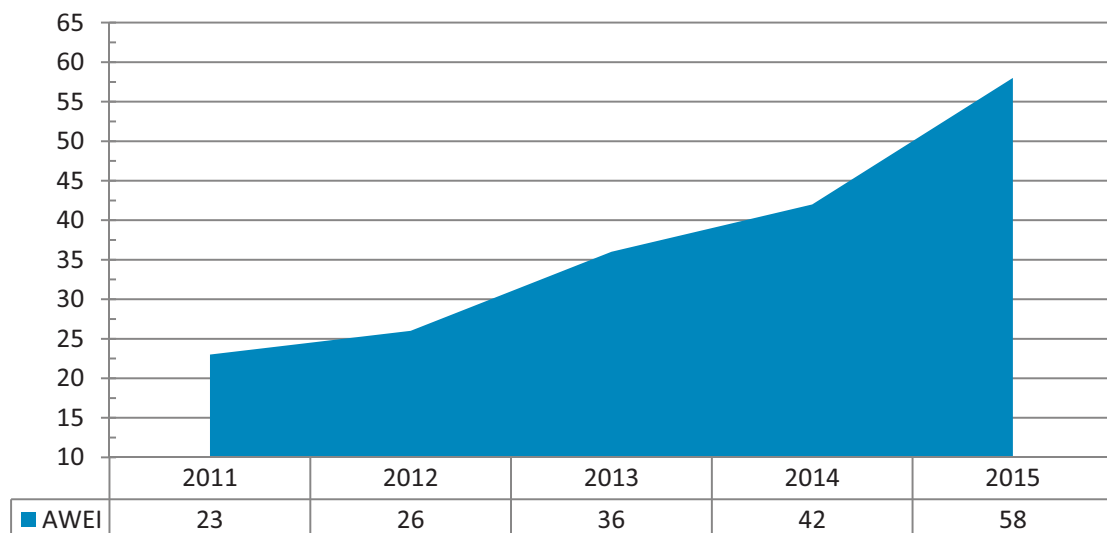


Figure 4 2015 numbers as at 11.11.2015

AWEI PARTICIPATION BY YEAR

Full AWEI Submission

(not including individual awards)



AWEI: A FORCE FOR CHANGE

INDEX CHANGES TO REFLECT CHANGE IN PRACTICE

FORCE FOR CHANGE

The AWEI has not only driven Pride in Diversity membership and index participation, but has proven to be the catalyst for a significant shift in LGBTI inclusion practice nationally.

At the time of the Index launch in 2010, Australian recognition of LGBTI inclusivity as a valid stream of Diversity and Inclusion practice fell well behind the US and UK and the AWEI covered only a fraction of the work that international indices covered.

By 2014 practice has shifted so much within Australia that a new reiteration of the AWEI was developed, moving it from a 100 point index to a 200 point index. At the same time the Top Employer Leader Board moved from Top 10 Employers to Top 20. Tiers were also introduced that year to provide incentive and recognition to those employers who were starting their inclusion initiatives and for which the leader board was still a long way off.

EMPLOYER SCORE

- Track improvements in LGBTI inclusivity year-on-year via your annual AWEI score.
- Utilise Employer Score and AWEI results to determine strategy.
- Benchmark your work against other employer organisations active in this space.
- Be on top of national trends, opportunities for improvements and areas of good practice.

SECTOR BENCHMARK

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

TIER BENCHMARK

- Identify comparative standards against participating organisations within the same tier ranking.
- Benchmark against current tier and next tier up to identify areas of opportunity and growth.

INDUSTRY BENCHMARK

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

AWEI: A FORCE FOR CHANGE

EMPLOYER TIERS

EMPLOYEE TIER RECOGNITION

The AWEI Employer Tiers not only provided a point of recognition outside of the leader boards but also provided employers with additional sets of benchmarking data.

AWEI Participating Employer awarded to:

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

AWEI Bronze Status/Active Employer awarded to:

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

AWEI Silver Status Employer awarded to:

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

AWEI Gold Tier Employer awarded to:

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

HOW PRACTICE HAS SHIFTED

The entry point scores for each of the tiers clearly show the significant shift in practice measured by the AWEI. While Employer Tiers were not introduced until 2014, the tiers have been backdated to provide an annual comparison.

GOLD TIER EMPLOYERS

The Gold Employer Tier entry point is determined by the 10th position on the Top Employer Leader Board. If however there is a significant gap between the 10th position and the 9th position, then the entry point is lifted to 9th position score. To obtain a Gold Tier Employer Status, you must therefore be placed within the Top 10 **and** meet the minimum score of the Gold Tier. Employers that only meet one of those conditions will be dropped down to Silver Tier.

Gold Tier Entry Point Growth over 5 years*

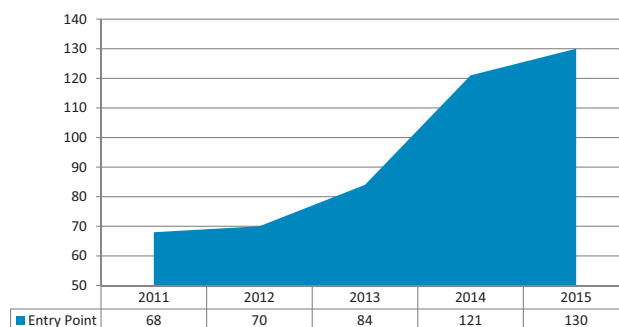


Figure 5 *The steep incline evident in 2014 is a direct result of the index moving from a 100 point to a 200 point index. New areas of accountability were introduced and employers were quick to embrace the additional work resulting in a significant increase for that year across all tiers. The original index remained intact within the first 100 point allocation. The incline therefore does represent a true shift in practice showing the surge of new activity by employers as a result of this change. Representing that shift within this chart accurately depicts the significant speed at which change was being adopted.

AWEI: A FORCE FOR CHANGE

EMPLOYER TIERS

SILVER TIER EMPLOYERS

The Silver Employer Tier entry point is determined by the 20th position on the Top Employer Leader Board. If however there is a significant gap between the 20th position and the 19th position, then the entry point is lifted to 19th position score. To obtain a Silver Tier Employer Status, you must therefore be placed within the Top 20 **and** meet the minimum score of the Silver Tier. Employers that only meet one of those conditions will be dropped down to Bronze Tier.

Silver Tier Entry Point Growth over 5 years*

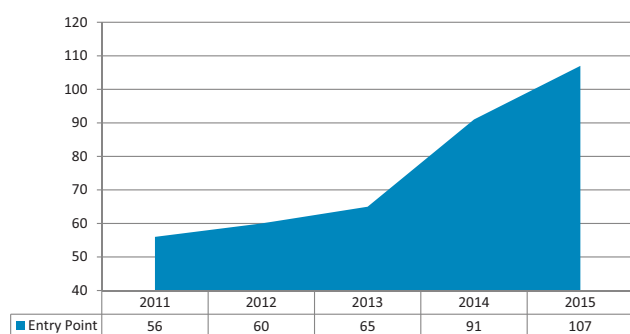


Figure 6* The steep incline evident in 2014 is a direct result of the index moving from a 100 point to a 200 point index. New areas of accountability were introduced and employers were quick to embrace the additional work resulting in a significant increase for that year across all tiers. The original index remained intact within the first 100 point allocation. The incline therefore does represent a true shift in practice showing the surge of new activity by employers as a result of this change. Representing that shift within this chart accurately depicts the significant speed at which change was being adopted.

BRONZE TIER EMPLOYERS

The Bronze Employer Tier entry point is determined by the score at which an organisation would be considered active based on the current years score range. This tier separates those employers who are active in LGBTI inclusion but not yet at the point of Silver tier from those just starting or still working to a level that would be consistent with an active organisation.

Score ranges will usually show an obvious gap between Bronze and Participation Level. In determining the entry point, the submissions that are at the lower end of the Bronze Tier are analysed to ensure that we could viably identify this Employer as active in LGBTI inclusion.

Bronze Tier Entry Point Growth over 5 years*

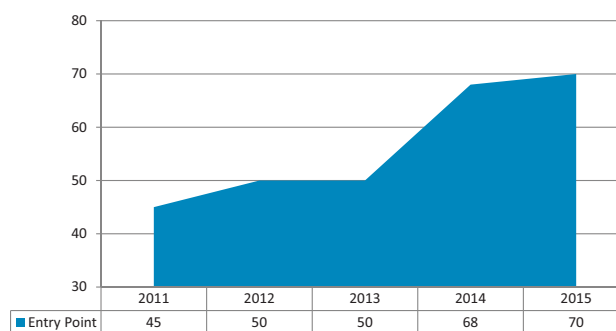


Figure 7 *The steep incline evident in 2014 is a direct result of the index moving from a 100 point to a 200 point index. New areas of accountability were introduced and employers were quick to embrace the additional work resulting in a significant increase for that year across all tiers. The original index remained intact within the first 100 point allocation. The incline therefore does represent a true shift in practice showing the surge of new activity by employers as a result of this change. Representing that shift within this chart accurately depicts the significant speed at which change was being adopted.

AWEI: A FORCE FOR CHANGE

5 YEAR TIER COMPARISON

GOLD TIER RANGE OVER FIVE YEARS : NOW ON PAR WITH INTERNATIONAL GOOD PRACTICE

The 2011 iteration of the AWEI provided new areas to consider and activities to work on bringing the index up to par with the Corporate Equality Index in the US and the Workplace Equality Index in the UK.

While Pride in Diversity did receive some criticism for the move to the 200 point index and the additional work that employers felt this would require, it did bring Australia up to the level of international good practice.

The work of top Australian employers within five short years now competes with the work of our International counterparts and some of the initiatives that we are now seeing are not only at the standard of international good practice, but leading the way.

Does that mean that Australia has now achieved what it set out to achieve? We are pleased to say that our top employers all know that there is still so much more to do. This does not mean that our workplaces are perfect, far from it. It just means that we've come a long way in five years, this is now a valid and recognised area of Diversity and Inclusion practice within Australian workplaces and as a country, are no longer measuring against an index that significantly lags in comparison.

HISTORICAL TIER COMPARISON

ENTRY	2011	2012	2013	2014	2015
BRONZE	45	50	50	68	70
SILVER	56	60	65	91	107
GOLD	68	70	84	121	130

As you can see from the above table, in five short years the entry point for the Bronze Tier in 2015 is higher than the entry point for Gold in 2011, showing a significant increase in practice.

Gold Tier Range over 5 years*

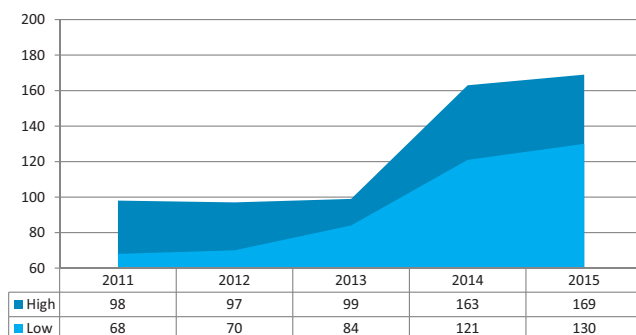
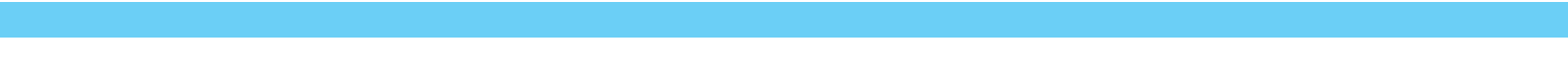


Figure 8 *The steep incline evident in 2014 is a direct result of the index moving from a 100 point to a 200 point index. New areas of accountability were introduced and employers were quick to embrace the additional work resulting in a significant increase for that year across all tiers. The original index remained intact within the first 100 point allocation. The incline therefore does represent a true shift in practice showing the surge of new activity by employers as a result of this change. Representing that shift within this chart accurately depicts the significant speed at which change was adopted.



5 YEARS OF LEADER BOARDS AND AWARDS

5 YEARS OF LEADER BOARDS AND AWARDS

ANNUAL BENCHMARKING PUBLICATION

Every year, Pride in Diversity publishes an AWEI Benchmarking publication highlighting the results of the latest Australian Workplace Equality Index.

The publication provides leader board information, trends, benchmarking tables and examples of best practice from some of the year's top employers as well as endorsement from the executive leaders and CEOs of those participating.

Since its inception, this publication has been proudly sponsored by Goldman Sachs.

Its distribution has increased substantially over time with copies now being requested from organisations all over the world as well as international media outlets.

The benchmarking publication has allowed those organisations participating in the index to benchmark their work year on year. Submitting organisations not only receive their overall score but a transcript of scores section by section allowing them to compare and analyse strengths, weaknesses and areas of growth.

The AWEI instrument and resulting index publication has received significant recognition over the last couple of years with three international agencies seeking support from Pride in Diversity to develop their national indices. It has been recognised as an international Gold Standard and has been adopted in part by three international LGBTI support organisations that we know of.

Due in part to the international demand of the publication, we launched in 2015 a dedicated AWEI website. This website captures all of the work around the AWEI and provides a single point of reference for its progress, results, documentation and benchmarking publications.

www.pid-awei.com.au



5 YEARS OF LEADER BOARDS AND AWARDS

TOP EMPLOYERS FOR LGBTI INCLUSION

2011	1	IBM
	2	Australian Federal Police
	3	KPMG
	4	Goldman Sachs
	5	Telstra
	6	Joint Ranking: Accenture
	7	Joint Ranking: Macquarie University
	8	PwC
	9	University of Queensland
	10	Joint Ranking: University of Western Australia
		Joint Ranking: Curtin University



2011 Employer of the Year Award Winner IBM.

2012	1	PwC
	2	KPMG
	3	IBM
	4	Accenture
	5	Goldman Sachs
	6	Lend Lease
	7	Joint Ranking: Macquarie University
	8	Joint Ranking: University of Western Australia
	9	Australian Federal Police
	10	Chevron



2012 Employer of the Year Award Winner PwC.

2013	1	Accenture
	2	PwC
	3	Goldman Sachs
	4	KPMG
	5	Joint Ranking: IBM
	6	Joint Ranking: Chevron
	7	Joint Ranking: Curtin University
	8	Joint Ranking: Westpac
	9	University of Western Australia
	10	Lend Lease



2013 Employer of the Year Award Winner Accenture.

2014	1	Goldman Sachs
	2	Curtin University
	3	Westpac Group
	4	Commonwealth Bank of Australia
	5	ANZ
	6	Joint Ranking: Australian Federal Police
	7	Joint Ranking: IBM
	8	University of Western Australia
	9	Lend Lease
	10	Joint Ranking: KPMG
	11	Joint Ranking: Accenture
	12	Herbert Smith Freehills
	13	Chevron
	14	Joint Ranking: National Australia Bank
	15	Joint Ranking: Macquarie Banking & Financial Services
	16	Children & Young People's Mental Health
	17	American Express
	18	EY
	19	Macquarie University
	20	Joint Ranking: Gilbert + Tobin
		Joint Ranking: Australian Red Cross Blood Service



2014 Employer of the Year Award Winner Goldman Sachs.



2015 Employer of the Year Award Winner PwC .

5 YEARS OF LEADER BOARDS AND AWARDS

TOP EMPLOYERS FOR LGBTI INCLUSION

2015	1	PwC * (second time Employer of the Year)
	2	Westpac Group
	3	Curtin University
	4	Commonwealth Bank of Australia
	5	Goldman Sachs
	6	ANZ
	7	Macquarie Group
	8	Lend Lease
	9	National Australia Bank
	10	The University of Western Australia
	11	IBM
	12	EY
	13	Australian Red Cross Blood Service
	14	Joint Ranking: Accenture
		Joint Ranking: Allens
	16	UnitingCare Ageing NSW.ACT
	17	Joint Ranking: Australian Federal Police
		Joint Ranking: Department of Defence
	19	Herbert Smith Freehills
	20	Telstra

5 YEARS OF LEADER BOARDS AND AWARDS

5 YEARS OF EMPLOYER OF THE YEAR

2011	IBM
2012	PwC
2013	Accenture
2014	Goldman Sachs
2015	PwC

ACCUMULATIVE 5 YEAR LEADER BOARD : TOP EMPLOYERS FOR LGBTI INCLUSION

The 5 year leader board is based on the sum of all index scores for each participating organisation over a 5 year period. Not all employers within the leader board participated every year which will reflect in their overall placement.

This leader board therefore shows our most active employers over a 5 year period.

5 year leader board	1	Goldman Sachs
	2	Curtin University
	3	IBM
	4	Accenture
	5	Lend Lease
	6	The University of Western Australia
	7	AFP
	8	KPMG
	9	PricewaterhouseCoopers Services
	10	Macquarie University
	11	Westpac
	12	Australia and New Zealand Banking Group Limited
	13	Macquarie Banking and Financial Services Group (BFS)
	14	Commonwealth Bank of Australia
	15	Deutsche Bank
	16	Ernst & Young Australia
	17	National Australia Bank
	18	Telstra
	19	Chevron Australia Pty Limited
	20	UnitingCare Ageing NSWACT

5 YEARS OF LEADER BOARDS AND AWARDS

MOST EFFECTIVE LGBTI EMPLOYEE NETWORKS

LGBTI Employee Network of the Year

LGBTI Networks play a substantive role in the creation of an inclusive workplace. Every year a Employee Network is recognised for obtaining the highest score for the networking sector with the index. When multiple organisations achieve the same score, markers look for key differentiates to determine the overall winner.

2011	Eagle	IBM
2012	GLEE @ PwC	PwC
2013	BFS Allsorts	Macquarie Banking & Financial Services Group
2014	GLLO	Australian Federal Police
2015	GLOBAL	Westpac

Top 10 5 Year Leader board : Most Effective LGBTI Employee Networks

1	Joint Ranking: GLLO	Australian Federal Police
	Joint Ranking: LGBTI ERG	Lend Lease
3	GLAM	Goldman Sachs
4	Joint Ranking: Eagle	IBM
	Joint Ranking: BFS Allsorts	Macquarie Banking & Financial Services
6	Ally Network	Curtin University
7	PrideAtAccenture	Accenture
8	Ally Network	University of Western Australia
9	KGEN	KPMG
10	Glee @ PwC	PwC

SECTOR/INDUSTRY LEADERS

Highest Ranking: Public / Government

2011	Australian Federal Police
2012	Australian Federal Police
2013	-
2014	Australian Federal Police
2015	Joint: Australian Federal Police Joint: Department of Defence

Highest Ranking: Private

2011	IBM
2012	PwC
2013	Accenture
2014	Goldman Sachs
2015	PwC

Highest Ranking: University

2011	Macquarie University
2012	Joint: Macquarie University Joint: The University of Western Australia
2013	Curtin University
2014	Curtin University
2015	Curtin University

Highest Ranking: Finance/Banking

2011	Goldman Sachs
2012	Goldman Sachs
2013	Goldman Sachs
2014	Goldman Sachs
2015	Westpac Group

Not-for-Profit / Charity Award

2013	UnitingCare Ageing NSW/ACT
2014	Australian Red Cross Blood Service
2015	Australian Red Cross Blood Service

5 YEARS OF LEADER BOARDS AND AWARDS

AFFILIATED AWARDS

Regional Awards

2013	Northern Rivers Social Development Council
2014	-
2015	Children and Young People's Mental Health, Central Coast

Small Employer Awards

2013	Prostate Cancer Foundation
2014	Youth Action NSW
2015	Key Assets – The Children's Service Provider

Achievement Award for most improved

2012	Deutsche Bank
2013	National Australia Bank
2014	Herbert Smith Freehills
2015	HSBC Australia

Innovation Awards

2014	American Express (Shop Small – LGBTI Campaign)
2015	ANZ – Gay TMs

INDIVIDUAL AWARDS

Apart from the leader boards, the AWEI has annually increased the number of individual awards to acknowledge the outstanding leadership and influence of individuals in the area of LGBTI workplace inclusion.

LGBTI Workplace Inclusion Champions

This award acknowledges individuals within organisations that have made a substantial impact on LGBTI workplace inclusion. Nominated by peers and endorsed by senior executive and LGBTI people within their organisation, these LGBTI inclusion champions have worked tirelessly to make a difference to their workplaces.

2013	Dade Bailey	Commonwealth Bank of Australia
2014	Joint Winners: Squadron Leader Vince Chong Sally Webster	RAAF, Department of Defence Curtin University
2015	Jason Burubu	Lend Lease

Regional LGBTI Workplace Inclusion Champions

This award included a category specifically for regional LGBTI workplace inclusion champions recognising that taking a stand for LGBTI inclusion is very different within regional areas than it is within city centres where there is a higher degree of visibility of activity.

2013	Dean Field	The Westpac Group
2014	Flight Sergeant Ronald Kelly	RAAF, Department of Defence
2015	Roxanne / Bobby J Thomson	Deakin University

Executive Leadership Awards

This award acknowledges the outstanding contribution and leadership of executive leaders and the critical role that they play in the support of LGBTI workplace inclusion.

2014	Tony Wood	Herbert Smith Freehills
2015	Brad Cooper	The Westpac Group

5 YEARS OF LEADER BOARDS AND AWARDS

INDIVIDUAL AWARDS

Sally Webster Ally Award

This ally award is presented in honour of Sally Webster who passed away on December 24, 2014 after a long battle with cancer. Sally was an amazing ally and advocate for LGBTI inclusion. This award acknowledged the outstanding contribution of allies and their role in making our workplaces more inclusion.

The inaugural Sally Webster Award was presented by Sally's husband Evyn and two children Luke and Josh at the 2015 Awards Luncheon.

2015	Kristina Bennett	The Westpac Group
------	------------------	-------------------

Sapphire Inspire Award

This award recognises the additional challenges faced by lesbian, bisexual and transgender women. This award seeks to acknowledge the outstanding work of individuals who do identify as such and who have been a significant role model for others.

2015	Maz Rahman	Curtin University
------	------------	-------------------

A TRIBUTE TO SALLY WEBSTER

INDIVIDUAL AWARDS



Figure 9 2015 Awards Luncheon Bob Downe, Hon. Michael Kirby, Kristina Bennet, winner of the inaugural Sally Webster Ally Award, Sally's husband Evyn and Sally's two boys Luke and Josh..



Sally Webster was jointly awarded an LGBTI Inclusion Champion Award at the AWEI Awards Luncheon in May 2014 for her tireless efforts and commitment to LGBTI inclusion at Curtin University in WA. She was a formidable ally for LGBTI people and social inclusion more generally. Her passion and drive for what she believed in, inspired so many. Even in great illness, she strove to make a difference.

On Christmas Eve 2014, Sally lost her battle with cancer. We lost a hero that day and in recognition of her amazing contribution to LGBTI inclusion, her passion and her tireless commitment to really make a difference, Pride in Diversity has created an award in her honour, THE SALLY WEBSTER ALLY AWARD.

In honour of Sally, this award will be given to an individual who personally does not identify as Lesbian, Gay, Bisexual, Transgender, Intersex but who believes wholeheartedly in equality and inclusion and has given of their time and energy to make the world a better place for others.



Evyn Webster, Sally's Husband, says that when Sally was asked why she believed this issue was so important she would always say 'no one should have to leave their family in the carpark...! Sally believed that everyone has the right to celebrate their life and not have to leave their non-work life outside of the office.

Evyn, along with her two sons Josh and Luke, presented the inaugural Sally Webster Ally Award in 2015.

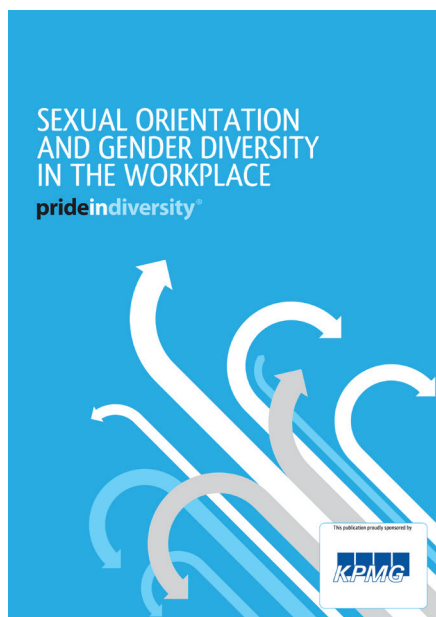


5 YEARS OF THEMES AND TRENDS

5 YEARS OF THEMES AND TRENDS

Over the last five years, Pride in Diversity has been honoured to work with like organisations globally. This has provided ample opportunity for discussions on global best practice, thought leadership and peer support.

Over the years specific trends have emerged, not just within Australia but more broadly. Pride in Diversity has brought focus to these themes and trends with the annual member publication.



2010

Sexual Orientation and Gender Diversity in the Workplace

This guide was developed as a starting place for employers and was based on one of the first publications put out by Stonewall in the UK. The publication introduced employers to the business case for LGBT inclusion, provided Australian contact points for assistance along with general HR relevant information.

The 2010 publication was proudly sponsored by KPMG.



2011

Establishing effective LGBTI employee networks within Australian Workplaces

Now was the time to start establishing LGBT(I) employee networks. This guide was written to provide members with a step by step guide on how to set up an employee network, key considerations, alignment to diversity or broader people objectives and the need for leadership within the networks.

This was used as a "how to" bible for many of our early members when LGBTI employee networks were not as common place as they are today.

The 2010 publication was proudly sponsored by IBM.

5 YEARS OF THEMES AND TRENDS



2012

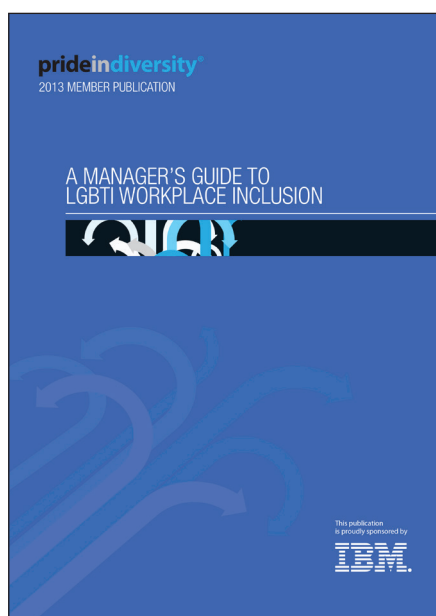
Engaging Allies for Change

Allies and the engagement of allies within LGBTI employee networks was the big theme for 2012. We launched Ally training for members, delivered a guide to assist networks with the engagement of allies and produced a handy guide for distribution to allies within organisations.

The 2012 publication was proudly sponsored by IBM.



We also distributed hundreds of books and pens with pull out information on how to engage as an ally.



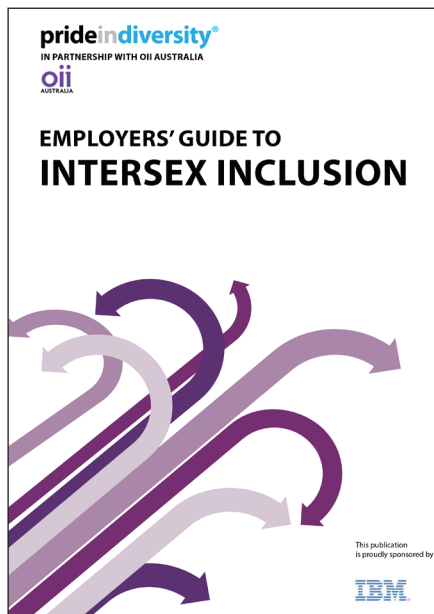
2013

Managers Guide to LGBTI Workplace Inclusion

Attention in 2014 turned to the training of people leaders, executive and management. Training was being delivered to leadership groups across the country. Pride in Diversity were being called in to present to Executive Boards and Leadership Teams so this guide written specifically for managers provided a timely resource for hardcopy distribution or intranet upload within member organisations.

The 2013 publication was proudly sponsored by IBM.

5 YEARS OF THEMES AND TRENDS



2014

Employers Guide to Intersex Inclusion

Pride in Diversity was proud to partner with OII Australia in the development of a World First Employers' Guide to Intersex Inclusion.

This publication has been distributed widely across the globe and has provided answers to many of the questions that employers have in regard to providing inclusive workplaces for those of Intersex status.

This publication is freely available, not limited to member organisations.

The 2014 publication was proudly sponsored by IBM.



2015

Let's Talk Gender

Times are changing and so is our vocabulary. We are seeing more and more people openly identify as gender diverse and as Diversity and Inclusion professionals, we need to ensure that we have an understanding of what this means for our organisation and our inclusion initiatives.

This publication provides an in-depth coverage on how to assist people transition within the workplace as well as information on gender identities outside of the binary.

The 2015 publication was proudly sponsored by IBM.

THE NEXT FIVE YEARS

FUTURE DIRECTIONS

We could not have envisaged at ACON the success enjoyed today by the Pride in Diversity program and the Australian Workplace Equality Index. Membership has grown almost 100% in the last year, the AWEI has received international recognition and we are privy to some of the most innovative and inspiring practices currently underway within member organisations and beyond.

The success of course reaches far beyond Pride in Diversity and the AWEI. Contributing to the phenomenal growth of LGBTI inclusion initiatives within Australia has been:

- Global trends in the visibility and fight for equality of LGBTI people
- Outstanding leadership of those organisations that were amongst the first to put up their hand and be counted
- The ongoing support and advice of the Pride in Diversity Executive Forum Advisory Group
- The ongoing support of our sponsors, critical enablers for much of our work
- Passionate individuals determined to make a difference
- Individual leaders, LGBTI people and allies who have been given the opportunity to really make a difference in their workplaces
- Public figures and celebrities who add their voice to the call for equality and inclusion

But we do know, as do all of our members, that there is still a long way to go.

We don't know what the next five years will hold, but we have it in our plans to:

- Create stronger support mechanisms for those in country and regional areas
- Create initiatives for small business
- Develop talent programs and leadership programs
- Deep dive into health and service provision; and
- Continue our work with the Pride in Sports Index to address homophobia and build greater inclusion within sports
- Engage more with CEOs and Senior Leaders
- Strengthen our international and Asia Pacific Partnerships
- Build the international reputation of our Pride in Practice LGBTI Workplace Conference.

OUR TEAM OVER THE YEARS

PRIDE IN DIVERSITY TEAM

Director

Dawn Hough October 2009 -

Executive Assistant and Events

Stephanie Mellor July 2013 -

Relationship Managers

Lin Surch August 2013 -

Ross Wetherbee July 2014 -

Ishwar Singh July 2015 –

Previous Pride in Diversity Employees

Administration Assistant:

Kate Arnold 2012 -2013

Workplace Education and Relationship Managers

Gerry Meleady, 2009-2010

Daniel O'Neill, March 2013 – June 2014

pride in
diversity®



ISBN 978-0-646-92908-8



9 780646 929088 >