



AUSTRALIAN WORKPLACE EQUALITY INDEX

2018

THE DEFINITIVE
NATIONAL BENCHMARK
**ON AUSTRALIAN
LGBTI WORKPLACE
INCLUSION**

Proudly sponsored by

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OUR GREATEST ASSET IS WHAT MAKES US DIFFERENT

GOLDMAN SACHS IS COMMITTED TO CREATING AND SUSTAINING A DIVERSE WORK ENVIRONMENT

Employee affinity networks and interest forums, which are open to all professionals at Goldman Sachs, develop programs that support our firm's diversity and inclusion strategy.

They offer training and educational programs, create networking forums, host leadership conferences, and sponsor client events. We have developed and support over 80 affinity networks and interest forums globally. Across Asia Pacific, we have the following:

BLACK AND HISPANIC/LATINO NETWORK (BHLN)

The BHLN provides professional development and networking opportunities for black and Hispanic/Latino employees and serves as a community to share ideas, raise awareness and create an inclusive environment.

DISABILITY INTEREST FORUM (DIF)

The DIF aims to create an inclusive environment that is accessible to current and future employees, clients, candidates and guests with a disability.

FAMILY FORUM

The Family Forum focuses on sharing best practices, creating a support community for working parents, and acting as a forum for raising parents' issues to senior management.

LESBIAN, GAY, BISEXUAL, TRANSGENDER AND INTERSEX (LGBTI) NETWORK

The LGBTI Network advocates for a work environment that respects, welcomes and supports lesbian, gay, bisexual, transgender and intersex professionals, and enables them to perform to their fullest potential and contribute to the greater goals of the firm.

WOMEN'S NETWORK

The Women's Network helps develop, retain, recruit and raise the profile of women at all levels within the firm across their professional and community roles.

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WELCOME FROM ACON'S PRIDE INCLUSION PROGRAMS DIRECTOR



DAWN HOUGH

Director

ACON's Pride Inclusion Programs

Pride in Diversity, Pride in Sport, Pride in Health + Wellbeing

On behalf of ACON and the Pride in Diversity team, it gives me great pleasure to present to you the 2018 Benchmark for LGBTI inclusion within Australian workplaces.

This year, we have made a few changes to the benchmarking publication:

- Rather than combining both medium – significant sized employer benchmarks and small employer benchmarks within the one publication, we have separated the two publications. Small employers will receive a separate publication for their benchmarking tables and survey results. Soft copies of both benchmarking publications can be freely viewed and downloaded from www.pid-awei.com.au/awei-publication
- Instead of including executive statements from our high performing employers within each publication, we are making them available on our website for greater reach and longevity. This also allows us to release the benchmarking data much sooner. What our award winners say, and project details of our Platinum Employers can now be found at www.pid-awei.com.au/results2018
- We also engaged Dr. Ilro Lee to provide an academic paper on a finding within the AWEI survey results. The report will now be launched separately alongside the analysis provided by Helen Conway. Employers participating in the AWEI and non-participating Pride in Diversity members will receive a hard copy of the publication. It will also be freely available for viewing or download from the publication page on our website.

In regard to AWEI participation, and subsequent entry points into the various employer tiers, we were both delighted and somewhat surprised to see that practice continues to shift at quite a significant rate.

Full AWEI participation increased by 17.24% to 136 employers and the optional employer survey peaked at 23,120 responses.

The average score across all submissions rose by 15.7%, with entry points into Bronze tier being 9.6% higher, Silver 11.4% higher and Gold 9.4% higher. This clearly points to continued growth in activity and a raising of the bar in terms of what employers are achieving within each of the tiers. LGBTI workplace inclusion is still on the move!

Finally, congratulations and heartfelt thanks to each and every person, every employer who has contributed so much to the important area of diversity and inclusion.

Thank you once again to the sponsor of this publication, Goldman Sachs; the Pride in Diversity team for the countless weeks of scoring, Elaine and Michelle for our Awards Luncheon and Finlay Long for his artistic genius in branding and design across both the awards events and these publications. We could not do this without you.

WELCOME FROM OUR 2018 PUBLICATION SPONSOR



SIMON ROTHERY
Chief Executive Officer
Goldman Sachs
Australia & New Zealand

Goldman Sachs is honoured to sponsor the Australian Workplace Equality Index (AWEI) annual benchmarking publication for the eighth consecutive year. We would like to extend our congratulations to all the organisations and their Lesbian, Gay, Bisexual, Transgender and Intersex (LGBTI) networks who took part in the 2018 AWEI.

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

At Goldman Sachs, we believe that working towards a more diverse workplace will benefit the firm and help us to more successfully meet the needs of our clients. We recognise it takes different perspectives to keep innovating, and the unique experiences of our people help us make an impact.

We are delighted to see continued progress for LGBTI inclusion being made across Australia, and are especially heartened reflecting on the progress that has been made over the past year, both within other member organisations and across the country more broadly. We look forward to building on our success with PID and our fellow supporters of the national benchmark for LGBTI inclusion.

A WORD FROM OUR 2018 EMPLOYER OF THE YEAR



TONY JOHNSON

EY Oceania Chief Executive Officer & Regional Managing Partner
EY

I am excited and humbled that EY was named Australia's Employer of the Year for LGBTI inclusion in 2018, including Gold Employer recognition. At EY we are committed to building high-performing teams, through inclusive leadership and the unique differences each person brings.

We continue to work hard to ensure that everyone has access to the same opportunities, no matter what gender, sexual orientation, ability or cultural background they have.

Our top ranking in the AWEI awards recognises our determination to create a work environment where everyone can be comfortable bringing their whole selves to work. It also reflects the encouragement and reassurance our LGBTI people and allies receive from our supportive policies and practices.

Change in this area requires business leaders to take bold and persistent action. I'm proud that EY took a stance on marriage equality in 2015, and continued to support our people throughout the Marriage Law Survey in 2017. It also requires everyday commitments by our people to make EY a more inclusive place, which is why we recognise the importance of the role of straight allies.

We continue to champion a focus on mental health for LGBTI youth across Australia through our ongoing collaboration with ReachOut and also with our contribution to diverse sporting teams like the Sydney Convicts.

We know diversity and inclusion is essential for better questions, better answers and a better working world.

WELCOME FROM OUR NEW PRIDE IN DIVERSITY CO PATRONS



ALAN JOYCE

CEO, Qantas

Co Patron, Pride In Diversity

I'm honoured to join Jennifer Westacott as co-patron of ACON's national not-for-profit program for LGBTI workplace inclusion.

It has been an amazing year since we gathered for the 2017 awards, culminating with the outpouring of support for the amendment of the Marriage Act. While we still have a lot of work to do to create a truly inclusive Australia, these awards demonstrate the real gains and change that is taking place across business, sport and the general community.

I've lost count of the number of people who've shared a story with me about their struggle with their identity, or of the challenges that their children or friends are facing.

People should be free to go to work, complete their studies, participate in sporting teams and be part of the community in a supportive, fair and inclusive environment.

Which is why the work being recognised is particularly important. Congratulations to all. The programs and initiatives you have developed to build a more inclusive Australia are changing lives.

I would also like to pay my respects and thank Hon Michael Kirby, founding patron of Pride In Diversity, who is stepping down after eight years. Michael's leadership and tireless dedication to raising awareness and support for LGBTI issues has given us all faith in a future where everyone, every day, everywhere in Australia, feels included and supported.

WELCOME FROM OUR NEW PRIDE IN DIVERSITY CO PATRONS



JENNIFER WESTACOTT
CEO, Business Council
of Australia
Co Patron, Pride In Diversity

I've spoken before of spending a long time in my life feeling as though I was an outsider, and that is something I felt more intensely in the workplace than most other places. In fact, for me it was in the workplace I felt one of those first breakthrough moments, acceptance.

People want to be themselves in the workplace, they want to be respected and included – and so they should. The average working Australian spends more than 40 hours of their week with their employer, like it or not these are places which become central to our lives. The work being recognised doesn't just make our workplaces better, producing more productive and happier workers, it protects our brothers, sisters, mothers and fathers from the paralysing sting of exclusion.

Quite literally, this program is changing lives – showing young LGBTI people that they don't need to be the outsider. Their colleagues, their community and their employers value their contribution.

Those receiving awards this year are no doubt worthy but I'd ask that you also consider the quiet work of so many, over many years. The truth is, much work in this space has been done with no recognition, for no praise, simply to make the path a little easier to tread for those who follow.

This year I also acknowledge the Hon. Michael Kirby, who after 8 years as founding patron, will depart. Michael's contribution in this area is difficult to sum up but he leaves the organisation with a strong foundation to continue its work.

Last year was certainly momentous for this organisation and for the community, I know that no-one here will be resting on their laurels. I look forward to working with you all to build on these victories because now more than ever, we know that a future of inclusion, support and of finally feeling an insider is within reach.

THANKS AND FAREWELL TO THE HON. MICHAEL KIRBY



HON. MICHAEL KIRBY
AC CMG
Pride In Diversity Patron
2010 – 2018

While we enthusiastically welcome our new Patrons, it's hard to say goodbye to someone who has guided, informed, encouraged and challenged us from Day 1. Michael Kirby launched the Pride in Diversity Program on February 10, 2010 taking on the role of Patron shortly thereafter.

It was Michael's exhortation to take the message of inclusion out to small employers and regional areas that led to the development of a small employer index and the identification of regional outreach as a key strategic initiative for the program. More women and co-Patrons were amongst other wise words of encouragement that have since been taken on board in addition to the expansion of our connections overseas in order to coach and inspire others to build similar programs.

We know that Michael will continue to watch closely the progress of Pride in Diversity so we celebrate his contribution past and warmly welcome our new co-Patrons. A new era, new growth, new development.

Michael, we look forward to what lies ahead, and we look forward to sharing the future with you.



In our work in Pride in Diversity in Australia we should, without delay, be considering how we can help Australian and other multinational companies to take the lead in neighbouring regions. To spread the word that homophobia and transphobia are bad for business and bad for human rights.

Increasingly, we must look beyond Australia. We should insist on equality in our own country. But we should also reach out to promote and support equality and good example beyond our borders. Pride in Diversity's message must reach the four corners of the planet.



HON. MICHAEL KIRBY
2017 AUSTRALIAN LGBTI INCLUSION AWARDS

CONTENTS

METHODOLOGY	8
HISTORY	8
HOW REFLECTIVE ARE TOP EMPLOYERS OF BEST PRACTICE WITHIN AUSTRALIA?	8
HOW ARE AWEI SUBMISSIONS ASSESSED?	9
2018 EMPLOYER TIER RECOGNITION	10
2018 PLATINUM TIER RECOGNITION	10
2018 GOLD TIER RECOGNITION	11
2018 SILVER TIER RECOGNITION	11
2018 BRONZE TIER RECOGNITION	12
2018 PARTICIPATING TIER	12
2018 WINNERS – ORGANISATIONAL AWARDS	13
2018 WINNERS – INDIVIDUAL AWARDS	15
TOP 3 PERFORMERS ACROSS SECTOR/INDUSTRY	18
2018 BENCHMARKING DATA	21
PARTICIPATION OVERVIEW	22
UNDERSTANDING YOUR SCORE AND BENCHMARKING DATASETS	25
DISTRIBUTION OF SCORES AND HISTORICAL TIER DATA	26
2018 BENCHMARKING TABLES	27
BENCHMARK: ALL EMPLOYERS	28
BENCHMARK: BY NUMBER OF EMPLOYEES	29
BENCHMARK: BY SECTOR	32
BENCHMARK: ASX TOP 50	39
BENCHMARK: BY INDUSTRY	40
BENCHMARK: BY EMPLOYER TIER	53
QUESTION STATS AND BEST PRACTICE	57

METHODOLOGY

HISTORY

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

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

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

The AWEI now stands as the definitive national benchmark on LGBTI workplace inclusion and comprises the largest and only national employee survey designed to gauge the overall impact of inclusion initiatives on organisational culture as well as identifying and non-identifying employees. The Index drives best practice in Australia and sets a comparative benchmark for Australian employers across all sectors. For this reason alone, the Index has to be rigorous and comprehensive. The work compiled annually by employers submitting for the Index is a testament to the importance of LGBTI inclusion with their current D&I initiatives.

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

In 2017, the first iteration of the 3rd edition of the index saw dramatic changes to submission formats and introduced recognition tiers. The Top 20 leader board was removed and replaced with rebranded and non-ranked Platinum, Gold, Silver, Bronze and Participation Tier recognition.

HOW REFLECTIVE ARE TOP EMPLOYERS OF BEST PRACTICE WITHIN AUSTRALIA?

While Awards are a nice end-result to the Index, the real intent of the index is to gauge, monitor and align Australian practice with International best practice.

Many Awards nomination processes boast a much quicker and less cumbersome submission process, but the AWEI is extremely comprehensive and evidence based and therefore does take some time to complete.

Employers are asked a series of very specific questions in relation to areas that directly impact inclusion or the perception thereof and are required to provide evidence for all responses. Evidence may entail a detailed description of a process or alternatively copies of supporting documentation to validate responses. This ensures that all employers are measured on the same criteria while maintaining flexibility of approach.

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

HR Policy & Practice
(69 points / 34.5% of overall submission)

Strategy & Accountability
(22 points / 11% of overall submission)

LGBTI Training & Education
(19 points / 9.5% of overall submission)

LGBTI Employee Network & Allies
(41 points / 20.5% of overall submission)

Visibility & inclusion
(22 points / 11% of overall submission)

Community Engagement & External Advocacy
(21 points / 10.5% of overall submission)

Survey & Other
(6 points / 3% of overall submission)

METHODOLOGY

HOW ARE AWEI SUBMISSIONS ASSESSED?

2018 tightens emphasis on evidence provided.

In 2018 we fine-tuned much of the marking process to ensure a strict dependency on evidence for score allocation, clearly articulating within the scoring instrument that which is required for full or partial point allocation. This removed the likelihood of grey areas where evidence is not supplied in its entirety or as requested.

Using this marking rubric, each submission was marked by two different members of the team, each on separate score sheets. As Relationship Managers are not necessarily marking their member submissions and not all submitting employers are members of Pride in Diversity, strict attention is given only to that information which appears within the submission document, ensuring equity across all submissions regardless of marker, and regardless of membership.

Once both markers have entered their scores, the spreadsheet automatically identifies where scores have differed and flags these questions for consultation. The two markers then meet to discuss the discrepancies, re-checking the evidence required and combing through the evidence supplied to agree a point value. If an agreement can't be met, a third team member is consulted. This process is repeated until all score differences between the two markers have been investigated and finalised.

Where scores between employers are close for Employer of the Year, a third marking is completed highlighting key standouts for each submission and differentiators. This will often involve new markers and if required additional discrepancy checks and validation meetings.

A transcript is automatically generated by the scoring rubric and saved for each submitting organisation.

A table is then produced for Platinum/Gold, Silver, Bronze and Participating employer tier recognition based on the score distribution across all submissions.

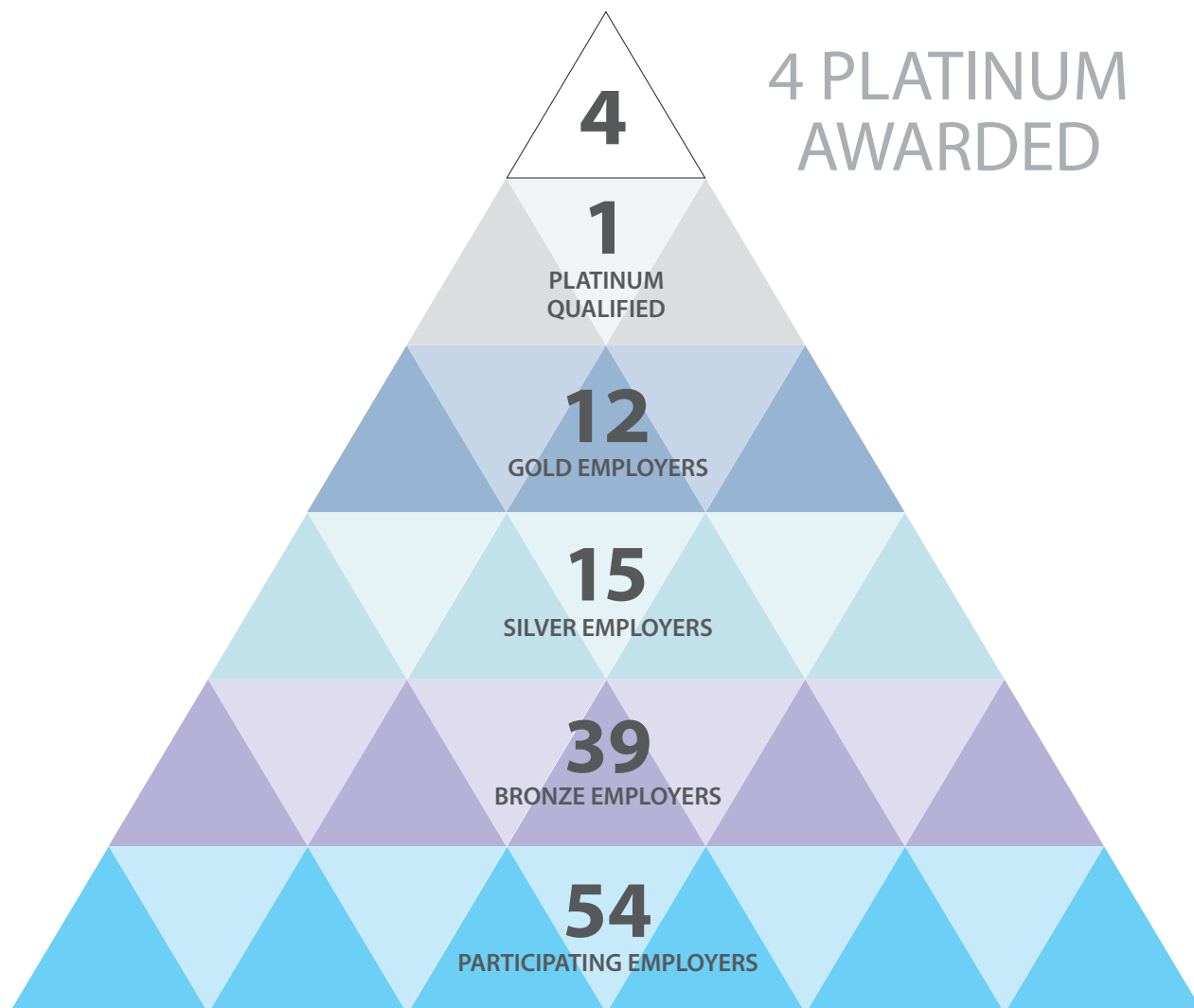
From the scores provided within the AWEI submission, the following awards are also determined:

- **Achievement Award for Most Improved** (largest score difference between current year and last)
- **Award for the Inclusion of Trans/Gender Diverse Employees** – all scores for questions pertaining to trans and gender diverse employees are tallied along with any relevant scores for work submitted within the “additional work” sections throughout the index. Highest score determines award recipient.
- **Network of the Year Award** – all scores for questions pertaining to network activity are tallied along with any relevant scores for work submitted within the “additional work” sections throughout the index. Highest score determines award recipient.

Individual Award Submissions

- Additional Award submissions (outside of the AWEI benchmarking instrument) are likewise marked against a scoring rubric and then shortlisted to 3 (maximum 4) based on the score achieved.
- A team of 3 team members then meet to discuss the 3-4 shortlisted submissions noting work that differentiates each in addition to breadth and impact of activities submitted based on the evidence provided.
- All three markers must agree an overall winner based on the overall score and differentiators.
- Receipt of a nomination does not guarantee that an award will be given. Minimum criteria does need to be met.

2018 EMPLOYER TIER RECOGNITION



2018 PLATINUM TIER RECOGNITION

Platinum Employer Recognition acknowledges the highest levels of performance within the AWEI over a sustained period of time. Employers must first qualify for Platinum by achieving an AWEI score within the Gold Tier range at least four out of the last five consecutive years; or be awarded Employer of the Year twice within that period. At qualification, an employer may choose to work on a project or submit once again for the AWEI. Only on successful completion of the project or AWEI submission within the Gold Tier range will the official Platinum status be awarded.

Once awarded, Platinum Employer recognition must be maintained. While maintaining Platinum status, employers can choose to submit the AWEI as per usual or alternate AWEI submissions with project work.

Should Platinum Employers choose to alternate projects and submissions, the actual reporting cycle of the AWEI reduces to once every three years due to projects taking up two reporting cycles (one during project completion and the other during project submission). Should an employer not deliver on the project or not be placed within the gold tier, the employer will revert to the employer tier determined by their score, unless they still meet the 4 out of 5 year validation rule.

Should an employer default on Platinum one year, they do not need to requalify. Simply meeting the criteria of Platinum again will see them regain their full Platinum Status.

2018 EMPLOYER TIER RECOGNITION

2017 Platinum Employers currently working on Projects:

- University of Western Australia

2018 Platinum Qualifiers:

- ANZ

2018 Platinum Employers:

- Lend Lease
- Accenture
- Westpac Group
- Commonwealth Bank of Australia

2018 GOLD TIER RECOGNITION

Gold recognition is the highest recognition obtainable for the current year outside of the longevity of top employer status obtained within the platinum tier. Gold employers have obtained the highest scores within the AWEI. This recognition is indicative of a substantial amount of work and activity in the area of LGBTI inclusion over the index year as assessed by the current benchmark and in comparison to all submitting employers. Gold recognition is an outstanding achievement and organisations that obtain this recognition should be applauded for their level of activity within the given year. This year, Gold employer status was given to only 12 employers equating to the top 9.9 percent of all submissions. In alphabetical order:

- AGL Energy Ltd
- ANZ
- Australian Taxation Office
- Brisbane City Council
- Clayton Utz
- Deloitte Australia
- Deutsche Bank, Australia
- EY
- Mercer (Australia) Pty Ltd
- RMIT University
- Uniting
- Woolworths

2018 SILVER TIER RECOGNITION

Silver recognition is given to employers that have obtained high scores on the AWEI and provided evidence of a substantial amount of sustained or new work in LGBTI inclusion. Silver recognition is difficult to obtain and quite often, the score differences between silver and gold recognition are minimal. Only 15 employers were awarded silver employer recognition this year, equating to between the top 10 – 22% of submitting organisations. In alphabetical order:

- Baker McKenzie Australia
- BankWest
- Curtin University
- EnergyAustralia Services Pty Ltd
- Herbert Smith Freehills
- JP Morgan
- Macquarie Group
- Macquarie University
- Medibank
- Minter Ellison
- Monash University
- NAB
- Norton Rose Fulbright
- NSW Police Force
- Telstra

2018 EMPLOYER TIER RECOGNITION

2018 BRONZE TIER RECOGNITION

Bronze recognition should not be underestimated. For many organisations, it takes several years to achieve this tier. Bronze employers are considered active employers in LGBTI inclusion with submissions providing detailed evidence of work in this area over the 2018 calendar year. 39 Employers were awarded Bronze this year. In alphabetical order:

- Alcoa of Australia Limited
- Aurizon
- Australian Federal Police
- Avanade Australia
- CBRE
- Coles
- Corrs Chambers Westgarth
- Deakin University
- Dentons Group
- Department of Environment, Land, Water and Planning (Victoria)
- Department of Health & Human Services (Victoria)
- Department of Health (Federal)
- Department of Human Services (Federal)
- Department of Premier & Cabinet (Victoria)
- Department of Social Services (Federal)
- DLA Piper
- GHD
- Holden
- HSBC
- King & Wood Mallesons
- KPMG Australia
- Maddocks
- Maurice Blackburn Lawyers
- NBN Co
- PwC
- QBE
- Royal Bank of Canada
- Scentre Group
- The Star Entertainment Group
- State Street Australia Limited
- Suncorp
- TAL
- Thomson Reuters
- University of Queensland
- University of Sydney
- University of NSW
- Vanguard Investments
- Western Sydney University
- + *one not-for-publication*

2018 PARTICIPATING TIER

Participating in the AWEI shows commitment to LGBTI inclusion and a desire to obtain an external assessment and measure of progress to date. Congratulations to all employers participating in the AWEI. Scores tend to vary greatly within the participating employer group, with the top of this tier being very close to achieving Bronze. In alphabetical order:

- APRA
- ASIC
- Attorney General's Department
- Aurecon
- Australia Post
- Australian Bureau of Statistics
- Australian Red Cross Blood Service
- Australian Securities & Investments Commission
- Australian Unity
- Commonwealth Scientific & Industrial Research Organisation (CSIRO)
- Department of Agriculture & Water Resources
- Department of Economic Development, Jobs, Transport & Resources (Victoria)
- Department of Foreign Affairs & Trade
- Department of Home Affairs
- Department of Prime Minister & Cabinet
- Edith Cowan University
- Energy Queensland Limited
- Envato
- Flourish Australia
- Gilbert + Tobin
- GPT Group
- Grant Thornton
- IAG Australia
- ICC Sydney
- Jacobs
- Life without Barriers
- Melbourne Water
- Nando's
- SAP Australia Pty Ltd
- South East Water
- Stockland
- University of Wollongong
- Victoria University
- + *22 not-for-publication*

2018 WINNERS – ORGANISATIONAL AWARDS



2018 EMPLOYER OF THE YEAR **EY**

EY achieved the coveted Employer of the Year Award in 2018 achieving the highest score overall within the AWEI.



2018 EXTERNAL MEDIA CAMPAIGN AWARD **'HOLD TIGHT' CAMPAIGN – ANZ**

This award is given annually for an exceptional external media campaign focusing on the inclusion of LGBTI people within the promotion of an organisations products and/or services.

The winning entry 'Hold Tight' by ANZ can be viewed at <https://vimeo.com/208232570>



2018 ACHIEVEMENT AWARD FOR MOST IMPROVED **TAL**

This award is given every year to the employer with the highest score increase within their AWEI submission. The Achievement Award for Most Improved this year went to TAL.

TAL increased their 2018 AWEI score by a staggering 87 points (keeping in mind that this is a 200 point index) representing a 1087.5% point increase.

2018 WINNERS – ORGANISATIONAL AWARDS



2018 LGBTI EMPLOYEE NETWORK OF THE YEAR **PRISM – ENERGYAUSTRALIA**

EnergyAustralia obtained the highest score across the networking section within the AWEI in addition to obtaining a significant number of additional points through extra work identified over and above the index criteria. An effective network is critical to LGBTI inclusion initiatives and we applaud PRISM for their outstanding achievement in this area.



2018 TRANS & GENDER DIVERSE INCLUSION AWARD **UNITING**

The Trans & Gender Diverse Inclusion Award is determined by totalling scores given across the AWEI for all work pertaining to the inclusion of trans and gender diverse employees along with any additional work that employers may have identified in this area.

From this list, four employers were shortlisted. This year's winner, Uniting showcased some ground breaking work in the removal of barriers for gender diverse individuals seeking employment within the organisation while providing evidence of a comprehensive suite of inclusion initiatives supporting trans and gender diverse employees over and above the expectations of the index.

We would also like to recognise the following employers for their significant contribution: ANZ, Deloitte and Mercer.

2018 WINNERS – INDIVIDUAL AWARDS



2018 CEO OF THE YEAR

LUKE SAYERS – PWC

The power, reach and impact of a CEO's voice on LGBTI inclusion is undeniable. People listen. Which is why this particular award is so important.

Luke Sayers, this year's CEO of the Year, has been extraordinarily active, not only within his own organisation, but external to it; within the community and in support of Marriage Equality. He has chosen to be personally mentored by LGBTI Leaders, he has for several years engaged other CEO's in roundtable conversations in relation to their role in LGBTI inclusion and has provided uncompromising leadership in support of LGBTI inclusion both within PwC and within society as a whole. A deserving recipient of this year's award.



2018 EXECUTIVE LEADERSHIP AWARD

JAMES COLLINS – PWC

This award recognises the contribution of Senior Leadership to LGBTI inclusion efforts within an organisation.

James Collins, PwC was recognised this year for his significant involvement in all aspects of LGBTI inclusion within PwC as well as the initiation of events and activities both internally and externally. James acted as an immediate contact for members of the network and LGBTI individuals, was instrumental in the development of an internal LGBTI leadership program and the initiation of an organisational campaign to support marriage equality.

James is highly respected both internally and externally as a driver of inclusion and has played a significant role in the organisations LGBTI inclusion initiatives since their inception at PwC 8 years ago.

2018 WINNERS – INDIVIDUAL AWARDS



2018 NETWORK LEADER OF THE YEAR AWARD **MARK HODGSON – ALCOA OF AUSTRALIA**

This award recognises the work of individuals within network leadership groups that perform above and beyond the expectations of the role and significantly impact LGBTI workplace inclusion as a result.

This year's winner has been acknowledged for transforming a traditional 'macho' blue collar refinery business into a workplace that accepts diversity and encourages discussion on what was traditionally viewed as a taboo topic. Mark not only set an example of inclusion amongst his business peers, but passionately spearheaded significant cultural change on top of his already significant duties of managing a refinery overseeing nearly 900 employees, contractors, safety, environmental health and community engagement.

Mark was also acknowledged by his organisation globally for his commitment to inclusion and is enthusiastically transferring best practice efforts in LGBTI inclusion from Australia to other sites around the world.



2018 OUT ROLE MODEL AWARD **ANGUS LONERGAN – YMCA NSW**

The Out Role Model Award recognises the critical role that out role models play in LGBTI inclusion; the impact they have on the workplace and the change that they are able to bring about in terms of awareness and inclusion.

This year's winner has been a visible and active campaigner for improving the visibility and celebration of LGBTI people both internally and externally. Angus was responsible for introducing the celebration of LGBTI days of significance into the organisation, running LGBTI+ inclusion training, co-ordinating the organisation's first Mardi Gras Fair day community engagement stall, sharing information with the recruitment team re: inclusive advertising and policies as well as researching and gaining approval for the organisation's first LGBTI network. He was also the recipient of the CEO Celebrate Employee of the Year in 2017 supporting the importance of being open & authentic at work and the for the diversity and inclusion work he undertook. Angus has also been active in community organisations and worked as a group support worker for LGBTI young people.

2018 WINNERS – INDIVIDUAL AWARDS



2018 SAPPHIRE INSPIRE AWARD **KIMBERLY OLSEN – UNITING**

The Sapphire Inspire Award recognises the additional challenges faced by lesbian, bisexual, transgender and intersex women in the workplace and seeks to acknowledge those who have not only acted as a role model for others, but had a significant impact on inclusion initiatives.

This year's candidates were shortlisted by the team but the ultimate winner was selected by Christine Forster, our Sapphire Ambassador.

In Christine's own words about Kimberly:

"...This year's award winner is recognised for her broad contribution to the LGBTI community; not only within her internal role within which she has made a significant contribution, but also as a role model for others through her mentoring of young people, assisting trans job seekers find employment and through the education of the general public via speaking roles and social media advocacy."



2018 SALLY WEBSTER ALLY AWARD **MELISSA TANDY – ANZ**

The Sally Webster Ally Award is given annually for outstanding contribution of an ally to LGBTI workplace inclusion. This year's award winner was instrumental in leading change across a wide range of business areas in support of LGBTI people, in particular, the transgender community.

Melissa's support of both internal and external networks and visible contribution to the development of business processes has consistently validated this candidate as a force to be reckoned with; earning the deep respect of employees within her own organisation and externally. Melissa has become known for her results orientation and uncompromising passion for equity and change.

This is the second time that Melissa has won this award.

TOP 3 PERFORMERS ACROSS SECTOR/INDUSTRY

Only those sectors/industries with five or more participants will be included within the Top 3 Performers Listings.

OVERALL

TOP 3	OVERALL (Alphabetical)
	ANZ, EY, and Uniting

BY SECTOR

TOP 3	GOVERNMENT – WHOLE OF GOVERNMENT (Excludes Higher Education. Alphabetical)
	Australian Taxation Office, Brisbane City Council, and NSW Police Force

TOP 3	GOVERNMENT – FEDERAL (Excludes Higher Education. Alphabetical)
	Australian Federal Police, Australian Taxation Office, and Dept of Social Services

TOP 3	GOVERNMENT – STATE / LOCAL (Excludes Higher Education. Alphabetical)
	Brisbane City Council, Dept of Premier & Cabinet (VIC), and NSW Police Force

TOP 3	GOVERNMENT – VICTORIAN (Excludes Higher Education. Alphabetical)
	Dept Environment, Land, Water & Planning, Dept of Human Services, and Dept of Premier & Cabinet

TOP 3	HIGHER EDUCATION (Alphabetical)
	Curtin University, Macquarie University, and RMIT University

TOP 3	NOT FOR PROFIT / CHARITY (Alphabetical)
	Flourish, Red Cross Blood Services, and Uniting

TOP 3	PRIVATE SECTOR (Alphabetical)
	AGL, ANZ, and EY

BY EMPLOYER SIZE

TOP 3	MEDIUM EMPLOYERS (201 – 1999 EMPLOYEES) (Alphabetical)
	Clayton Utz, Deloitte, and Mercer

TOP 3	LARGE EMPLOYERS (2001 – 7999) (Alphabetical)
	AGL, Brisbane City Council, and RMIT University

TOP 3 PERFORMERS ACROSS SECTOR/INDUSTRY

TOP 3

SIGNIFICANT EMPLOYERS (8000+) (Alphabetical)

ANZ, EY, Uniting

BY INDUSTRY

Within the submitting employer details form, we ask employers which benchmarks they would like to be included within. Some employers within benchmarking sets work solely within the specified industry, some have components of their work and/or deliverables within this industry. The lists used to compile the industry performers compromise employer selected relevant industry groups.

TOP 3

ASX TOP 50 (Alphabetical)

AGL Energy, ANZ, and Commonwealth Bank of Australia

TOP 3

BANKING & FINANCIAL SERVICES (Alphabetical)

ANZ, Commonwealth Bank of Australia, and Mercer

TOP 3

CONSTRUCTION, AUTOMOTIVE & TRANSPORT (Alphabetical)

Aurizon, Holden, and Dept Economic Development, Jobs, Transport & Resources

TOP 3

HEALTH & WELLBEING (Alphabetical)

Dept of Health (Federal), Medibank, and TAL

TOP 3

INSURANCE (Alphabetical)

Clayton Utz, Medibank, and TAL

TOP 3

LEGAL (Alphabetical)

Clayton Utz, Herbert Smith Freehills, and Norton Rose Fulbright

TOP 3

PROFESSIONAL SERVICES (Alphabetical)

Clayton Utz, Deloitte, and EY

TOP 3

RESOURCING & MINING (Alphabetical)

AGL Energy, Alcoa, and a confidential submission

TOP 3

RETAIL & HOSPITALITY (Alphabetical)

Scentre Group, The Star Entertainment Group, and Woolworths

TOP 3 PERFORMERS ACROSS SECTOR/INDUSTRY

TOP 3	TECHNOLOGY & TELECOMMUNICATIONS (Alphabetical) Avanade, Telstra, and Thomson Reuters
TOP 3	ENERGY / UTILITIES (Alphabetical) AGL Energy, EnergyAustralia, and Suncorp
TOP 3	PROPERTY / REAL ESTATE (Alphabetical) CBRE, GPT Group, and Scentre Group

BY EMPLOYER TIER

TOP 3	PLATINUM / GOLD (Alphabetical) ANZ, EY, and Uniting
TOP 3	SILVER (Alphabetical) BankWest, EnergyAustralia, and NAB, Macquarie Group (2 employers same score)
TOP 3	BRONZE (Alphabetical) Dentons, PwC, and State Street
TOP 3	PARTICIPATING (Alphabetical) Gilbert + Tobin, GPT Group, and Jacobs

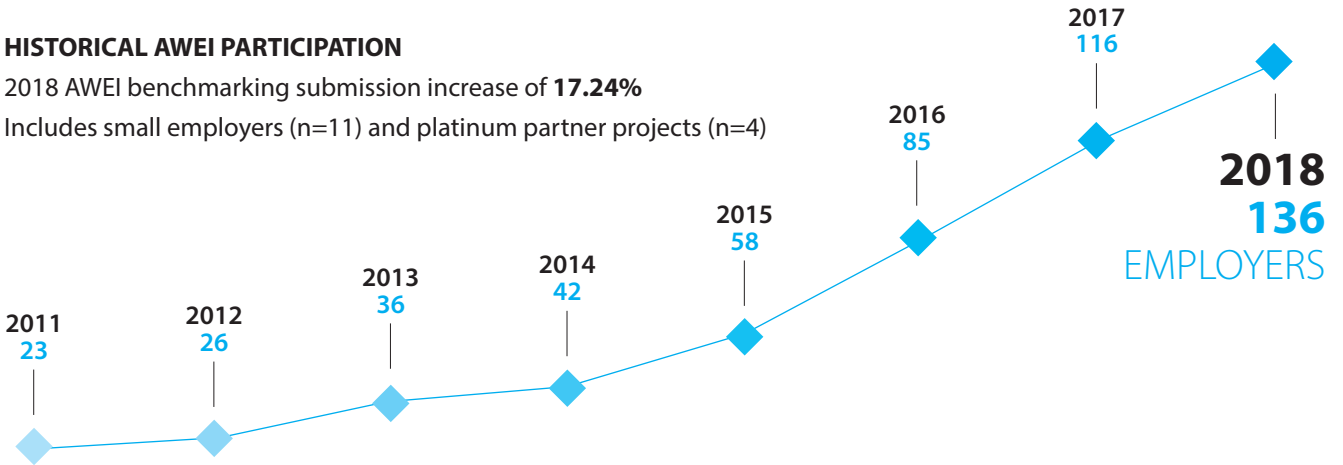
AUSTRALIAN WORKPLACE
EQUALITY INDEX 2018
BENCHMARKING DATA



PARTICIPATION OVERVIEW

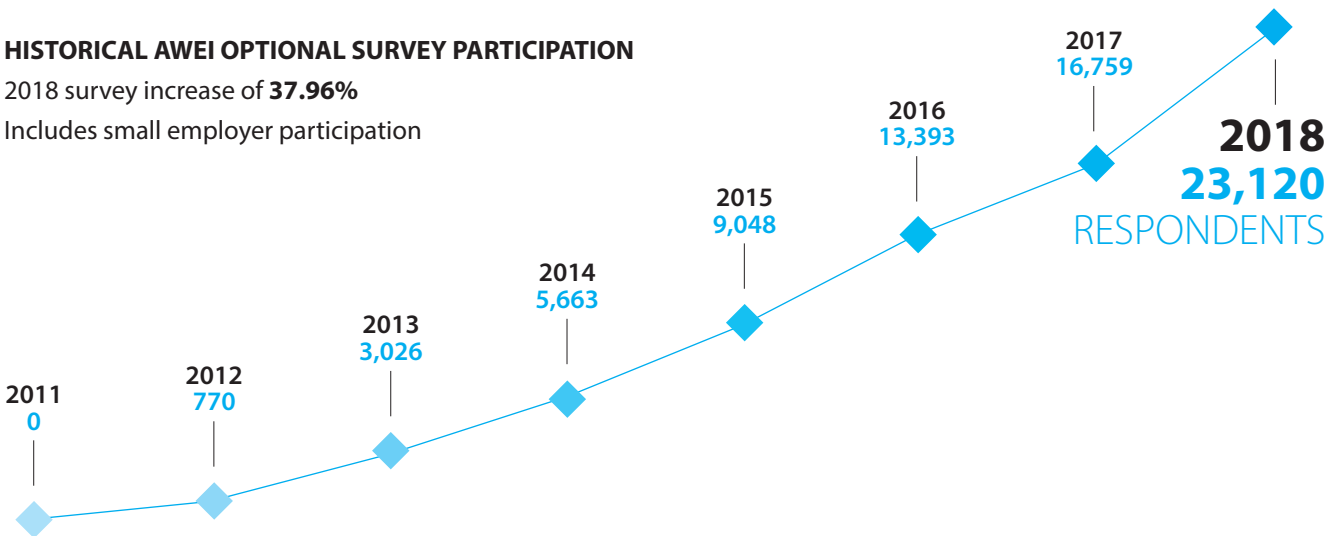
HISTORICAL AWEI PARTICIPATION

2018 AWEI benchmarking submission increase of **17.24%**
Includes small employers (n=11) and platinum partner projects (n=4)



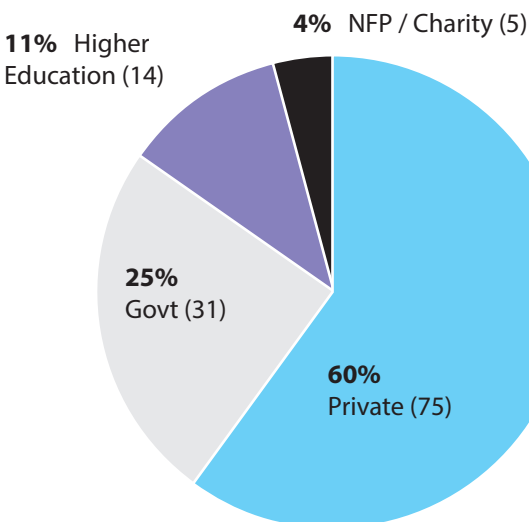
HISTORICAL AWEI OPTIONAL SURVEY PARTICIPATION

2018 survey increase of **37.96%**
Includes small employer participation



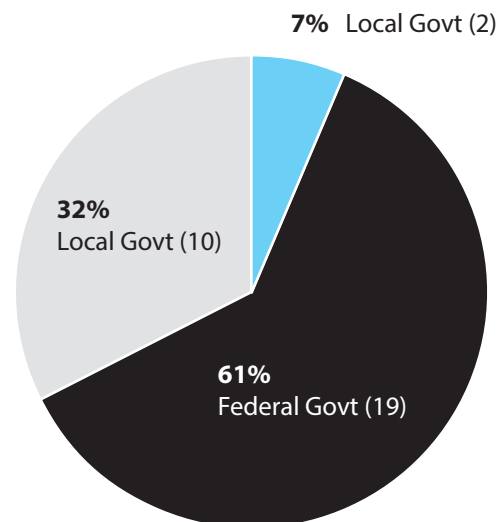
PARTICIPATION BY SECTOR

Excludes small employers (n=11)



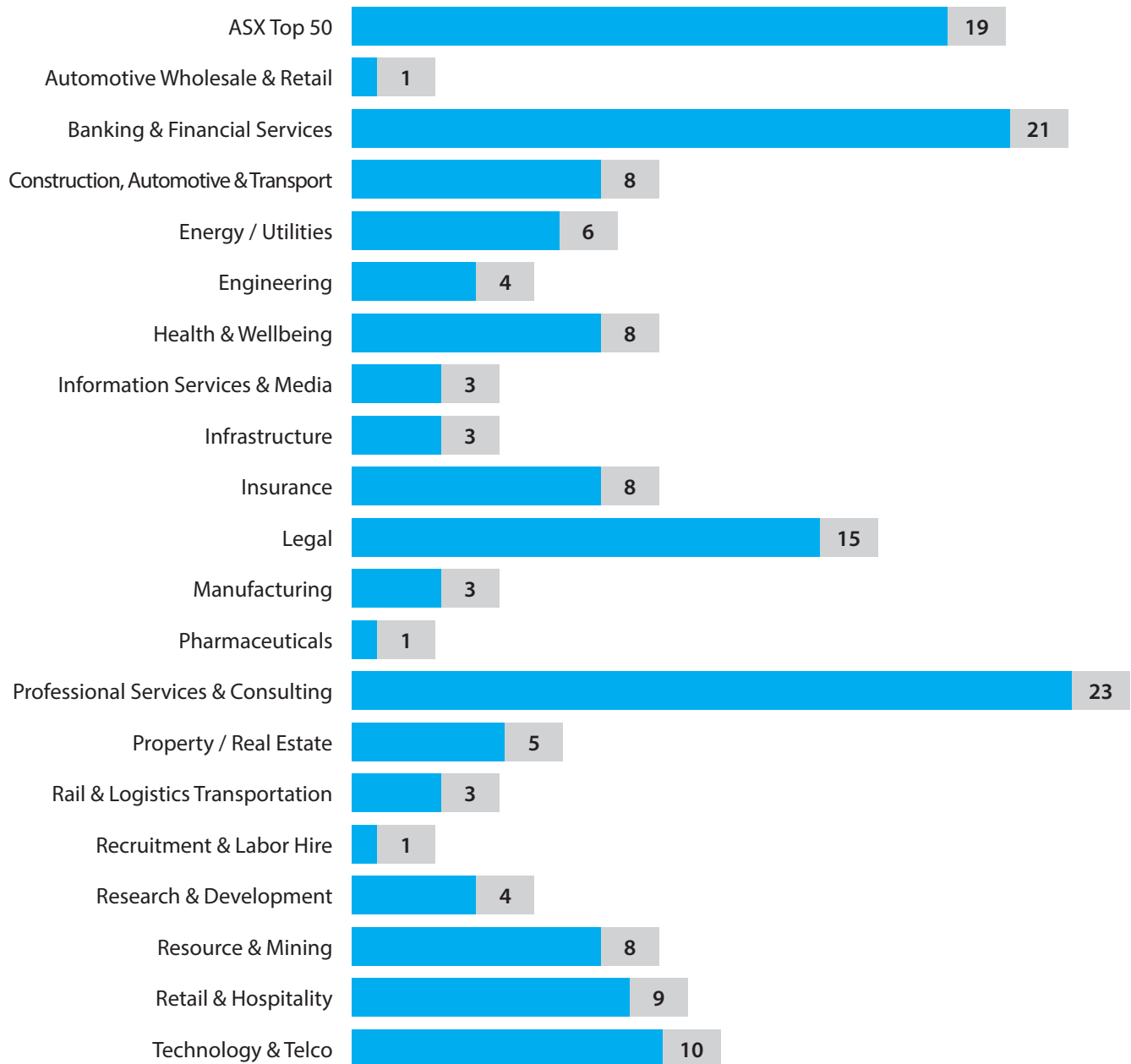
GOVERNMENT PARTICIPATION BREAKDOWN

State Government includes 8 Victorian Government



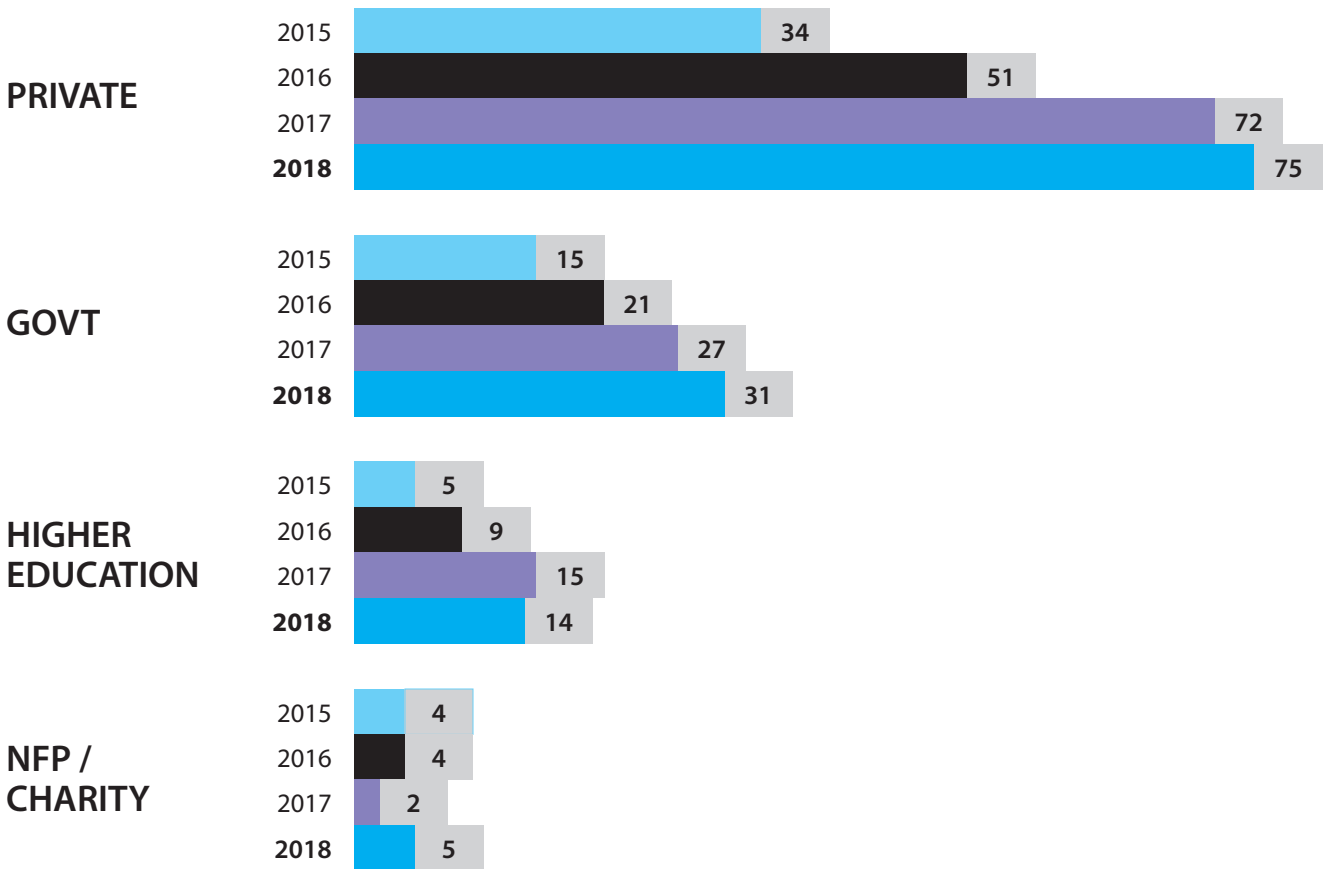
PARTICIPATION OVERVIEW

INDUSTRY PARTICIPATION



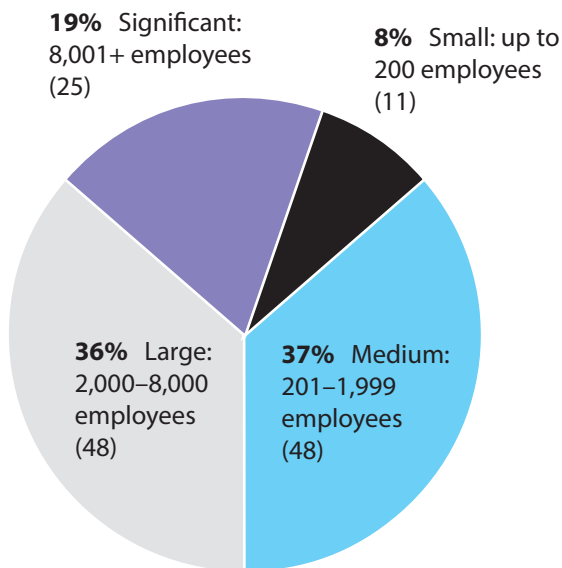
PARTICIPATION OVERVIEW

INDUSTRY PARTICIPATION

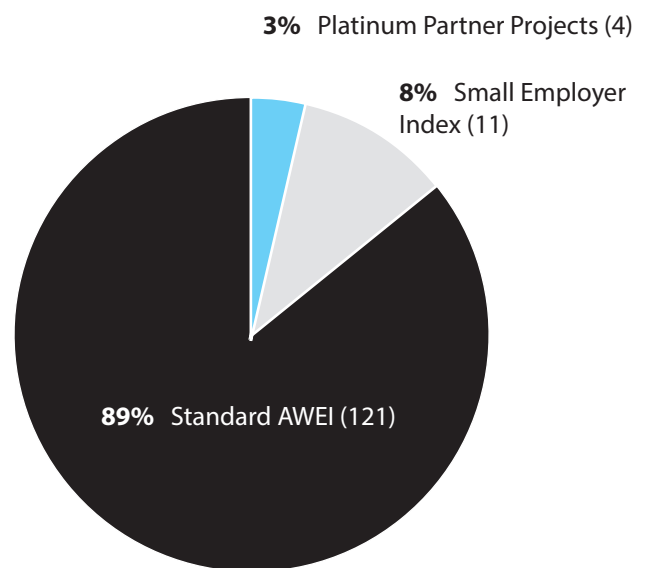


PARTICIPATION BY EMPLOYER SIZE

Excludes Platinum Partner Projects (n=4)



PARTICIPATION BY TYPE



UNDERSTANDING YOUR SCORE AND BENCHMARKING DATASETS

FULL BENCHMARKING

Your individual AWEI results allow you to gauge progress year-on-year while providing you with valuable information that can feed directly into your D&I strategy.

Sector, Industry, Employer Size and Employer Tier benchmarks provide a comparative gauge as to how your scores compare to other submitting organisations within the assessed year.

YOUR EMPLOYER SCORE

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

EMPLOYER SIZE BENCHMARK

- Compare benchmark data to see where employers of a similar size are more or less active.

INDUSTRY BENCHMARK

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

SECTOR BENCHMARK

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

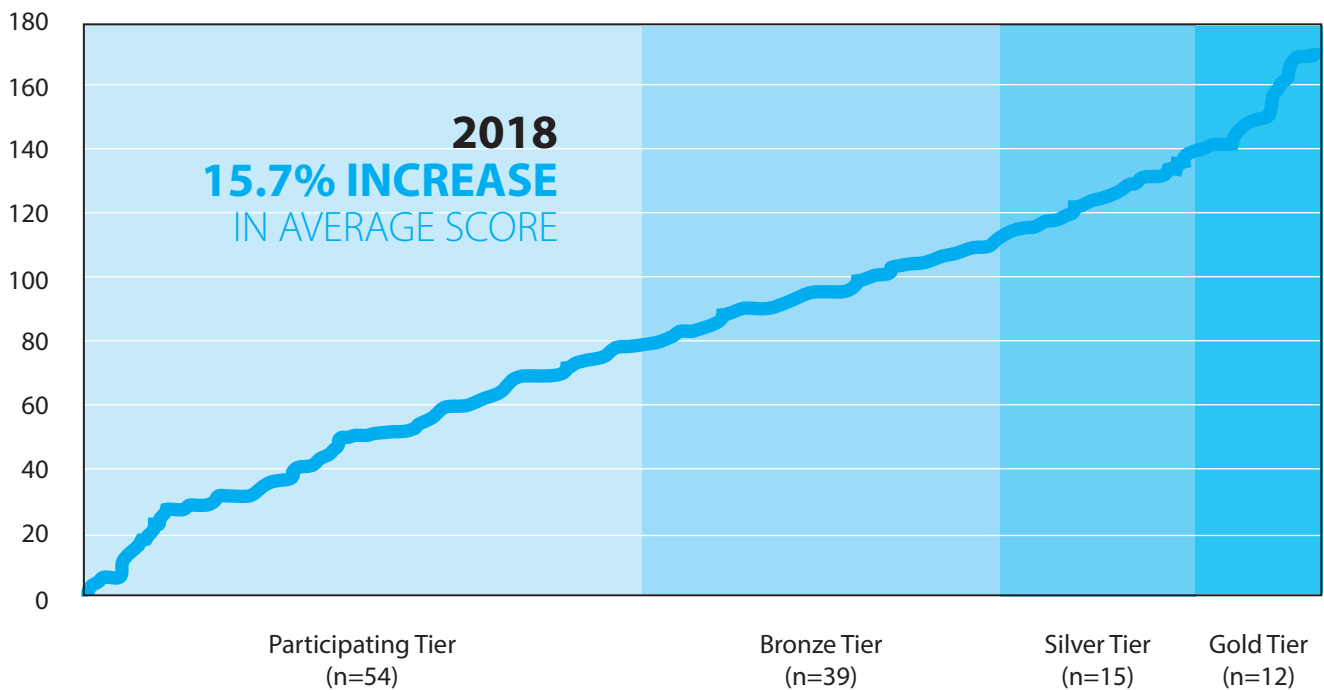
TIER BENCHMARK

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

DISTRIBUTION OF SCORES AND HISTORICAL TIER DATA

This year the average score across all submissions rose by 15.7% showing that LGBTI inclusion practice is still on the increase. Entry points into each of the membership tiers rose in 2018; the highest increase being entry into silver tier at 11.4%, equating to an additional 12 points.

Entry into gold dropped from 2016 as we saw the introduction of Platinum Tier with many of our consistently high performers moving from Gold into Platinum; however we did see an increase of 9.4% for Gold this year bringing the entry point back closer to the what it was prior to the introduction of Platinum in 2016.



HISTORICAL TIER ENTRY POINTS (Iteration 1 2011–2013 & Iteration 2 2014–2016)							Index Iteration 3 (2017–2019)		
	2011	2012	2013	2014	2015	2016	2017	2018	% Increase
BRONZE	45	50	50	68	70	70	73	80	9.6% higher
SILVER	56	60	65	91	107	114	105	117	11.4% higher
GOLD	68	70	84	121	130	145	127	139	9.4% higher

Note: The score drop in entry level points required for Silver and Gold in 2016/2017 is a result of introducing Platinum Tier in 2017. Those with a 5 year history of gold recognition moved from gold into Platinum allowing more of the top Silver performers to move into Gold thus lowering the entry point. However, this year's results show that despite this, the entry points are starting to climb back up to what they were prior to Platinum being introduced; another indicator that practice is still on the move.

AUSTRALIAN WORKPLACE
EQUALITY INDEX 2018
BENCHMARKING TABLES



BENCHMARK: ALL EMPLOYERS

ALL EMPLOYERS (n=121 excluding Small Employers)

BASIC COMPARISONS	Lowest	Average	Median	Highest	Available
STANDING SUBMISSION: HR POLICY & DIVERSITY PRACTICE					
Sect 1: Foundational Work	0	8	8	14	14
Sect 1: Intermediate	0	7	8	14	14
Sect 1: Leading Practice	0	9	7	31	35
Sect 1: Additional Work	0	1	1	5	6
TOTAL SCORE FOR STANDING SUBMISSION	0	25	23	60	69
Sect 2: Strategy & Accountability	0	13	13	22	22
Sect 3: LGBTI Training & Education	0	5	4	16	19
Sect 4: Networks & Allies	0	20	21	37	41
Sect 5: Visibility & Inclusion	0	12	13	21	22
Sect 6: Community Engagement & External Advocacy	0	7	6	20	21
Sect 7: Survey & Other	0	2	2	6	6
TOTAL SCORE FOR ANNUAL SUBMISSION	1	58	60	120	131
2018 OVERALL SUBMISSION SCORE	1	84	84	170	200

INTERQUARTILE RANGES	Lowest	Average	Median	Highest	Available
STANDING SUBMISSION: HR POLICY & DIVERSITY PRACTICE					
Sect 1: Foundational Work	0	6	8	10	14
Sect 1: Intermediate	0	4	8	11	14
Sect 1: Leading Practice	0	3	7	14	31
Sect 1: Additional Work	0	0	1	1	5
ANNUAL SUBMISSION: FOR WORK IN 2017	0	14	23	37	60
Sect 2: Strategy & Accountability	0	9	13	17	22
Sect 3: LGBTI Training & Education	0	2	4	8	16
Sect 4: Networks & Allies	0	11	21	27	37
Sect 5: Visibility & Inclusion	0	8	13	16	21
Sect 6: Community Engagement & External Advocacy	0	2	6	11	20
Sect 7: Survey & Other	0	0	2	3	6
TOTAL SUBMISSION	1	39	60	76	120
2018 AWEI SUBMISSION SCORE	1	52	84	114	170

BENCHMARK: BY NUMBER OF EMPLOYEES

MEDIUM EMPLOYERS Classified as those with 201 – 1,999 employees (n=48)

BASIC COMPARISONS	Lowest	Average	Median	Highest	Available
STANDING SUBMISSION: HR POLICY & DIVERSITY PRACTICE					
Sect 1: Foundational Work	2	8	8	14	14
Sect 1: Intermediate	0	7	7	14	14
Sect 1: Leading Practice	0	8	6	24	35
Sect 1: Additional Work	0	1	0	4	6
TOTAL SCORE FOR STANDING SUBMISSION	3	23	21	50	69
Sect 2: Strategy & Accountability	0	12	13	21	22
Sect 3: LGBTI Training & Education	0	4	3	14	19
Sect 4: Networks & Allies	0	16	15	33	41
Sect 5: Visibility & Inclusion	0	10	11	18	22
Sect 6: Community Engagement & External Advocacy	0	7	5	17	21
Sect 7: Survey & Other	0	1	1	5	6
TOTAL SCORE FOR ANNUAL SUBMISSION	1	51	54	100	131
2018 OVERALL SUBMISSION SCORE	6	74	73	149	200

INTERQUARTILE RANGES	Lowest	Average	Median	Highest	Available
STANDING SUBMISSION: HR POLICY & DIVERSITY PRACTICE					
Sect 1: Foundational Work	2	6	8	12	14
Sect 1: Intermediate	0	4	7	10	14
Sect 1: Leading Practice	0	2	6	11	24
Sect 1: Additional Work	0	0	0	1	4
ANNUAL SUBMISSION: FOR WORK IN 2017	3	13	21	36	50
Sect 2: Strategy & Accountability	0	8	13	16	21
Sect 3: LGBTI Training & Education	0	2	3	5	14
Sect 4: Networks & Allies	0	9	15	25	33
Sect 5: Visibility & Inclusion	0	7	11	15	18
Sect 6: Community Engagement & External Advocacy	0	2	5	11	17
Sect 7: Survey & Other	0	0	1	2	5
TOTAL SUBMISSION	1	36	54	70	100
2018 AWEI SUBMISSION SCORE	6	51	73	102	149

BENCHMARK: BY NUMBER OF EMPLOYEES

LARGE EMPLOYERS Classified as those with 2,000-8,000 employees (n=47)

BASIC COMPARISONS	Lowest	Average	Median	Highest	Available
STANDING SUBMISSION: HR POLICY & DIVERSITY PRACTICE					
Sect 1: Foundational Work	1	8	8	14	14
Sect 1: Intermediate	0	8	8	14	14
Sect 1: Leading Practice	0	9	8	29	35
Sect 1: Additional Work	0	1	1	3	6
TOTAL SCORE FOR STANDING SUBMISSION	5	26	25	56	69
Sect 2: Strategy & Accountability	0	13	14	20	22
Sect 3: LGBTI Training & Education	0	6	5	16	19
Sect 4: Networks & Allies	0	21	24	37	41
Sect 5: Visibility & Inclusion	3	13	14	21	22
Sect 6: Community Engagement & External Advocacy	0	7	6	19	21
Sect 7: Survey & Other	0	2	2	6	6
TOTAL SCORE FOR ANNUAL SUBMISSION	11	61	64	110	131
2018 OVERALL SUBMISSION SCORE	17	87	89	162	200

INTERQUARTILE RANGES	Lowest	Average	Median	Highest	Available
STANDING SUBMISSION: HR POLICY & DIVERSITY PRACTICE					
Sect 1: Foundational Work	1	6	8	9	14
Sect 1: Intermediate	0	5	8	10	14
Sect 1: Leading Practice	0	3	8	14	29
Sect 1: Additional Work	0	0	1	1	3
ANNUAL SUBMISSION: FOR WORK IN 2017	5	16	25	35	56
Sect 2: Strategy & Accountability	0	10	14	17	20
Sect 3: LGBTI Training & Education	0	3	5	9	16
Sect 4: Networks & Allies	0	16	24	27	37
Sect 5: Visibility & Inclusion	3	10	14	17	21
Sect 6: Community Engagement & External Advocacy	0	3	6	10	19
Sect 7: Survey & Other	0	0	2	2	6
TOTAL SUBMISSION	11	46	64	78	110
2018 AWEI SUBMISSION SCORE	17	59	89	112	162

BENCHMARK: BY NUMBER OF EMPLOYEES

SIGNIFICANT EMPLOYERS Classified as those with 8001+ employees (n=25)

BASIC COMPARISONS	Lowest	Average	Median	Highest	Available
STANDING SUBMISSION: HR POLICY & DIVERSITY PRACTICE					
Sect 1: Foundational Work	0	8	8	14	14
Sect 1: Intermediate	0	8	10	14	14
Sect 1: Leading Practice	0	12	11	31	35
Sect 1: Additional Work	0	1	1	5	6
TOTAL SCORE FOR STANDING SUBMISSION	2	29	33	60	69
Sect 2: Strategy & Accountability	0	14	14	22	22
Sect 3: LGBTI Training & Education	0	7	7	16	19
Sect 4: Networks & Allies	1	24	24	36	41
Sect 5: Visibility & Inclusion	3	14	15	21	22
Sect 6: Community Engagement & External Advocacy	0	9	8	20	21
Sect 7: Survey & Other	0	3	2	6	6
TOTAL SCORE FOR ANNUAL SUBMISSION	5	70	72	120	131
2018 OVERALL SUBMISSION SCORE	7	99	106	170	200

INTERQUARTILE RANGES	Lowest	Average	Median	Highest	Available
STANDING SUBMISSION: HR POLICY & DIVERSITY PRACTICE					
Sect 1: Foundational Work	0	5	8	11	14
Sect 1: Intermediate	0	4	10	12	14
Sect 1: Leading Practice	0	4	11	20	31
Sect 1: Additional Work	0	0	1	1	5
ANNUAL SUBMISSION: FOR WORK IN 2017	2	15	33	37	60
Sect 2: Strategy & Accountability	0	11	14	18	22
Sect 3: LGBTI Training & Education	0	2	7	11	16
Sect 4: Networks & Allies	1	17	24	32	36
Sect 5: Visibility & Inclusion	3	9	15	18	21
Sect 6: Community Engagement & External Advocacy	0	3	8	14	20
Sect 7: Survey & Other	0	1	2	5	6
TOTAL SUBMISSION	5	47	72	98	120
2018 AWEI SUBMISSION SCORE	7	68	106	136	170

BENCHMARK: BY SECTOR

ALL GOVERNMENT (n=31 excluding Higher Education)

BASIC COMPARISONS	Lowest	Average	Median	Highest	Available
STANDING SUBMISSION: HR POLICY & DIVERSITY PRACTICE					
Sect 1: Foundational Work	0	6	6	10	14
Sect 1: Intermediate	0	6	5	14	14
Sect 1: Leading Practice	0	7	6	24	35
Sect 1: Additional Work	0	1	0	4	6
TOTAL SCORE FOR STANDING SUBMISSION	0	19	17	52	69
Sect 2: Strategy & Accountability	0	13	13	20	22
Sect 3: LGBTI Training & Education	0	4	3	14	19
Sect 4: Networks & Allies	1	17	16	35	41
Sect 5: Visibility & Inclusion	0	10	11	20	22
Sect 6: Community Engagement & External Advocacy	0	5	3	17	21
Sect 7: Survey & Other	0	1	1	6	6
TOTAL SCORE FOR ANNUAL SUBMISSION	1	50	47	110	131
2018 OVERALL SUBMISSION SCORE	1	69	65	151	200

INTERQUARTILE RANGES	Lowest	Average	Median	Highest	Available
STANDING SUBMISSION: HR POLICY & DIVERSITY PRACTICE					
Sect 1: Foundational Work	0	4	6	8	10
Sect 1: Intermediate	0	3	5	8	14
Sect 1: Leading Practice	0	4	6	10	24
Sect 1: Additional Work	0	0	0	1	4
ANNUAL SUBMISSION: FOR WORK IN 2017	0	12	17	24	52
Sect 2: Strategy & Accountability	0	10	13	17	20
Sect 3: LGBTI Training & Education	0	2	3	5	14
Sect 4: Networks & Allies	1	10	16	24	35
Sect 5: Visibility & Inclusion	0	7	11	15	20
Sect 6: Community Engagement & External Advocacy	0	2	3	7	17
Sect 7: Survey & Other	0	0	1	2	6
TOTAL SUBMISSION	1	36	47	62	110
2018 AWEI SUBMISSION SCORE	1	49	65	86	151

BENCHMARK: BY SECTOR

FEDERAL GOVERNMENT (n=19)

BASIC COMPARISONS	Lowest	Average	Median	Highest	Available
STANDING SUBMISSION: HR POLICY & DIVERSITY PRACTICE					
Sect 1: Foundational Work	1	6	6	10	14
Sect 1: Intermediate	2	6	6	14	14
Sect 1: Leading Practice	1	7	6	24	35
Sect 1: Additional Work	0	1	1	4	6
TOTAL SCORE FOR STANDING SUBMISSION	7	20	17	52	69
Sect 2: Strategy & Accountability	2	12	13	20	22
Sect 3: LGBTI Training & Education	1	4	3	11	19
Sect 4: Networks & Allies	4	17	16	35	41
Sect 5: Visibility & Inclusion	3	11	11	20	22
Sect 6: Community Engagement & External Advocacy	0	4	4	10	21
Sect 7: Survey & Other	0	1	1	4	6
TOTAL SCORE FOR ANNUAL SUBMISSION	19	50	44	99	131
2018 OVERALL SUBMISSION SCORE	36	70	62	151	200

INTERQUARTILE RANGES	Lowest	Average	Median	Highest	Available
STANDING SUBMISSION: HR POLICY & DIVERSITY PRACTICE					
Sect 1: Foundational Work	1	3	6	8	10
Sect 1: Intermediate	2	4	6	8	14
Sect 1: Leading Practice	1	4	6	8	24
Sect 1: Additional Work	0	0	1	1	4
ANNUAL SUBMISSION: FOR WORK IN 2017	7	13	17	22	52
Sect 2: Strategy & Accountability	2	10	13	16	20
Sect 3: LGBTI Training & Education	1	2	3	5	11
Sect 4: Networks & Allies	4	12	16	24	35
Sect 5: Visibility & Inclusion	3	8	11	13	20
Sect 6: Community Engagement & External Advocacy	0	2	4	7	10
Sect 7: Survey & Other	0	0	1	2	4
TOTAL SUBMISSION	19	39	44	61	99
2018 AWEI SUBMISSION SCORE	36	52	62	86	151

BENCHMARK: BY SECTOR

STATE/ /LOCAL GOVERNMENT (n=13)

BASIC COMPARISONS	Lowest	Average	Median	Highest	Available
STANDING SUBMISSION: HR POLICY & DIVERSITY PRACTICE					
Sect 1: Foundational Work	0	6	7	10	14
Sect 1: Intermediate	0	5	3	14	14
Sect 1: Leading Practice	0	6	5	14	35
Sect 1: Additional Work	0	1	0	4	6
TOTAL SCORE FOR STANDING SUBMISSION	0	17	15	38	69
Sect 2: Strategy & Accountability	0	12	13	20	22
Sect 3: LGBTI Training & Education	0	4	3	14	19
Sect 4: Networks & Allies	1	16	17	34	41
Sect 5: Visibility & Inclusion	0	10	12	19	22
Sect 6: Community Engagement & External Advocacy	0	5	3	17	21
Sect 7: Survey & Other	0	2	1	6	6
TOTAL SCORE FOR ANNUAL SUBMISSION	1	48	50	110	131
2018 OVERALL SUBMISSION SCORE	1	65	69	148	200

INTERQUARTILE RANGES	Lowest	Average	Median	Highest	Available
STANDING SUBMISSION: HR POLICY & DIVERSITY PRACTICE					
Sect 1: Foundational Work	0	4	7	8	10
Sect 1: Intermediate	0	2	3	9	14
Sect 1: Leading Practice	0	2	5	10	14
Sect 1: Additional Work	0	0	0	1	4
ANNUAL SUBMISSION: FOR WORK IN 2017	0	10	15	25	38
Sect 2: Strategy & Accountability	0	9	13	17	20
Sect 3: LGBTI Training & Education	0	0	3	4	14
Sect 4: Networks & Allies	1	8	17	20	34
Sect 5: Visibility & Inclusion	0	4	12	15	19
Sect 6: Community Engagement & External Advocacy	0	1	3	5	17
Sect 7: Survey & Other	0	0	1	2	6
TOTAL SUBMISSION	1	25	50	59	110
2018 AWEI SUBMISSION SCORE	1	32	69	82	148

BENCHMARK: BY SECTOR

VICTORIAN GOVERNMENT (n=8)

BASIC COMPARISONS	Lowest	Average	Median	Highest	Available
STANDING SUBMISSION: HR POLICY & DIVERSITY PRACTICE					
Sect 1: Foundational Work	2	7	7	9	14
Sect 1: Intermediate	0	5	4	10	14
Sect 1: Leading Practice	1	6	6	11	35
Sect 1: Additional Work	0	1	0	4	6
TOTAL SCORE FOR STANDING SUBMISSION	7	18	17	30	69
Sect 2: Strategy & Accountability	5	13	14	19	22
Sect 3: LGBTI Training & Education	0	2	2	6	19
Sect 4: Networks & Allies	3	14	17	24	41
Sect 5: Visibility & Inclusion	1	10	13	15	22
Sect 6: Community Engagement & External Advocacy	1	2	3	5	21
Sect 7: Survey & Other	0	1	1	3	6
TOTAL SCORE FOR ANNUAL SUBMISSION	15	43	51	67	131
2018 OVERALL SUBMISSION SCORE	26	61	71	89	200

INTERQUARTILE RANGES	Lowest	Average	Median	Highest	Available
STANDING SUBMISSION: HR POLICY & DIVERSITY PRACTICE					
Sect 1: Foundational Work	2	6	7	8	9
Sect 1: Intermediate	0	3	4	7	10
Sect 1: Leading Practice	1	4	6	9	11
Sect 1: Additional Work	0	0	0	0	4
ANNUAL SUBMISSION: FOR WORK IN 2017	7	13	17	24	30
Sect 2: Strategy & Accountability	5	11	14	17	19
Sect 3: LGBTI Training & Education	0	0	2	4	6
Sect 4: Networks & Allies	3	7	17	18	24
Sect 5: Visibility & Inclusion	1	4	13	15	15
Sect 6: Community Engagement & External Advocacy	1	1	3	3	5
Sect 7: Survey & Other	0	0	1	2	3
TOTAL SUBMISSION	15	23	51	58	67
2018 AWEI SUBMISSION SCORE	26	32	71	82	89

BENCHMARK: BY SECTOR

HIGHER EDUCATION (n=13)

BASIC COMPARISONS	Lowest	Average	Median	Highest	Available
STANDING SUBMISSION: HR POLICY & DIVERSITY PRACTICE					
Sect 1: Foundational Work	2	9	9	14	14
Sect 1: Intermediate	1	10	11	14	14
Sect 1: Leading Practice	0	12	12	29	35
Sect 1: Additional Work	0	1	1	3	6
TOTAL SCORE FOR STANDING SUBMISSION	5	31	33	56	69
Sect 2: Strategy & Accountability	1	12	13	19	22
Sect 3: LGBTI Training & Education	2	6	5	16	19
Sect 4: Networks & Allies	1	19	23	28	41
Sect 5: Visibility & Inclusion	3	12	12	19	22
Sect 6: Community Engagement & External Advocacy	0	5	3	14	21
Sect 7: Survey & Other	0	3	4	6	6
TOTAL SCORE FOR ANNUAL SUBMISSION	12	58	65	91	131
2018 OVERALL SUBMISSION SCORE	17	89	103	142	200

INTERQUARTILE RANGES	Lowest	Average	Median	Highest	Available
STANDING SUBMISSION: HR POLICY & DIVERSITY PRACTICE					
Sect 1: Foundational Work	2	7	9	12	14
Sect 1: Intermediate	1	10	11	12	14
Sect 1: Leading Practice	0	2	12	19	29
Sect 1: Additional Work	0	0	1	1	3
ANNUAL SUBMISSION: FOR WORK IN 2017	5	19	33	41	56
Sect 2: Strategy & Accountability	1	8	13	17	19
Sect 3: LGBTI Training & Education	2	3	5	9	16
Sect 4: Networks & Allies	1	17	23	25	28
Sect 5: Visibility & Inclusion	3	8	12	17	19
Sect 6: Community Engagement & External Advocacy	0	1	3	9	14
Sect 7: Survey & Other	0	1	4	5	6
TOTAL SUBMISSION	12	53	65	74	91
2018 AWEI SUBMISSION SCORE	17	72	103	118	142

BENCHMARK: BY SECTOR

NOT FOR PROFIT / CHARITY (n=5)

BASIC COMPARISONS	Lowest	Average	Median	Highest	Available
STANDING SUBMISSION: HR POLICY & DIVERSITY PRACTICE					
Sect 1: Foundational Work	1	5	4	11	14
Sect 1: Intermediate	2	7	4	14	14
Sect 1: Leading Practice	0	8	1	31	35
Sect 1: Additional Work	0	1	0	4	6
TOTAL SCORE FOR STANDING SUBMISSION	5	21	14	60	69
Sect 2: Strategy & Accountability	0	10	9	22	22
Sect 3: LGBTI Training & Education	0	4	2	12	19
Sect 4: Networks & Allies	0	10	5	30	41
Sect 5: Visibility & Inclusion	1	9	9	20	22
Sect 6: Community Engagement & External Advocacy	0	7	4	20	21
Sect 7: Survey & Other	0	1	0	4	6
TOTAL SCORE FOR ANNUAL SUBMISSION	1	41	42	108	131
2018 OVERALL SUBMISSION SCORE	7	62	56	168	200

INTERQUARTILE RANGES	Lowest	Average	Median	Highest	Available
STANDING SUBMISSION: HR POLICY & DIVERSITY PRACTICE					
Sect 1: Foundational Work	1	3	4	8	11
Sect 1: Intermediate	2	4	4	10	14
Sect 1: Leading Practice	0	0	1	6	31
Sect 1: Additional Work	0	0	0	1	4
ANNUAL SUBMISSION: FOR WORK IN 2017	5	6	14	19	60
Sect 2: Strategy & Accountability	0	5	9	14	22
Sect 3: LGBTI Training & Education	0	0	2	4	12
Sect 4: Networks & Allies	0	0	5	16	30
Sect 5: Visibility & Inclusion	1	4	9	11	20
Sect 6: Community Engagement & External Advocacy	0	4	4	8	20
Sect 7: Survey & Other	0	0	0	3	4
TOTAL SUBMISSION	1	13	42	43	108
2018 AWEI SUBMISSION SCORE	7	18	56	62	168

BENCHMARK: BY SECTOR

PRIVATE SECTOR (n=72)

BASIC COMPARISONS	Lowest	Average	Median	Highest	Available
STANDING SUBMISSION: HR POLICY & DIVERSITY PRACTICE					
Sect 1: Foundational Work	0	9	8	14	14
Sect 1: Intermediate	0	8	8	14	14
Sect 1: Leading Practice	0	10	9	28	35
Sect 1: Additional Work	0	1	1	5	6
TOTAL SCORE FOR STANDING SUBMISSION	2	27	27	60	69
Sect 2: Strategy & Accountability	0	13	14	21	22
Sect 3: LGBTI Training & Education	0	6	5	16	19
Sect 4: Networks & Allies	0	21	24	37	41
Sect 5: Visibility & Inclusion	0	13	14	21	22
Sect 6: Community Engagement & External Advocacy	0	8	8	20	21
Sect 7: Survey & Other	0	2	2	6	6
TOTAL SCORE FOR ANNUAL SUBMISSION	2	64	69	120	131
2018 OVERALL SUBMISSION SCORE	6	91	95	170	200

INTERQUARTILE RANGES	Lowest	Average	Median	Highest	Available
STANDING SUBMISSION: HR POLICY & DIVERSITY PRACTICE					
Sect 1: Foundational Work	0	7	8	12	14
Sect 1: Intermediate	0	5	8	11	14
Sect 1: Leading Practice	0	3	9	15	28
Sect 1: Additional Work	0	0	1	1	5
ANNUAL SUBMISSION: FOR WORK IN 2017	2	16	27	37	60
Sect 2: Strategy & Accountability	0	9	14	17	21
Sect 3: LGBTI Training & Education	0	3	5	9	16
Sect 4: Networks & Allies	0	14	24	28	37
Sect 5: Visibility & Inclusion	0	10	14	17	21
Sect 6: Community Engagement & External Advocacy	0	3	8	14	20
Sect 7: Survey & Other	0	0	2	2	6
TOTAL SUBMISSION	2	44	69	82	120
2018 AWEI SUBMISSION SCORE	6	62	95	117	170

BENCHMARK: ASX TOP 50

ASX TOP 50 (n=19)

BASIC COMPARISONS	Lowest	Average	Median	Highest	Available
STANDING SUBMISSION: HR POLICY & DIVERSITY PRACTICE					
Sect 1: Foundational Work	2	8	8	14	14
Sect 1: Intermediate	0	8	9	14	14
Sect 1: Leading Practice	0	11	9	28	35
Sect 1: Additional Work	0	1	1	5	6
TOTAL SCORE FOR STANDING SUBMISSION	3	28	27	60	69
Sect 2: Strategy & Accountability	2	14	17	19	22
Sect 3: LGBTI Training & Education	0	7	5	16	19
Sect 4: Networks & Allies	0	25	27	36	41
Sect 5: Visibility & Inclusion	0	14	15	21	22
Sect 6: Community Engagement & External Advocacy	0	9	8	20	21
Sect 7: Survey & Other	0	2	2	6	6
TOTAL SCORE FOR ANNUAL SUBMISSION	2	72	76	113	131
2018 OVERALL SUBMISSION SCORE	14	100	103	168	200

INTERQUARTILE RANGES	Lowest	Average	Median	Highest	Available
STANDING SUBMISSION: HR POLICY & DIVERSITY PRACTICE					
Sect 1: Foundational Work	2	5	8	13	14
Sect 1: Intermediate	0	2	9	13	14
Sect 1: Leading Practice	0	3	9	19	28
Sect 1: Additional Work	0	0	1	1	5
ANNUAL SUBMISSION: FOR WORK IN 2017	3	11	27	41	60
Sect 2: Strategy & Accountability	2	10	17	18	19
Sect 3: LGBTI Training & Education	0	4	5	11	16
Sect 4: Networks & Allies	0	24	27	33	36
Sect 5: Visibility & Inclusion	0	11	15	18	21
Sect 6: Community Engagement & External Advocacy	0	4	8	15	20
Sect 7: Survey & Other	0	0	2	4	6
TOTAL SUBMISSION	2	59	76	94	113
2018 AWEI SUBMISSION SCORE	14	72	103	135	168

BENCHMARK: BY INDUSTRY

BANKING & FINANCIAL SERVICES (n=21)

BASIC COMPARISONS	Lowest	Average	Median	Highest	Available
STANDING SUBMISSION: HR POLICY & DIVERSITY PRACTICE					
Sect 1: Foundational Work	2	9	8	14	14
Sect 1: Intermediate	0	8	9	14	14
Sect 1: Leading Practice	0	13	16	28	35
Sect 1: Additional Work	0	1	1	5	6
TOTAL SCORE FOR STANDING SUBMISSION	5	31	35	60	69
Sect 2: Strategy & Accountability	6	15	16	19	22
Sect 3: LGBTI Training & Education	1	7	6	15	19
Sect 4: Networks & Allies	4	24	27	36	41
Sect 5: Visibility & Inclusion	6	14	15	21	22
Sect 6: Community Engagement & External Advocacy	1	9	6	20	21
Sect 7: Survey & Other	0	2	2	6	6
TOTAL SCORE FOR ANNUAL SUBMISSION	24	71	74	113	131
2018 OVERALL SUBMISSION SCORE	31	102	95	168	200

INTERQUARTILE RANGES	Lowest	Average	Median	Highest	Available
STANDING SUBMISSION: HR POLICY & DIVERSITY PRACTICE					
Sect 1: Foundational Work	2	6	8	13	14
Sect 1: Intermediate	0	4	9	12	14
Sect 1: Leading Practice	0	6	16	20	28
Sect 1: Additional Work	0	0	1	2	5
ANNUAL SUBMISSION: FOR WORK IN 2017	5	16	35	48	60
Sect 2: Strategy & Accountability	6	13	16	18	19
Sect 3: LGBTI Training & Education	1	5	6	11	15
Sect 4: Networks & Allies	4	18	27	32	36
Sect 5: Visibility & Inclusion	6	11	15	17	21
Sect 6: Community Engagement & External Advocacy	1	4	6	14	20
Sect 7: Survey & Other	0	1	2	3	6
TOTAL SUBMISSION	24	54	74	91	113
2018 AWEI SUBMISSION SCORE	31	82	95	136	168

BENCHMARK: BY INDUSTRY

CONSTRUCTION, AUTOMOTIVE & TRANSPORT (n=8)

BASIC COMPARISONS	Lowest	Average	Median	Highest	Available
STANDING SUBMISSION: HR POLICY & DIVERSITY PRACTICE					
Sect 1: Foundational Work	1	5	6	10	14
Sect 1: Intermediate	0	3	2	9	14
Sect 1: Leading Practice	0	5	4	11	35
Sect 1: Additional Work	0	0	0	1	6
TOTAL SCORE FOR STANDING SUBMISSION	3	13	12	28	69
Sect 2: Strategy & Accountability	2	10	11	16	22
Sect 3: LGBTI Training & Education	0	2	2	4	19
Sect 4: Networks & Allies	0	14	13	24	41
Sect 5: Visibility & Inclusion	0	10	11	17	22
Sect 6: Community Engagement & External Advocacy	0	6	6	15	21
Sect 7: Survey & Other	0	1	0	2	6
TOTAL SCORE FOR ANNUAL SUBMISSION	2	42	49	67	131
2018 OVERALL SUBMISSION SCORE	14	55	60	95	200

INTERQUARTILE RANGES	Lowest	Average	Median	Highest	Available
STANDING SUBMISSION: HR POLICY & DIVERSITY PRACTICE					
Sect 1: Foundational Work	1	2	6	7	10
Sect 1: Intermediate	0	1	2	5	9
Sect 1: Leading Practice	0	2	4	7	11
Sect 1: Additional Work	0	0	0	0	1
ANNUAL SUBMISSION: FOR WORK IN 2017	3	5	12	19	28
Sect 2: Strategy & Accountability	2	7	11	14	16
Sect 3: LGBTI Training & Education	0	1	2	3	4
Sect 4: Networks & Allies	0	11	13	19	24
Sect 5: Visibility & Inclusion	0	7	11	14	17
Sect 6: Community Engagement & External Advocacy	0	1	6	9	15
Sect 7: Survey & Other	0	0	0	1	2
TOTAL SUBMISSION	2	29	49	58	67
2018 AWEI SUBMISSION SCORE	14	32	60	72	95

BENCHMARK: BY INDUSTRY

ENERGY & UTILITIES (n=6)

BASIC COMPARISONS	Lowest	Average	Median	Highest	Available
STANDING SUBMISSION: HR POLICY & DIVERSITY PRACTICE					
Sect 1: Foundational Work	0	5	4	13	14
Sect 1: Intermediate	0	5	2	14	14
Sect 1: Leading Practice	0	8	5	24	35
Sect 1: Additional Work	0	1	1	2	6
TOTAL SCORE FOR STANDING SUBMISSION	0	18	12	53	69
Sect 2: Strategy & Accountability	0	11	11	20	22
Sect 3: LGBTI Training & Education	0	8	8	16	19
Sect 4: Networks & Allies	1	24	30	37	41
Sect 5: Visibility & Inclusion	0	12	13	20	22
Sect 6: Community Engagement & External Advocacy	0	7	4	19	21
Sect 7: Survey & Other	0	2	1	6	6
TOTAL SCORE FOR ANNUAL SUBMISSION	1	63	66	109	131
2018 OVERALL SUBMISSION SCORE	1	80	78	162	200

INTERQUARTILE RANGES	Lowest	Average	Median	Highest	Available
STANDING SUBMISSION: HR POLICY & DIVERSITY PRACTICE					
Sect 1: Foundational Work	0	2	4	7	13
Sect 1: Intermediate	0	0	2	8	14
Sect 1: Leading Practice	0	2	5	9	24
Sect 1: Additional Work	0	0	1	1	2
ANNUAL SUBMISSION: FOR WORK IN 2017	0	4	12	23	53
Sect 2: Strategy & Accountability	0	8	11	17	20
Sect 3: LGBTI Training & Education	0	3	8	12	16
Sect 4: Networks & Allies	1	15	30	34	37
Sect 5: Visibility & Inclusion	0	6	13	18	20
Sect 6: Community Engagement & External Advocacy	0	1	4	11	19
Sect 7: Survey & Other	0	0	1	4	6
TOTAL SUBMISSION	1	37	66	98	109
2018 AWEI SUBMISSION SCORE	1	42	78	120	162

BENCHMARK: BY INDUSTRY

ENGINEERING (n=4)

BASIC COMPARISONS	Lowest	Average	Median	Highest	Available
STANDING SUBMISSION: HR POLICY & DIVERSITY PRACTICE					
Sect 1: Foundational Work	7	9	7	13	14
Sect 1: Intermediate	2	5	4	9	14
Sect 1: Leading Practice	2	4	4	8	35
Sect 1: Additional Work	0	1	0	3	6
TOTAL SCORE FOR STANDING SUBMISSION	11	18	16	29	69
Sect 2: Strategy & Accountability	7	11	11	16	22
Sect 3: LGBTI Training & Education	1	3	3	4	19
Sect 4: Networks & Allies	10	17	15	26	41
Sect 5: Visibility & Inclusion	5	10	11	14	22
Sect 6: Community Engagement & External Advocacy	0	3	2	7	21
Sect 7: Survey & Other	2	3	3	3	6
TOTAL SCORE FOR ANNUAL SUBMISSION	26	46	48	62	131
2018 OVERALL SUBMISSION SCORE	37	64	71	76	200

INTERQUARTILE RANGES	Lowest	Average	Median	Highest	Available
STANDING SUBMISSION: HR POLICY & DIVERSITY PRACTICE					
Sect 1: Foundational Work	7	7	7	9	13
Sect 1: Intermediate	2	3	4	5	9
Sect 1: Leading Practice	2	3	4	5	8
Sect 1: Additional Work	0	0	0	1	3
ANNUAL SUBMISSION: FOR WORK IN 2017	11	13	16	21	29
Sect 2: Strategy & Accountability	7	8	11	14	16
Sect 3: LGBTI Training & Education	1	3	3	3	4
Sect 4: Networks & Allies	10	12	15	19	26
Sect 5: Visibility & Inclusion	5	9	11	13	14
Sect 6: Community Engagement & External Advocacy	0	1	2	4	7
Sect 7: Survey & Other	2	2	3	3	3
TOTAL SUBMISSION	26	40	48	54	62
2018 AWEI SUBMISSION SCORE	37	61	71	74	76

BENCHMARK: BY INDUSTRY

HEALTH & WELLBEING (n=8)

BASIC COMPARISONS	Lowest	Average	Median	Highest	Available
STANDING SUBMISSION: HR POLICY & DIVERSITY PRACTICE					
Sect 1: Foundational Work	1	7	7	14	14
Sect 1: Intermediate	0	6	6	14	14
Sect 1: Leading Practice	0	9	4	31	35
Sect 1: Additional Work	0	1	1	4	6
TOTAL SCORE FOR STANDING SUBMISSION	5	23	17	60	69
Sect 2: Strategy & Accountability	5	11	9	22	22
Sect 3: LGBTI Training & Education	0	4	3	12	19
Sect 4: Networks & Allies	0	15	14	30	41
Sect 5: Visibility & Inclusion	4	12	10	20	22
Sect 6: Community Engagement & External Advocacy	2	8	6	20	21
Sect 7: Survey & Other	0	1	1	4	6
TOTAL SCORE FOR ANNUAL SUBMISSION	13	52	43	108	131
2018 OVERALL SUBMISSION SCORE	18	74	59	168	200

INTERQUARTILE RANGES	Lowest	Average	Median	Highest	Available
STANDING SUBMISSION: HR POLICY & DIVERSITY PRACTICE					
Sect 1: Foundational Work	1	4	7	9	14
Sect 1: Intermediate	0	4	6	10	14
Sect 1: Leading Practice	0	1	4	14	31
Sect 1: Additional Work	0	0	1	1	4
ANNUAL SUBMISSION: FOR WORK IN 2017	5	7	17	31	60
Sect 2: Strategy & Accountability	5	8	9	15	22
Sect 3: LGBTI Training & Education	0	1	3	5	12
Sect 4: Networks & Allies	0	5	14	26	30
Sect 5: Visibility & Inclusion	4	9	10	19	20
Sect 6: Community Engagement & External Advocacy	2	4	6	10	20
Sect 7: Survey & Other	0	0	1	2	4
TOTAL SUBMISSION	13	31	43	70	108
2018 AWEI SUBMISSION SCORE	18	38	59	101	168

BENCHMARK: BY INDUSTRY

INSURANCE (n=8)

BASIC COMPARISONS	Lowest	Average	Median	Highest	Available
STANDING SUBMISSION: HR POLICY & DIVERSITY PRACTICE					
Sect 1: Foundational Work	4	9	7	14	14
Sect 1: Intermediate	0	7	9	14	14
Sect 1: Leading Practice	0	8	7	18	35
Sect 1: Additional Work	0	1	1	3	6
TOTAL SCORE FOR STANDING SUBMISSION	7	25	23	48	69
Sect 2: Strategy & Accountability	8	12	10	19	22
Sect 3: LGBTI Training & Education	1	5	4	12	19
Sect 4: Networks & Allies	4	21	21	35	41
Sect 5: Visibility & Inclusion	7	14	15	20	22
Sect 6: Community Engagement & External Advocacy	2	8	6	17	21
Sect 7: Survey & Other	0	1	2	3	6
TOTAL SCORE FOR ANNUAL SUBMISSION	24	60	62	96	131
2018 OVERALL SUBMISSION SCORE	31	86	87	144	200

INTERQUARTILE RANGES	Lowest	Average	Median	Highest	Available
STANDING SUBMISSION: HR POLICY & DIVERSITY PRACTICE					
Sect 1: Foundational Work	4	7	7	13	14
Sect 1: Intermediate	0	2	9	10	14
Sect 1: Leading Practice	0	2	7	16	18
Sect 1: Additional Work	0	0	1	1	3
ANNUAL SUBMISSION: FOR WORK IN 2017	7	14	23	38	48
Sect 2: Strategy & Accountability	8	9	10	16	19
Sect 3: LGBTI Training & Education	1	2	4	7	12
Sect 4: Networks & Allies	4	16	21	29	35
Sect 5: Visibility & Inclusion	7	11	15	16	20
Sect 6: Community Engagement & External Advocacy	2	5	6	9	17
Sect 7: Survey & Other	0	0	2	2	3
TOTAL SUBMISSION	24	47	62	73	96
2018 AWEI SUBMISSION SCORE	31	66	87	103	144

BENCHMARK: BY INDUSTRY

LEGAL (n=15)

BASIC COMPARISONS	Lowest	Average	Median	Highest	Available
STANDING SUBMISSION: HR POLICY & DIVERSITY PRACTICE					
Sect 1: Foundational Work	2	9	10	14	14
Sect 1: Intermediate	2	10	11	14	14
Sect 1: Leading Practice	0	11	11	22	35
Sect 1: Additional Work	0	1	1	2	6
TOTAL SCORE FOR STANDING SUBMISSION	5	31	36	48	69
Sect 2: Strategy & Accountability	5	14	15	21	22
Sect 3: LGBTI Training & Education	1	4	4	10	19
Sect 4: Networks & Allies	3	23	23	35	41
Sect 5: Visibility & Inclusion	2	13	13	20	22
Sect 6: Community Engagement & External Advocacy	0	10	12	17	21
Sect 7: Survey & Other	0	1	1	3	6
TOTAL SCORE FOR ANNUAL SUBMISSION	18	66	73	96	131
2018 OVERALL SUBMISSION SCORE	28	97	110	144	200

INTERQUARTILE RANGES	Lowest	Average	Median	Highest	Available
STANDING SUBMISSION: HR POLICY & DIVERSITY PRACTICE					
Sect 1: Foundational Work	2	7	10	12	14
Sect 1: Intermediate	2	8	11	12	14
Sect 1: Leading Practice	0	6	11	17	22
Sect 1: Additional Work	0	1	1	1	2
ANNUAL SUBMISSION: FOR WORK IN 2017	5	19	36	41	48
Sect 2: Strategy & Accountability	5	11	15	18	21
Sect 3: LGBTI Training & Education	1	3	4	6	10
Sect 4: Networks & Allies	3	16	23	30	35
Sect 5: Visibility & Inclusion	2	12	13	16	20
Sect 6: Community Engagement & External Advocacy	0	7	12	14	17
Sect 7: Survey & Other	0	1	1	2	3
TOTAL SUBMISSION	18	57	73	81	96
2018 AWEI SUBMISSION SCORE	28	84	110	120	144

BENCHMARK: BY INDUSTRY

PROFESSIONAL SERVICES & CONSULTING (n=23)

BASIC COMPARISONS	Lowest	Average	Median	Highest	Available
STANDING SUBMISSION: HR POLICY & DIVERSITY PRACTICE					
Sect 1: Foundational Work	2	9	9	14	14
Sect 1: Intermediate	0	7	8	14	14
Sect 1: Leading Practice	0	9	8	22	35
Sect 1: Additional Work	0	1	0	5	6
TOTAL SCORE FOR STANDING SUBMISSION	5	26	25	50	69
Sect 2: Strategy & Accountability	5	13	13	21	22
Sect 3: LGBTI Training & Education	1	6	5	16	19
Sect 4: Networks & Allies	1	21	24	36	41
Sect 5: Visibility & Inclusion	2	12	12	21	22
Sect 6: Community Engagement & External Advocacy	0	8	7	20	21
Sect 7: Survey & Other	0	2	2	6	6
TOTAL SCORE FOR ANNUAL SUBMISSION	20	62	62	120	131
2018 OVERALL SUBMISSION SCORE	28	89	88	170	200

INTERQUARTILE RANGES	Lowest	Average	Median	Highest	Available
STANDING SUBMISSION: HR POLICY & DIVERSITY PRACTICE					
Sect 1: Foundational Work	2	7	9	12	14
Sect 1: Intermediate	0	4	8	10	14
Sect 1: Leading Practice	0	4	8	14	22
Sect 1: Additional Work	0	0	0	2	5
ANNUAL SUBMISSION: FOR WORK IN 2017	5	16	25	38	50
Sect 2: Strategy & Accountability	5	9	13	16	21
Sect 3: LGBTI Training & Education	1	3	5	8	16
Sect 4: Networks & Allies	1	14	24	29	36
Sect 5: Visibility & Inclusion	2	10	12	17	21
Sect 6: Community Engagement & External Advocacy	0	4	7	12	20
Sect 7: Survey & Other	0	1	2	2	6
TOTAL SUBMISSION	20	43	62	85	120
2018 AWEI SUBMISSION SCORE	28	66	88	120	170

BENCHMARK: BY INDUSTRY

PROPERTY / REAL ESTATE (n=5)

BASIC COMPARISONS	Lowest	Average	Median	Highest	Available
STANDING SUBMISSION: HR POLICY & DIVERSITY PRACTICE					
Sect 1: Foundational Work	3	6	5	9	14
Sect 1: Intermediate	0	4	5	8	14
Sect 1: Leading Practice	0	4	1	10	35
Sect 1: Additional Work	0	1	0	3	6
TOTAL SCORE FOR STANDING SUBMISSION	3	14	10	27	69
Sect 2: Strategy & Accountability	0	12	15	19	22
Sect 3: LGBTI Training & Education	0	4	4	9	19
Sect 4: Networks & Allies	1	18	24	27	41
Sect 5: Visibility & Inclusion	1	11	13	17	22
Sect 6: Community Engagement & External Advocacy	1	3	3	6	21
Sect 7: Survey & Other	0	2	2	5	6
TOTAL SCORE FOR ANNUAL SUBMISSION	3	49	69	76	131
2018 OVERALL SUBMISSION SCORE	6	63	79	103	200

INTERQUARTILE RANGES	Lowest	Average	Median	Highest	Available
STANDING SUBMISSION: HR POLICY & DIVERSITY PRACTICE					
Sect 1: Foundational Work	3	3	5	8	9
Sect 1: Intermediate	0	0	5	5	8
Sect 1: Leading Practice	0	0	1	7	10
Sect 1: Additional Work	0	0	0	1	3
ANNUAL SUBMISSION: FOR WORK IN 2017	3	5	10	23	27
Sect 2: Strategy & Accountability	0	6	15	18	19
Sect 3: LGBTI Training & Education	0	1	4	8	9
Sect 4: Networks & Allies	1	11	24	26	27
Sect 5: Visibility & Inclusion	1	8	13	14	17
Sect 6: Community Engagement & External Advocacy	1	1	3	5	6
Sect 7: Survey & Other	0	0	2	2	5
TOTAL SUBMISSION	3	27	69	72	76
2018 AWEI SUBMISSION SCORE	6	32	79	95	103

BENCHMARK: BY INDUSTRY

RESEARCH & DEVELOPMENT (n=4)

BASIC COMPARISONS	Lowest	Average	Median	Highest	Available
STANDING SUBMISSION: HR POLICY & DIVERSITY PRACTICE					
Sect 1: Foundational Work	6	7	7	9	14
Sect 1: Intermediate	7	10	11	12	14
Sect 1: Leading Practice	4	11	11	17	35
Sect 1: Additional Work	0	1	1	1	6
TOTAL SCORE FOR STANDING SUBMISSION	18	29	31	37	69
Sect 2: Strategy & Accountability	11	14	13	17	22
Sect 3: LGBTI Training & Education	2	7	5	16	19
Sect 4: Networks & Allies	8	19	21	26	41
Sect 5: Visibility & Inclusion	7	14	15	18	22
Sect 6: Community Engagement & External Advocacy	0	6	6	13	21
Sect 7: Survey & Other	1	4	5	5	6
TOTAL SCORE FOR ANNUAL SUBMISSION	29	63	65	91	131
2018 OVERALL SUBMISSION SCORE	47	92	96	128	200

INTERQUARTILE RANGES	Lowest	Average	Median	Highest	Available
STANDING SUBMISSION: HR POLICY & DIVERSITY PRACTICE					
Sect 1: Foundational Work	6	7	7	8	9
Sect 1: Intermediate	7	10	11	11	12
Sect 1: Leading Practice	4	9	11	13	17
Sect 1: Additional Work	0	1	1	1	1
ANNUAL SUBMISSION: FOR WORK IN 2017	18	26	31	34	37
Sect 2: Strategy & Accountability	11	13	13	14	17
Sect 3: LGBTI Training & Education	2	3	5	9	16
Sect 4: Networks & Allies	8	15	21	25	26
Sect 5: Visibility & Inclusion	7	11	15	17	18
Sect 6: Community Engagement & External Advocacy	0	2	6	10	13
Sect 7: Survey & Other	1	3	5	5	5
TOTAL SUBMISSION	29	49	65	78	91
2018 AWEI SUBMISSION SCORE	47	75	96	112	128

BENCHMARK: BY INDUSTRY

RESOURCING & MINING (n=8)

BASIC COMPARISONS	Lowest	Average	Median	Highest	Available
STANDING SUBMISSION: HR POLICY & DIVERSITY PRACTICE					
Sect 1: Foundational Work	0	4	2	13	14
Sect 1: Intermediate	0	4	3	14	14
Sect 1: Leading Practice	0	6	3	24	35
Sect 1: Additional Work	0	1	0	4	6
TOTAL SCORE FOR STANDING SUBMISSION	0	15	8	53	69
Sect 2: Strategy & Accountability	0	9	11	18	22
Sect 3: LGBTI Training & Education	0	5	2	16	19
Sect 4: Networks & Allies	1	14	10	32	41
Sect 5: Visibility & Inclusion	0	7	4	19	22
Sect 6: Community Engagement & External Advocacy	0	5	2	19	21
Sect 7: Survey & Other	0	1	1	5	6
TOTAL SCORE FOR ANNUAL SUBMISSION	1	41	27	109	131
2018 OVERALL SUBMISSION SCORE	1	56	32	162	200

INTERQUARTILE RANGES	Lowest	Average	Median	Highest	Available
STANDING SUBMISSION: HR POLICY & DIVERSITY PRACTICE					
Sect 1: Foundational Work	0	2	2	6	13
Sect 1: Intermediate	0	0	3	4	14
Sect 1: Leading Practice	0	1	3	7	24
Sect 1: Additional Work	0	0	0	2	4
ANNUAL SUBMISSION: FOR WORK IN 2017	0	3	8	19	53
Sect 2: Strategy & Accountability	0	5	11	13	18
Sect 3: LGBTI Training & Education	0	0	2	7	16
Sect 4: Networks & Allies	1	3	10	27	32
Sect 5: Visibility & Inclusion	0	2	4	11	19
Sect 6: Community Engagement & External Advocacy	0	1	2	5	19
Sect 7: Survey & Other	0	0	1	1	5
TOTAL SUBMISSION	1	14	27	66	109
2018 AWEI SUBMISSION SCORE	1	25	32	80	162

BENCHMARK: BY INDUSTRY

RETAIL & HOSPITALITY (n=9)

BASIC COMPARISONS	Lowest	Average	Median	Highest	Available
STANDING SUBMISSION: HR POLICY & DIVERSITY PRACTICE					
Sect 1: Foundational Work	2	8	8	14	14
Sect 1: Intermediate	2	7	5	14	14
Sect 1: Leading Practice	1	7	8	13	35
Sect 1: Additional Work	0	1	0	3	6
TOTAL SCORE FOR STANDING SUBMISSION	5	22	22	37	69
Sect 2: Strategy & Accountability	0	13	13	19	22
Sect 3: LGBTI Training & Education	0	6	4	15	19
Sect 4: Networks & Allies	0	19	19	33	41
Sect 5: Visibility & Inclusion	4	13	14	18	22
Sect 6: Community Engagement & External Advocacy	3	6	5	14	21
Sect 7: Survey & Other	0	2	2	5	6
TOTAL SCORE FOR ANNUAL SUBMISSION	11	59	63	102	131
2018 OVERALL SUBMISSION SCORE	26	81	79	139	200

INTERQUARTILE RANGES	Lowest	Average	Median	Highest	Available
STANDING SUBMISSION: HR POLICY & DIVERSITY PRACTICE					
Sect 1: Foundational Work	2	7	8	9	14
Sect 1: Intermediate	2	3	5	10	14
Sect 1: Leading Practice	1	4	8	10	13
Sect 1: Additional Work	0	0	0	1	3
ANNUAL SUBMISSION: FOR WORK IN 2017	5	15	22	32	37
Sect 2: Strategy & Accountability	0	10	13	18	19
Sect 3: LGBTI Training & Education	0	3	4	9	15
Sect 4: Networks & Allies	0	16	19	26	33
Sect 5: Visibility & Inclusion	4	12	14	15	18
Sect 6: Community Engagement & External Advocacy	3	3	5	7	14
Sect 7: Survey & Other	0	0	2	4	5
TOTAL SUBMISSION	11	47	63	76	102
2018 AWEI SUBMISSION SCORE	26	60	79	103	139

BENCHMARK: BY INDUSTRY

TECHNOLOGY & TELCO (n=10)

BASIC COMPARISONS	Lowest	Average	Median	Highest	Available
STANDING SUBMISSION: HR POLICY & DIVERSITY PRACTICE					
Sect 1: Foundational Work	1	8	8	14	14
Sect 1: Intermediate	2	7	6	12	14
Sect 1: Leading Practice	1	7	7	14	35
Sect 1: Additional Work	0	0	0	1	6
TOTAL SCORE FOR STANDING SUBMISSION	5	22	21	37	69
Sect 2: Strategy & Accountability	5	11	11	18	22
Sect 3: LGBTI Training & Education	1	4	3	8	19
Sect 4: Networks & Allies	8	19	20	32	41
Sect 5: Visibility & Inclusion	5	13	14	18	22
Sect 6: Community Engagement & External Advocacy	2	7	7	14	21
Sect 7: Survey & Other	0	1	1	3	6
TOTAL SCORE FOR ANNUAL SUBMISSION	27	55	52	84	131
2018 OVERALL SUBMISSION SCORE	50	77	69	117	200

INTERQUARTILE RANGES	Lowest	Average	Median	Highest	Available
STANDING SUBMISSION: HR POLICY & DIVERSITY PRACTICE					
Sect 1: Foundational Work	1	7	8	10	14
Sect 1: Intermediate	2	4	6	10	12
Sect 1: Leading Practice	1	4	7	11	14
Sect 1: Additional Work	0	0	0	1	1
ANNUAL SUBMISSION: FOR WORK IN 2017	5	15	21	31	37
Sect 2: Strategy & Accountability	5	9	11	12	18
Sect 3: LGBTI Training & Education	1	3	3	5	8
Sect 4: Networks & Allies	8	12	20	26	32
Sect 5: Visibility & Inclusion	5	10	14	18	18
Sect 6: Community Engagement & External Advocacy	2	4	7	9	14
Sect 7: Survey & Other	0	0	1	2	3
TOTAL SUBMISSION	27	40	52	71	84
2018 AWEI SUBMISSION SCORE	50	53	69	102	117

BENCHMARK: BY EMPLOYER TIER

PLATINUM / GOLD TIER (n=13)

BASIC COMPARISONS	Lowest	Average	Median	Highest	Available
STANDING SUBMISSION: HR POLICY & DIVERSITY PRACTICE					
Sect 1: Foundational Work	10	13	14	14	14
Sect 1: Intermediate	8	13	14	14	14
Sect 1: Leading Practice	9	22	24	31	35
Sect 1: Additional Work	0	2	2	5	6
TOTAL SCORE FOR STANDING SUBMISSION	37	50	50	60	69
Sect 2: Strategy & Accountability	17	19	19	22	22
Sect 3: LGBTI Training & Education	8	13	13	16	19
Sect 4: Networks & Allies	24	32	33	36	41
Sect 5: Visibility & Inclusion	17	19	18	21	22
Sect 6: Community Engagement & External Advocacy	10	16	16	20	21
Sect 7: Survey & Other	1	4	4	6	6
TOTAL SCORE FOR ANNUAL SUBMISSION	91	103	100	120	131
2018 OVERALL SUBMISSION SCORE	139	152	149	170	200

INTERQUARTILE RANGES	Lowest	Average	Median	Highest	Available
STANDING SUBMISSION: HR POLICY & DIVERSITY PRACTICE					
Sect 1: Foundational Work	10	12	14	14	14
Sect 1: Intermediate	8	13	14	14	14
Sect 1: Leading Practice	9	18	24	24	31
Sect 1: Additional Work	0	0	2	4	5
ANNUAL SUBMISSION: FOR WORK IN 2017	37	48	50	53	60
Sect 2: Strategy & Accountability	17	18	19	20	22
Sect 3: LGBTI Training & Education	8	11	13	15	16
Sect 4: Networks & Allies	24	30	33	34	36
Sect 5: Visibility & Inclusion	17	18	18	19	21
Sect 6: Community Engagement & External Advocacy	10	14	16	19	20
Sect 7: Survey & Other	1	4	4	6	6
TOTAL SUBMISSION	91	98	100	109	120
2018 AWEI SUBMISSION SCORE	139	142	149	162	170

BENCHMARK: BY EMPLOYER TIER

SILVER TIER (n=15)

BASIC COMPARISONS	Lowest	Average	Median	Highest	Available
STANDING SUBMISSION: HR POLICY & DIVERSITY PRACTICE					
Sect 1: Foundational Work	4	11	12	14	14
Sect 1: Intermediate	8	11	12	14	14
Sect 1: Leading Practice	8	17	16	29	35
Sect 1: Additional Work	0	1	1	3	6
TOTAL SCORE FOR STANDING SUBMISSION	25	40	40	56	69
Sect 2: Strategy & Accountability	15	18	17	21	22
Sect 3: LGBTI Training & Education	5	8	7	16	19
Sect 4: Networks & Allies	21	29	28	37	41
Sect 5: Visibility & Inclusion	12	17	16	21	22
Sect 6: Community Engagement & External Advocacy	1	12	12	17	21
Sect 7: Survey & Other	0	3	2	6	6
TOTAL SCORE FOR ANNUAL SUBMISSION	73	86	86	107	131
2018 OVERALL SUBMISSION SCORE	117	126	126	136	200

INTERQUARTILE RANGES	Lowest	Average	Median	Highest	Available
STANDING SUBMISSION: HR POLICY & DIVERSITY PRACTICE					
Sect 1: Foundational Work	4	9	12	13	14
Sect 1: Intermediate	8	11	12	12	14
Sect 1: Leading Practice	8	14	16	20	29
Sect 1: Additional Work	0	1	1	2	3
ANNUAL SUBMISSION: FOR WORK IN 2017	25	37	40	43	56
Sect 2: Strategy & Accountability	15	17	17	19	21
Sect 3: LGBTI Training & Education	5	5	7	11	16
Sect 4: Networks & Allies	21	26	28	34	37
Sect 5: Visibility & Inclusion	12	16	16	19	21
Sect 6: Community Engagement & External Advocacy	1	11	12	14	17
Sect 7: Survey & Other	0	1	2	5	6
TOTAL SUBMISSION	73	75	86	93	107
2018 AWEI SUBMISSION SCORE	117	120	126	131	136

BENCHMARK: BY EMPLOYER TIER

BRONZE TIER (n=39)

BASIC COMPARISONS	Lowest	Average	Median	Highest	Available
STANDING SUBMISSION: HR POLICY & DIVERSITY PRACTICE					
Sect 1: Foundational Work	5	9	9	14	14
Sect 1: Intermediate	1	9	9	13	14
Sect 1: Leading Practice	2	10	11	22	35
Sect 1: Additional Work	0	1	1	3	6
TOTAL SCORE FOR STANDING SUBMISSION	15	29	28	41	69
Sect 2: Strategy & Accountability	7	14	14	20	22
Sect 3: LGBTI Training & Education	2	6	5	14	19
Sect 4: Networks & Allies	10	23	24	35	41
Sect 5: Visibility & Inclusion	9	14	15	19	22
Sect 6: Community Engagement & External Advocacy	1	7	7	16	21
Sect 7: Survey & Other	0	2	2	6	6
TOTAL SCORE FOR ANNUAL SUBMISSION	47	67	68	87	131
2018 OVERALL SUBMISSION SCORE	80	97	95	115	200

INTERQUARTILE RANGES	Lowest	Average	Median	Highest	Available
STANDING SUBMISSION: HR POLICY & DIVERSITY PRACTICE					
Sect 1: Foundational Work	5	8	9	10	14
Sect 1: Intermediate	1	8	9	11	13
Sect 1: Leading Practice	2	7	11	14	22
Sect 1: Additional Work	0	0	1	1	3
ANNUAL SUBMISSION: FOR WORK IN 2017	15	23	28	36	41
Sect 2: Strategy & Accountability	7	13	14	16	20
Sect 3: LGBTI Training & Education	2	3	5	8	14
Sect 4: Networks & Allies	10	20	24	27	35
Sect 5: Visibility & Inclusion	9	12	15	16	19
Sect 6: Community Engagement & External Advocacy	1	4	7	10	16
Sect 7: Survey & Other	0	1	2	2	6
TOTAL SUBMISSION	47	62	68	74	87
2018 AWEI SUBMISSION SCORE	80	88	95	106	115

BENCHMARK: BY EMPLOYER TIER

PARTICIPATING TIER (n=54)

BASIC COMPARISONS	Lowest	Average	Median	Highest	Available
STANDING SUBMISSION: HR POLICY & DIVERSITY PRACTICE					
Sect 1: Foundational Work	0	5	6	13	14
Sect 1: Intermediate	0	4	4	11	14
Sect 1: Leading Practice	0	3	2	10	35
Sect 1: Additional Work	0	0	0	4	6
TOTAL SCORE FOR STANDING SUBMISSION	0	13	13	29	69
Sect 2: Strategy & Accountability	0	9	9	19	22
Sect 3: LGBTI Training & Education	0	2	2	11	19
Sect 4: Networks & Allies	0	11	11	27	41
Sect 5: Visibility & Inclusion	0	8	8	15	22
Sect 6: Community Engagement & External Advocacy	0	3	3	14	21
Sect 7: Survey & Other	0	1	1	3	6
TOTAL SCORE FOR ANNUAL SUBMISSION	1	34	38	69	131
2018 OVERALL SUBMISSION SCORE	1	46	51	79	200

INTERQUARTILE RANGES	Lowest	Average	Median	Highest	Available
STANDING SUBMISSION: HR POLICY & DIVERSITY PRACTICE					
Sect 1: Foundational Work	0	2	6	7	13
Sect 1: Intermediate	0	2	4	6	11
Sect 1: Leading Practice	0	1	2	5	10
Sect 1: Additional Work	0	0	0	1	4
ANNUAL SUBMISSION: FOR WORK IN 2017	0	7	13	18	29
Sect 2: Strategy & Accountability	0	5	9	12	19
Sect 3: LGBTI Training & Education	0	1	2	3	11
Sect 4: Networks & Allies	0	5	11	16	27
Sect 5: Visibility & Inclusion	0	4	8	11	15
Sect 6: Community Engagement & External Advocacy	0	1	3	4	14
Sect 7: Survey & Other	0	0	1	2	3
TOTAL SUBMISSION	1	21	38	44	69
2018 AWEI SUBMISSION SCORE	1	31	51	63	79

AUSTRALIAN WORKPLACE
EQUALITY INDEX 2018

QUESTION STATS AND BEST PRACTICE



QUESTION STATS AND BEST PRACTICE

This section allows employers to compare their scores by question grouping. The following tables indicate the lowest, average and highest score obtained by all participating employers. The Best Practice score indicates the number of employers that achieved full points for the identified question showing the commonality of practice for that particular area.

STANDING SUBMISSION

The Standing submission typically refers to HR Policy and Diversity Practice that once established, remains static over a good number of years. Every three years (as per the AWEI review cycle), a new standing submission will be generated. Employers need only submit this information once within every three year cycle if the information hasn't changed from previous years. Employers can add to, or change their responses any time within the three year cycle to reflect any new work or a more comprehensive suite of evidence.

FOUNDATIONS

1.1

FOUNDATIONS: Anti-Discrimination Clause

Anti-discrimination clause inclusive of protected attributes: sexual orientation, gender identity, gender expression, intersex status and relationship status.

Lowest Score	Average	Median	Highest	Best Practice*
0	1	0	1	55

* Number of participating organisations achieving full score

1.2

FOUNDATIONS: Inclusive Language / Terminology

Partner/family definitions explicitly inclusive of same-sex partners and families. Focuses on the definitions of Partner/Spouse, Family, and Parent/Carer. Also looks at the communication of the inclusivity of these terms to LGBTI employees.

Lowest Score	Average	Median	Highest	Best Practice*
0	3	3	3	79

* Number of participating organisations achieving full score

1.3

FOUNDATIONS: Staff Benefits

Auditing of staff benefits to confirm that they are explicitly inclusive of same-sex partners/families. Also looks at the communication of the inclusivity of these benefits to LGBTI employees. Benefits include but are not limited to Health Care packages, Superannuation/Death Benefits, Travel & Relocation, Insurance Benefits, Other.

Lowest Score	Average	Median	Highest	Best Practice*
0	2	0	4	25

* Number of participating organisations achieving full score

QUESTION STATS AND BEST PRACTICE

1.4

FOUNDATIONS: New Parent Leave

Looks at the inclusivity of new parent leave and the options available. Includes Parental leave, adoption leave, surrogacy, foster parent leave. Also looks at the communication of the inclusivity of these policies to LGBTI employees.

Lowest Score	Average	Median	Highest	Best Practice*
0	3	2	4	22

* Number of participating organisations achieving full score

1.5

FOUNDATIONS: External subject matter expertise

Access to external subject matter expertise throughout the assessed year. May include, but is not limited to Pride in Diversity membership.

Lowest Score	Average	Median	Highest	Best Practice*
0	2	2	2	112

* Number of participating organisations achieving full score

INTERMEDIATE

1.6

INTERMEDIATE: Communication of strategic focus on LGBTI inclusion

Ensuring that ongoing commitment to LGBTI inclusion is clearly communicated on an external website, within formal job descriptions or work plans of targeted individuals working in this area and that there are readily accessible online resources that all employees can access in regard to LGBTI inclusion internally.

Lowest Score	Average	Median	Highest	Best Practice*
0	4	4	6	25

* Number of participating organisations achieving full score

1.7

INTERMEDIATE: Bullying & Harassment

Ensuring that there are examples of bullying/harassment faced by many LGBTI individuals clearly articulated within bullying/harassment documentation (excluding anti-discrimination clauses). Also covers communication of LGBTI inclusive HR or grievance personnel that LGBTI people can safely approach without fear of stigma or bias.

Lowest Score	Average	Median	Highest	Best Practice*
0	2	1	4	16

* Number of participating organisations achieving full score

QUESTION STATS AND BEST PRACTICE

1.8

INTERMEDIATE: Support of Trans & Gender Diverse Employees

Looks at permanently located documented support for trans and gender diverse employees (outside of gender affirmation documentation). In addition looks at internal transitioning/gender affirmation policies/processes to support those who do transition.

Lowest Score	Average	Median	Highest	Best Practice*
0	3	2	4	56

* Number of participating organisations achieving full score

LEADING PRACTICE

1.9

LEADING PRACTICE: Bullying & Harassment (cont'd)

Expanding on Question 1.7 recognising the barriers that relate to disclosure, this section looks at additional measures that have been put in place to help facilitate the reporting of LGBTI bullying/harassment alongside an ability to track, analyse, report and act on bullying/harassment reports. Additional work includes conversations with internal/external employee assistance programs to ensure LGBTI competency and the permanent communication of this to LGBTI employees and documentation written specifically for LGBTI employees (outside of transitioning policies) in terms of what is available to them.

Lowest Score	Average	Median	Highest	Best Practice*
0	3	2	10	1

* Number of participating organisations achieving full score

1.10

LEADING PRACTICE: Support of Trans & Gender Diverse Employees (cont'd)

Additional work to support trans and gender diverse employees, including but not limited to specific leave options for those transitioning, HR & Diversity team documentation to assist in better understanding those who do not identify on the gender binary; recruitment documentation/guidelines specific to roadblocks faced by gender diverse employees, specific policies or documentation that covers use of facilities and dress codes for non-binary people.

Lowest Score	Average	Median	Highest	Best Practice*
0	3	2	10	0

* Number of participating organisations achieving full score

QUESTION STATS AND BEST PRACTICE

1.11

LEADING PRACTICE: Support of Intersex Employees

HR policies and/or diversity strategies that clearly incorporate the support of intersex people within the workplace. Includes the clear acknowledgement and support for intersex people within HR or diversity documentation online, internal documentation that educates HR and Diversity teams specifically on what it means to be intersex along with potential support and/or areas for inclusion.

Lowest Score	Average	Median	Highest	Best Practice*
0	2	0	6	16

* Number of participating organisations achieving full score

1.12

LEADING PRACTICE: Diversity Demographics & Metrics

The ability to track diversity demographics across the organisation for the purposes of analysing engagement alongside other key HR/Diversity metrics. The includes the collection of diversity demographics across the organisation; the analysis of engagement data compared to the general population or other diversity dimensions; the analysis of LGBTI data against other key metrics such as pay, retention, promotions, exits etc.

Lowest Score	Average	Median	Highest	Best Practice*
0	3	2	7	6

* Number of participating organisations achieving full score

ADDITIONAL WORK

1.13

ADDITIONAL WORK:

Other 'standing submission' work not covered elsewhere within this submission. Includes work that will become part of the organisations' permanent policies/processes, not "one-off" pieces of work specific to the current year only.

Lowest Score	Average	Median	Highest	Best Practice*
0	1	1	5	0

* Number of participating organisations achieving full score

QUESTION STATS AND BEST PRACTICE

ANNUAL SUBMISSION

The annual submission covers work that will vary year on year. Work submitted outside of the year being assessed will not be considered. The annual submission covers those areas that we know make a difference to either the LGBTI inclusive culture of an organisation or its reputation for inclusivity both internally and externally.

This part of the submission covers:

- LGBTI Strategy Accountability
- LGBTI Inclusion Training and/or Awareness Sessions
- LGBTI employee networks and/or Champion initiatives
- Culture visibility & inclusion
- Presentation of LGBTI inclusivity/work at conferences, industry events
- Work with LGBTI charities, community groups, or attendance at LGBTI community events
- Optional LGBTI employee survey

STRATEGY & ACCOUNTABILITY

2.1

LGBTI STRATEGY & ACTION PLANS

Clearly defined LGBTI strategy and documented action plans, targets & accountability to further work on LGBTI inclusion.

Lowest Score	Average	Median	Highest	Best Practice*
0	4	4	5	53

* Number of participating organisations achieving full score

2.2

STRATEGY PROGRESS MEETINGS & EXECUTIVE CONTRIBUTION/ ENDORSEMENT

Progress meetings to track progress and report against LGBTI strategy alongside executive contribution and endorsement of the strategy.

Lowest Score	Average	Median	Highest	Best Practice*
0	4	3	5	46

* Number of participating organisations achieving full score

2.3

REPORTING & STRATEGY/PROGRESS COMMUNICATIONS

Senior reporting of the strategy; formally reporting on LGBTI demographics/ engagement; communication of strategy progress to staff and any documentation within annual reports, CSR reports or equivalent.

Lowest Score	Average	Median	Highest	Best Practice*
0	6	6	9	21

* Number of participating organisations achieving full score

QUESTION STATS AND BEST PRACTICE

2.4

ADDITIONAL WORK PERTAINING TO STRATEGY & COMMUNICATION

Lowest Score	Average	Median	Highest	Best Practice*
0	1	0	3	8

* Number of participating organisations achieving full score

LGBTI TRAINING & EDUCATION

3.1

TRAINING: Open LGBTI Inclusion/Awareness Training

Covers face-to-face LGBTI awareness/ally training; online training; training incorporated within organisational events and participation in dedicated LGBTI conferences.

Lowest Score	Average	Median	Highest	Best Practice*
0	3	2	4	13

* Number of participating organisations achieving full score

3.2

TRAINING: Targeted LGBTI Training

Covers targeted training specifically for managers, new starters/graduates over and above open training available to everybody.

Lowest Score	Average	Median	Highest	Best Practice*
0	1	0	4	5

* Number of participating organisations achieving full score

3.3

TRAINING: Targeted LGBTI Training

Covers targeted training specifically for HR/Diversity Teams; Recruiters, Board and/or Senior Executive over and above open training available to everybody.

Lowest Score	Average	Median	Highest	Best Practice*
0	2	0	8	5

* Number of participating organisations achieving full score

3.4

ADDITIONAL WORK PERTAINING TO TRAINING

Lowest Score	Average	Median	Highest	Best Practice*
0	6	0	3	8

* Number of participating organisations achieving full score

QUESTION STATS AND BEST PRACTICE

NETWORKS & ALLIES

4.1

FOUNDATIONAL NETWORK ACTIVITY

Establishment of an LGBTI employee network; documented charter/purpose; 2-way engagement with Diversity/HR Teams and membership tracking.

Lowest Score	Average	Median	Highest	Best Practice*
0	5	5	5	93

* Number of participating organisations achieving full score

4.2

INTERMEDIATE NETWORK ACTIVITY

Covers what is considered intermediate network activity. Includes a clearly documented network leadership structure, strategy, intranet page, confidential points of contact (non-HR), obtaining feedback, participation in the delivery of training, production of support collateral for allies, promotion of allies and events.

Lowest Score	Average	Median	Highest	Best Practice*
0	9	9	16	5

* Number of participating organisations achieving full score

4.3

LEADING PRACTICE NETWORK ACTIVITY

Covers the provision of subject-matter-expertise back to the organisation, sustainability planning, engagement in branding/external reputation, recognition of network leadership roles within KPI's/performance documents and activities to specifically support the inclusion of trans/gender diverse and intersex employees.

Lowest Score	Average	Median	Highest	Best Practice*
0	6	5	16	1

* Number of participating organisations achieving full score

4.4

ADDITIONAL WORK PERTAINING TO NETWORKS

Lowest Score	Average	Median	Highest	Best Practice*
0	2	1	4	9

* Number of participating organisations achieving full score

QUESTION STATS AND BEST PRACTICE

VISIBILITY & INCLUSION

5.1

DAYS OF SIGNIFICANCE & ORIENTATION

Celebration of LGBTI days of significance and communication of network / LGBTI strategy within orientation/new starter kits.

Lowest Score	Average	Median	Highest	Best Practice*
0	3	2	3	42

* Number of participating organisations achieving full score

5.2

VISIBILITY, ALLIES, EXECUTIVE SPONSORS

Visible displays of network existence throughout the organisation, easily identifiable allies throughout the organisation and active/visible executive sponsor/s.

Lowest Score	Average	Median	Highest	Best Practice*
0	5	5	7	18

* Number of participating organisations achieving full score

5.3

LEADERSHIP

Leadership (outside of Executive sponsors) speaking in favour of LGBTI inclusion or incorporating LGBTI inclusion within communications; CEO (or equivalent) communicating the importance of LGBTI inclusion and visible out leaders across the organisation.

Lowest Score	Average	Median	Highest	Best Practice*
0	5	5	8	27

* Number of participating organisations achieving full score

5.4

ADDITIONAL WORK PERTAINING TO VISIBILITY

Lowest Score	Average	Median	Highest	Best Practice*
0	1	1	4	1

* Number of participating organisations achieving full score

QUESTION STATS AND BEST PRACTICE

COMMUNITY ENGAGEMENT & EXTERNAL ADVOCACY

6.1

PARTICIPATION IN COMMUNITY EVENTS

Participation, with employer endorsement, in LGBTI community events.

Lowest Score	Average	Median	Highest	Best Practice*
0	1	1	1	72

* Number of participating organisations achieving full score

6.2

VOLUNTEERING, FUNDRAISING, PRO BONO WORK

Provision of pro bono support, volunteering or fundraising for LGBTI community groups or charities.

Lowest Score	Average	Median	Highest	Best Practice*
0	2	2	4	22

* Number of participating organisations achieving full score

6.3

EXTERNAL PROFILING: SPONSORSHIPS, ADVERTISING, RECRUITMENT FAIRS

Branded sponsorships or production support for LGBTI events; external media profiling for work in LGBTI inclusion; advertising; promotion of LGBTI inclusion at recruitment fairs; external conferences.

Lowest Score	Average	Median	Highest	Best Practice*
0	4	3	12	3

* Number of participating organisations achieving full score

6.4

ADDITIONAL WORK PERTAINING TO COMMUNITY ENGAGEMENT & EXTERNAL ADVOCACY

Additional work not previously covered relating to community engagement or external advocacy.

Lowest Score	Average	Median	Highest	Best Practice*
0	1	0	4	3

* Number of participating organisations achieving full score

QUESTION STATS AND BEST PRACTICE

SURVEY & OTHER

7.1

SURVEY PARTICIPATION

Participation in optional employee survey.

Lowest Score	Average	Median	Highest	Best Practice*
0	2	1	2	48

* Number of participating organisations achieving full score

7.2

ADDITIONAL WORK OVERALL

Additional work not previously covered anywhere within the index.

Lowest Score	Average	Median	Highest	Best Practice*
0	1	0	4	8

* Number of participating organisations achieving full score

THE AUSTRALIAN WORKPLACE EQUALITY INDEX

WE ENCOURAGE ALL EMPLOYERS TO PARTICIPATE IN THE 2019 AWEI

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

Participation will provide you with:

- Transcript of results
- Traffic light report clearly identifying where you scored full points, partial, none at all
- Employer Recognition (Platinum, Gold, Silver, Bronze or Participating)
- The ability to benchmark your LGBTI inclusion work
- Year on year results by which to gauge improvements made as well as the ability to identify opportunities for future improvement
- Opportunity to participate in an employee survey with comprehensive high level results fed back to your organisation
- Baseline PowerPoint presentation making it quick and easy to feed back your results to your executive
- Certificate of participation
- Hard copy benchmarking and survey publications

You may also choose to participate anonymously.

FOR MORE INFORMATION ABOUT THE 2019 AWEI PLEASE VISIT:

www.pid-awei.com.au/submission-documents

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For further information about ACON's Pride Inclusion Programs or benchmarking publications for LGBTI Inclusion within Australian Workplaces or Sport, visit: www.prideinclusionprograms.com.au

