



AUSTRALIAN WORKPLACE EQUALITY INDEX

## Australian Broadcasting Corporation

### AUSTRALIAN WORKPLACE EQUALITY INDEX 2021

#### AWEI STANDING SUBMISSION

Section 1: Standing Submission: HR Policies & Practice			Score	Index	Notes
1	Foundation	Removal of the terms 'Sexual Preference' or 'lifestyle choice/s'	2	2	2020 Carry Over
2	Foundation	LGBTQ Inclusivity within Policies and Benefits	2	2	2020 Carry Over
3	Advanced	New Parent Leave Inclusive of LGBTQ Families	3	3	2020 Carry Over
4	Advanced	Travel Advice for Employees	2	2	2020 Carry Over
5	Advanced	Third Party Policies	2	2	
6	Advanced	LGBTQ Inclusive Domestic & Family Violence Policy	5	5	
7	Advanced	Communications on LGBTQ Inclusive and Offensive Language	4	4	2020 Carry Over
Total HR Policies & Practice Score			20	20	
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support			Score	Index	Notes
8	Foundation	LGBTQ Training HR / Grievance Officers	3	3	2020 Carry Over
9	Intermediate	Behavioural Examples of what constitutes Bullying / Harassment	3	4	LGBTQ specific examples not provided outside of general statement
10	Intermediate	EAP Provider	3	3	2020 Carry Over
11	Advanced	Tracking of incidents	4	4	2020 Carry Over
Total LGBTQ Bullying / Harassment & Support Score			13	14	
Section 1: Standing Submission: Trans / Gender Diverse Inclusion			Score	Index	Notes
12	Intermediate	Gender Affirmation Policy and Process Documentation	5	5	
13	Intermediate	Dress Codes and Uniforms	4	4	
14	Advanced	Gender Affirmation Leave	4	4	
15	Advanced	Gender Neutral Bathrooms and Facilities	4	4	
16	Advanced	(Forms) Non-Binary Gender Options for Employees	2	2	
17	Advanced	(IT Systems) Non-Binary Gender Options for Employees	2	2	
18	Advanced	Trans and Gender Diverse Applicants	4	6	Good process - Doesn't address potential concerns for TGD applicants.
Total Trans / Gender Diverse Inclusion Score			25	27	
Section 1: Standing Submission: Strategic Focus			Score	Index	Notes
19	Foundation	External Web LGBTQ Workplace Inclusion Promotion	2	2	2020 Carry Over
20	Intermediate	HR/Diversity Professional accountabilities	2	2	2020 Carry Over
21	Advanced	Executive Sponsor	4	4	
22	Advanced	Senior Management Diversity Accountability	4	4	2020 Carry Over
23	Advanced	Customer-facing LGBTQ Inclusion	3	3	
24	Advanced	Customers Information: Changing Gender Markers	0	3	Privacy policy doesn't explain how to change gender or gender markers - not LGBTQ Specific
Total Strategic Focus Score			15	18	
Total Standing Submission Score			73	79	

**AWEI ANNUAL SUBMISSION**

Section 2: Strategy & Accountability			Score	Index	Notes
1	Foundation	External LGBTQ Expertise	2	2	
2	Foundation	Documented Strategy	3	3	
3	Intermediate	LGBTQ Advisory Group	4	4	
4	Intermediate	LGBTQ Inclusion Reporting	2	2	
5	Intermediate	Media Coverage	2	2	
6	Advanced	Strategic Work in Recruitment, Supplier Policy or Service Provision	3	3	
7	Advanced	Executive Leadership Representation	2	2	
8	Advanced	LGBTQ Inclusion Promotion	2	4	Bongo mechandise purchase not for this question.
<b>Total Section 2 Score</b>			<b>20</b>	<b>22</b>	
Section 3: LGBTQ Employee Networks / Resource Groups			Score	Index	Notes
9	Foundation	LGBTQ Employee Network	2	2	
10	Foundation	Network Leadership Structure	3	3	
11	Foundation	Network Strategy / Work Plan	3	3	
12	Intermediate	Orientation / On-boarding	2	2	
13	Intermediate	Strategy and Goals	2	2	
14	Intermediate	Sustainability Plan	2	2	
15	Advanced	Allies of Trans / Gender Diverse People	3	3	
16	Advanced	Visibility of LGBTQ Women	2	3	Good however not best practice
17	Advanced	Intersectionality	3	3	
18	Advanced	Intersex Allies	4	4	
19	Advanced	Broader Inclusion	2	3	Not best practice
20	Advanced	Network Reporting	2	4	Repeating the same evidence for multiple questions.
<b>Total Section 3 Score</b>			<b>30</b>	<b>34</b>	
Section 4: Visibility of Inclusion			Score	Index	Notes
21	Foundation	Days of Significance	2	2	
22	Foundation	Visibility in the Workplace	3	3	
23	Intermediate	Ally / Champion Reference Guides	3	3	
24	Intermediate	Individual LGBTQ Inclusion Work Acknowledgement	2	2	
25	Foundation	Confidential Contacts	2	2	
26	Foundation	Communication of LGBTQ Support Information	2	2	
27	Intermediate	LGBTQ Social Media Streams	2	2	
<b>Total Section 4 Score</b>			<b>16</b>	<b>16</b>	
Section 5: Training, Awareness & Professional Development			Score	Index	Notes
28	Foundation	Face-to-Face Training	2	2	
29	Foundation	Online Training	2	2	
30	Advanced	Professional Development for LGBTQ Employees	2	2	
31	Advanced	LGBTQ Inclusion Training Plan	2	4	Not specific to LGBTQ Awareness training
32	Advanced	LGBTQ Conferences, Events and Seminars	2	2	
<b>Total Section 5 Score</b>			<b>10</b>	<b>12</b>	
Section 6: Executive Leadership & Engagement			Score	Index	Notes
33	Intermediate	Executive Sponsor or Champion	0	2	No evidence on specific contribution to the strategy or level of enagement and tracking to progress.
34	Advanced	Executive Advocacy	2	2	
35	Intermediate	CEO or Equivalent Communications	2	2	
36	Intermediate	CEO or Equivalent Speaking at Events	0	2	Marching in MG isnt evidence of speaking at events
<b>Total Section 6 Score</b>			<b>4</b>	<b>8</b>	

Section 7: Data Collection & Reporting			Score	Index	Notes
37	Intermediate	Employee Data Analysis	2	3	No overview of comparative findings.
38	Advanced	LGBTQ Analysis	3	3	
<b>Total Section 7 Score</b>			<b>5</b>	<b>6</b>	
Section 8: Community Engagement			Score	Index	Notes
39	Intermediate	Employer Branded Participation at Community Events	2	2	
40	Intermediate	Pro-Bono or Financial Support: LGBTQ Charities / Organisations	2	2	
41	Intermediate	Fundraising	2	2	
<b>Total Section 8 Score</b>			<b>6</b>	<b>6</b>	
Section 9: Optional Survey			Score	Index	Notes
42	Optional	Survey Participation	2	2	
<b>Total Section 9 Score</b>			<b>2</b>	<b>2</b>	
Section 10: Additional Work			Score	Index	Notes
43	Additional	Pro-Bono	1	1	PIP Conference
	Additional	Pro-Bono	1	1	ACON Big Stays In
	Additional	Data Collection	0	1	Answered in Q37
	Additional	Intersectionality	1	1	Julie Peters at Sapphire Event
	Additional	Pro-Bono	1	1	Christmas Cards
	Additional	Intersectionality	1	1	Older generation
	Additional	Fair Day	1	1	Comments
	Additional	Mardi Gras	1	1	Comments
	Additional	Days of Significance	1	1	People with a Disability
	Additional	16 - Pro Bono	1	1	Manda Hatter volunteering for Out50
	Additional	Rainbow Families	1	1	Discrepancy
	Additional	18. ABC Kids	1	1	Wear it Purple
	Additional	Item Name	x	1	
	Additional	Item Name	x	1	
Additional	Item Name	x	1		
<b>Total Section 10 Score</b>			<b>11</b>	<b>15</b>	
<b>Total Annual Submission Score</b>			<b>104</b>	<b>121</b>	
AWEI TOTAL SUBMISSION SCORES					
<b>Total Standing Submission Score</b>			<b>73</b>	<b>79</b>	
<b>Total Annual Submission Score</b>			<b>104</b>	<b>121</b>	
<b>Total AWEI Score</b>			<b>177</b>	<b>200</b>	
ORGANISATIONAL ACTIVITY SCORES					
Core Network Activity			30		
Additional Network Activity			0		
<b>Network Activity - Total Score</b>			<b>30</b>		
Core Activity - Inclusion of Trans/Gender Diverse Employees			28		
Additional Activity - Inclusion of Trans/Gender Diverse Employees			0		
<b>Inclusion of Trans/Gender Diverse Employees - Total Score</b>			<b>28</b>		
GENERAL SUBMISSION COMMENTS					
Numerous times evidence has been repeated to answer multiple questions. Also evidence supplied for some questions that didn't address the question criteria e.g. Q36					