

# Australian Workplace Equality Index | Review

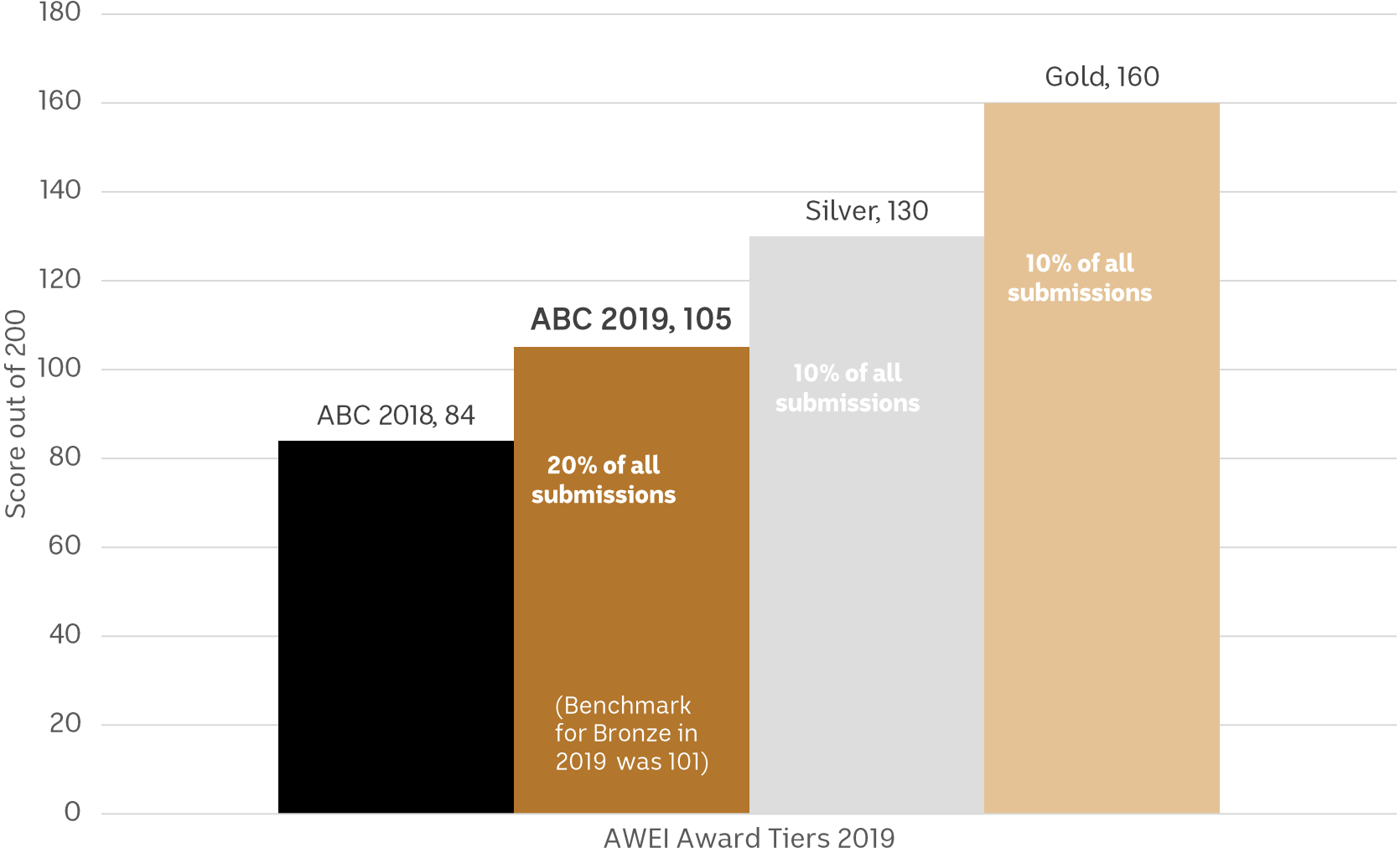
ABC 2019-20 Score



# Bronze!



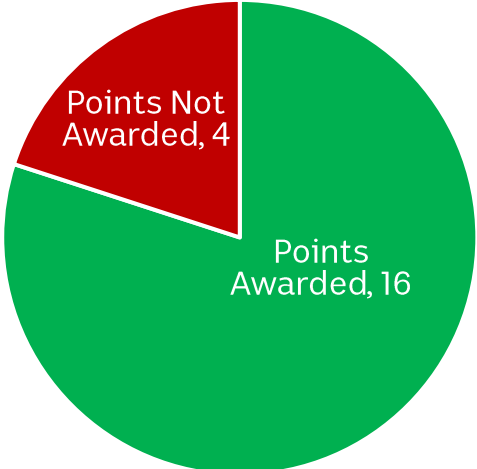
# What we achieved in 2019



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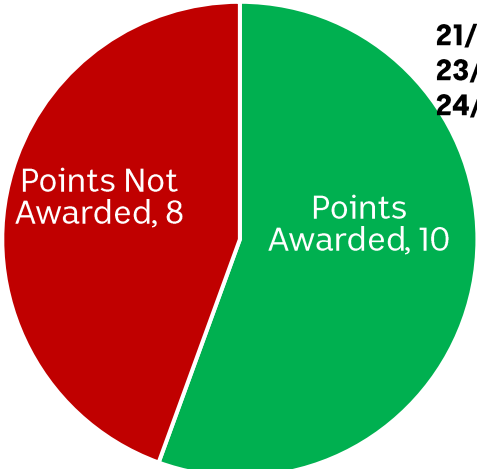
Standing Submission: HR Policies & Practice

5/ 2 Pnts P&C  
6/ 2 Pnts P&C  
9/ 4 Pnts P&C



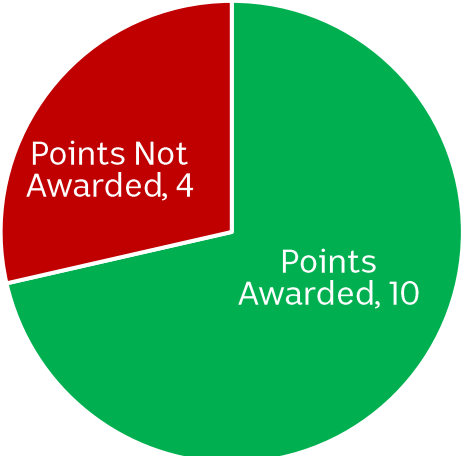
Standing Submission: Strategic Focus

21/ 2/4 Pnts – P&C and Exec Sponsor  
23/ 3 Pnts – Audience facing focus  
24/ 3 Pnts – Audience facing focus

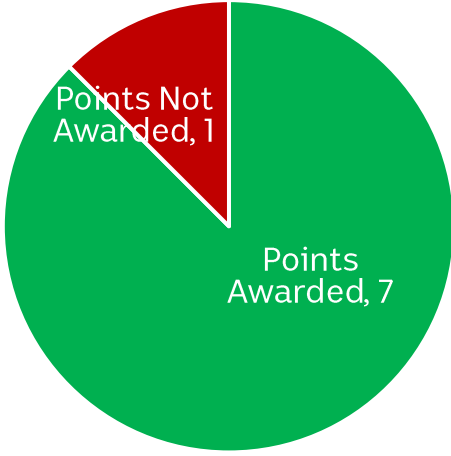


Standing Submission: LGBTQ+ Bullying / Harassment and Support

9/ 4 Pnts P&C

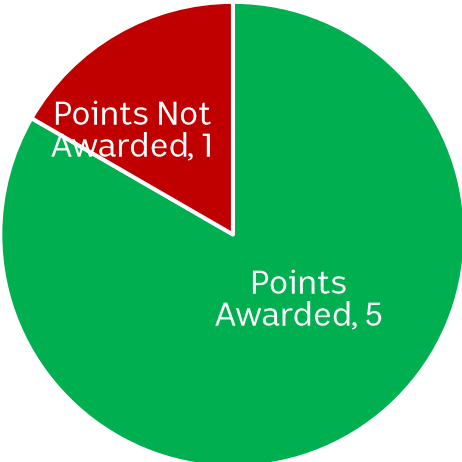


Annual Submission: Executive Leadership and Engagement

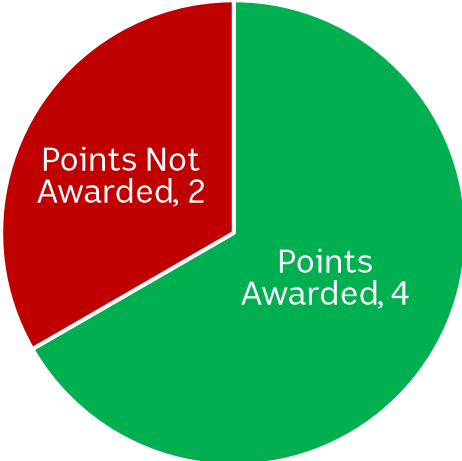


# What we achieved in 2019

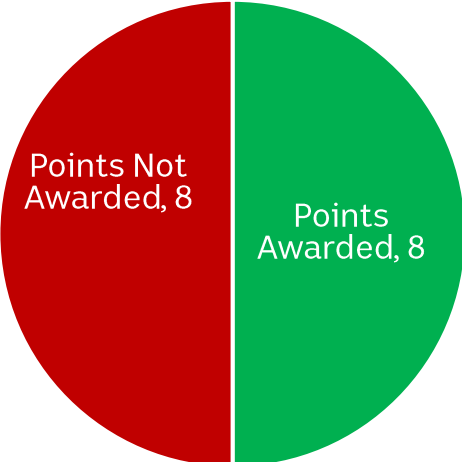
Annual Submission: Data Collection & Reporting



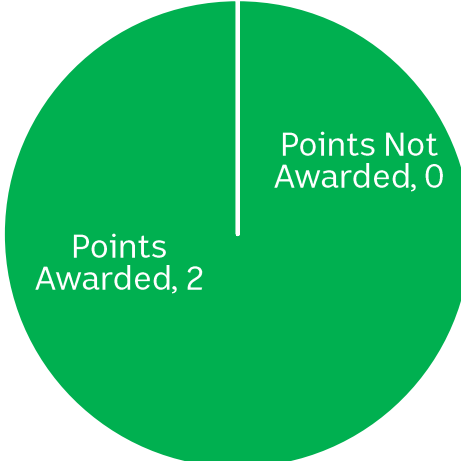
Annual Submission: Community Engagement



Annual Submission: Training, Awareness & Professional Development



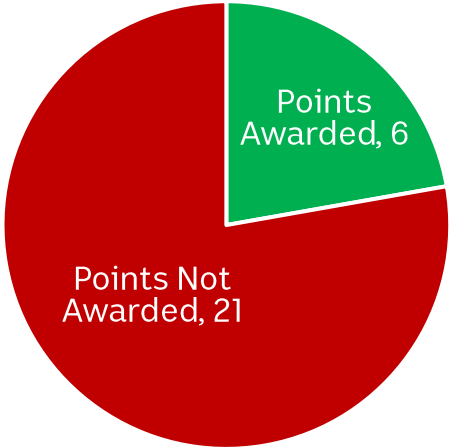
Annual Submission: Optional Survey (Over 300 Individual Responses)



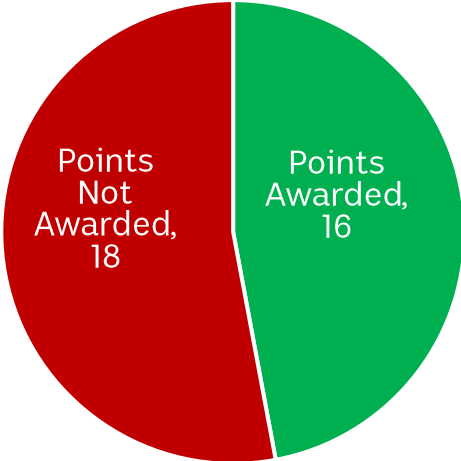
# What we need to focus on in 2020

Standing Submission:  
Trans / Gender Diverse Inclusion

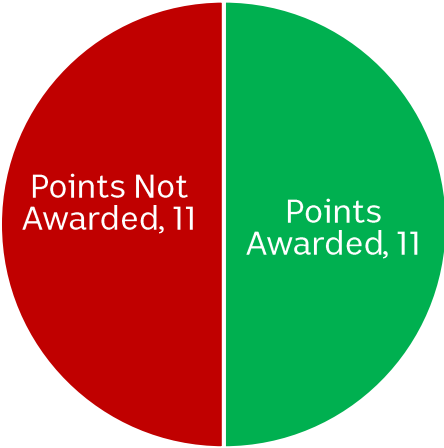
12/ 5 Pnts P&C  
13/ 4 Pnts P&C  
14/ 1 Pnt P&C  
15/ 4 Pnts P&C  
16/ 1 Pnt P&C  
18/ 6 Pnts P&C



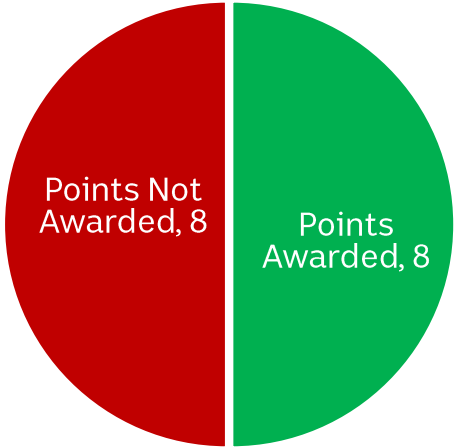
Annual Submission:  
LGBTIQ+ Employee Networks



Annual Submission:  
Strategy & Accountability



Annual Submission:  
Visibility of Inclusion



# What we need to focus on in 2020

## 4 Pillars

### Trans – Gender Diverse Inclusion

- Gender Affirmation Policy and Process
- Dress Codes and Uniforms
- Gender Neutral Bathrooms and Facilities
- Supporting Trans and Gender Diverse Job Applicants

### LGBTIQ+ Employee Networks

- Strategy and Goals
- Sustainability Plan
- Allies of Trans / Gender Diverse People
- Visibility of LGBTIQ+ Women
- Network Reporting

### Strategy & Accountability

- Media Coverage
- Strategic Work in Recruitment, Supplier Policy or Service Provision
- LGBTIQ+ Executive Leadership Representation
- LGBTIQ+ Inclusion Promotion

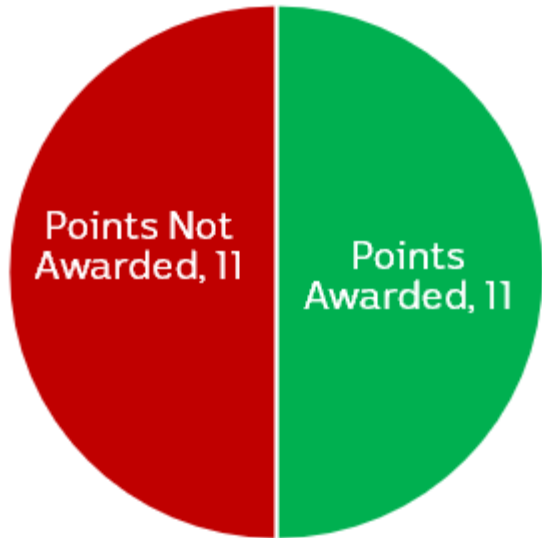
### Visibility of Inclusion

- Individual LGBTIQ+ Inclusion Work Acknowledgment
- Confidential Support Contacts
- General Visibility and Support Information
- Customer Facing LGBTIQ+ Inclusion
- Customer Information: Changing Gender Markers



# AWEI 2020

Annual Submission:  
Strategy & Accountability



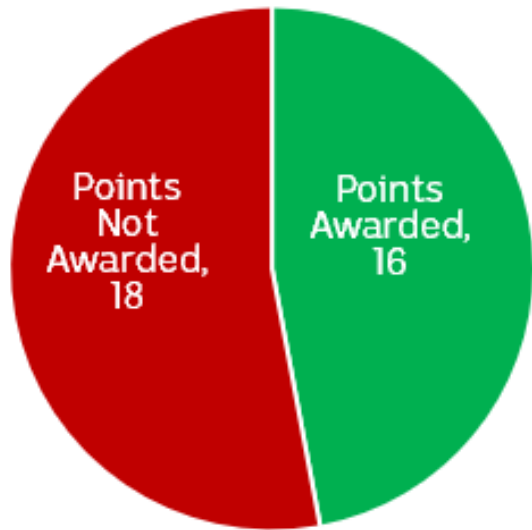
## Section 2: Strategy & Accountability

- Strategic projects and delivery time frames (Manda and P&C)
- Media Coverage (Whilst no word count is provided it needs to showcase ABC's LGBTIQ+ inclusion work) (**Network input**)
- Strategic Work in Recruitment (P&C)
- LGBTIQ+ Executive Leadership Representation (P&C)
- LGBTIQ+ Inclusion Promotion (**Network input**)



# AWEI 2020

Annual Submission:  
LGBTIQ+ Employee Networks

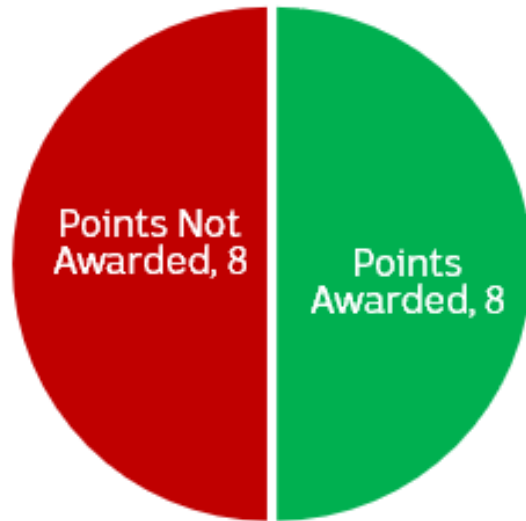


## Section 3: LGBTIQ+ Employee Network

- LGBTIQ+ Executive Leadership Representation (P&C)
- LGBTIQ+ Inclusion Promotion (**Network input**)
- New employee registration for Pride newsletter (Network)
- Network lead objectives (P&C, Manda and Network)
- Sustainability network plan documentation (P&C and Manda)
- Allies of Trans/ Gender Diverse People (**Events**)
- Visibility of LGBTIQ+ Women (**P&C, Manda & Network**)
- Intersectionality and Intersex Allies (**Events**)
- Broader inclusion: regional and/or other networks (**P&C, Manda & Network**)
- Network reporting (**P&C, Manda and Network**)

# AWEI 2020

Annual Submission:  
Visibility of Inclusion



## Section 4: Visibility of Inclusion

- Days of significance (P&C & Events)
- Visibility (P&C, Events & Com)
- Ally / Champion Reference Guides (P&C)
- Individual LGBTIQ+ Inclusion work recognition (P&C and Manda)
- Confidential contacts (P&C and Comm's)
- Communication of LGBTIQ+ support information (P&C and Comms)
- LGBTIQ+ Social media streams – Facebook, Teams, Network Page (All)

# AWEI 2020

Annual Submission:  
Training, Awareness & Professional Development

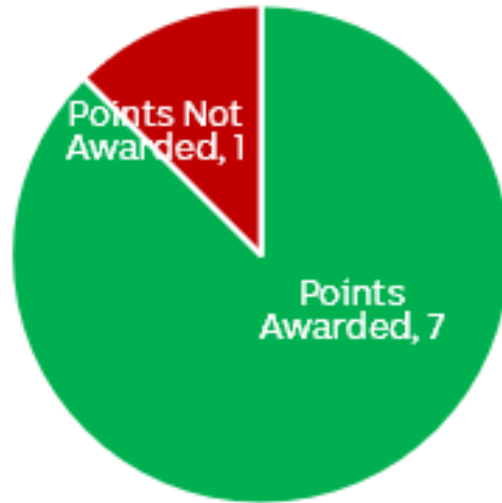


## Section 5: Training, Awareness & Professional Development

- Face to Face training (P&C)
- Online training (P&C)
- Professional development for LGBTIQ+ Employees (P&C and Manda)
- Mandatory LGBTIQ+ Awareness training (P&C)
- LGBTIQ+ event attendance – external event like the PiD conference, Out for Australia, ACON, TwentyTen (All)

# AWEI 2020

## Annual Submission: Executive Leadership and Engagement

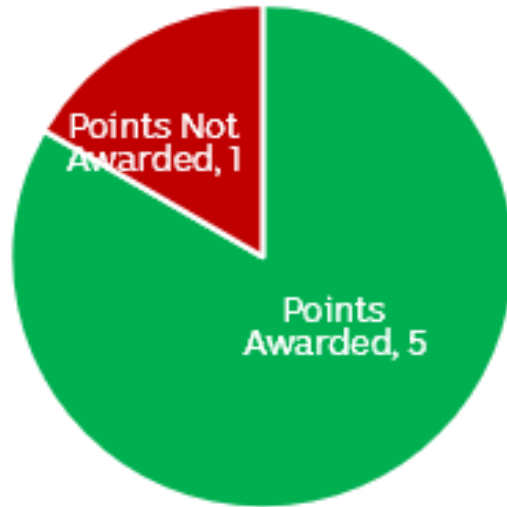


## Section 6: Executive Leadership & Engagement

- Executive sponsor or champion participation and tracking progress (P&C & Manda)
- Executive Advocacy (P&C and Manda)
- CEO Communication (P&C and Manda - Events)
- CEO speaking at events (P&C and Manda - Events)

# AWEI 2020

## Annual Submission: Data Collection & Reporting

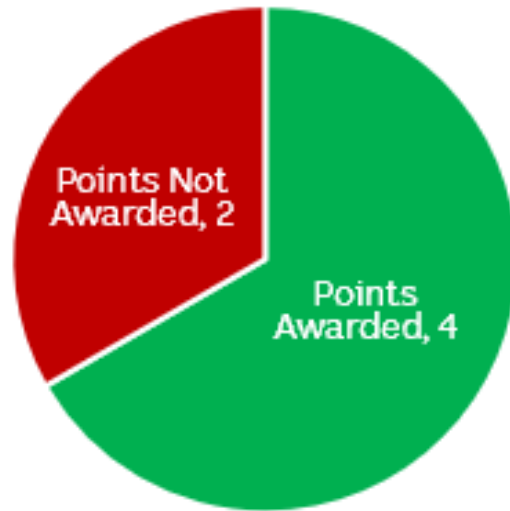


## Section 7: Data Collection & Reporting

- Employee Data Assessment (P&C)
- LGBTIQ+ Analysis – AWEI Survey 2020 (P&C)

# AWEI 2020

## Annual Submission: Community Engagement



## Section 8: Community Engagement

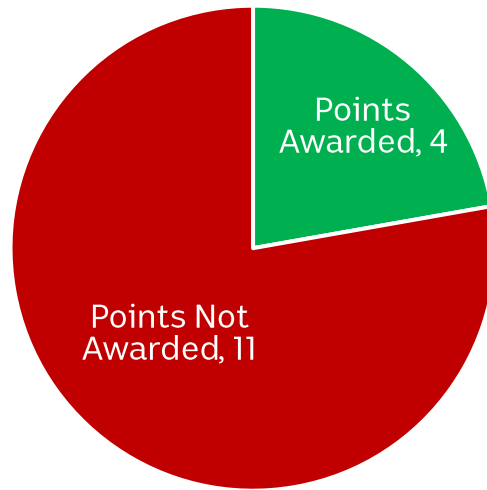
- ABC branded participation at Community events (Comms)
- Financial or Pro-Bono work for LGBTIQ+ Charities or community groups x 2 examples (P&C and Network)
- Fundraising for LGBTIQ+ Charities or community groups – only one required (Events)

## Section 9: Survey Participation

- ABC participated in Survey in March 2020

# AWEI 2020

## Additional Work



## Section 10: Community Engagement

- Additional work not listed;
- Mardi Gras float (material already gathered)
- Fair Day, Mid-Summer Festival pictures (material already gathered)
- Capture news articles from the ABC of LGBTIQ+ representation – no more than 3
- Mentoring program explicitly inviting LGBTIQ+ participation (material available)