



AUSTRALIAN WORKPLACE EQUALITY INDEX

Attorney Generals Department

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'	1	2	Carried over from 2020
2	Foundation	LGBTQ Inclusivity within Policies and Benefits	1	2	Carried over from 2020
3	Advanced	New Parent Leave Inclusive of LGBTQ Families	2	3	Carried over from 2020
4	Advanced	Travel Advice for Employees	2	2	
5	Advanced	Third Party Policies	0	2	Carried over from 2020
6	Advanced	LGBTQ Inclusive Domestic & Family Violence Policy	2	5	Carried over from 2020
7	Advanced	Communications on LGBTQ Inclusive and Offensive Language	0	4	Carried over from 2020
Total HR Policies & Practice Score			8	20	
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support			Score	Index	Notes
8	Foundation	LGBTQ Training HR / Grievance Officers	2	3	Carried over from 2020
9	Intermediate	Behavioural Examples of what constitutes Bullying / Harassment	x	4	
10	Intermediate	EAP Provider	3	3	
11	Advanced	Tracking of incidents	0	4	Carried over from 2020
Total LGBTQ Bullying / Harassment & Support Score			5	14	
Section 1: Standing Submission: Trans / Gender Diverse Inclusion			Score	Index	Notes
12	Intermediate	Gender Affirmation Policy and Process Documentation	0	5	Carried over from 2020
13	Intermediate	Dress Codes and Uniforms	0	4	Carried over from 2020
14	Advanced	Gender Affirmation Leave	0	4	Carried over from 2020
15	Advanced	Gender Neutral Bathrooms and Facilities	0	4	Carried over from 2020
16	Advanced	(Forms) Non-Binary Gender Options for Employees	0	2	Carried over from 2020
17	Advanced	(IT Systems) Non-Binary Gender Options for Employees	2	2	
18	Advanced	Trans and Gender Diverse Applicants	x	6	
Total Trans / Gender Diverse Inclusion Score			2	27	
Section 1: Standing Submission: Strategic Focus			Score	Index	Notes
19	Foundation	External Web LGBTQ Workplace Inclusion Promotion	0	2	Carried over from 2020
20	Intermediate	HR/Diversity Professional accountabilities	0	2	Carried over from 2020
21	Advanced	Executive Sponsor	2	4	Carried over from 2020
22	Advanced	Senior Management Diversity Accountability	0	4	Carried over from 2020
23	Advanced	Customer-facing LGBTQ Inclusion	3	3	
24	Advanced	Customers Information: Changing Gender Markers	0	3	Carried over from 2020
Total Strategic Focus Score			5	18	
Total Standing Submission Score			20	79	

AWEI ANNUAL SUBMISSION					
Section 2: Strategy & Accountability			Score	Index	Notes
1	Foundation	External LGBTQ Expertise	2	2	
2	Foundation	Documented Strategy	0	3	No clear action or targets for LGBTQ inclusion, no timelines or accountabilities
3	Intermediate	LGBTQ Advisory Group	2	4	No evidence of promotion or work by the group in LGBTQ inclusion
4	Intermediate	LGBTQ Inclusion Reporting	2	2	
5	Intermediate	Media Coverage	x	2	
6	Advanced	Strategic Work in Recruitment, Supplier Policy or Service Provision	0	3	This is a general diversity statement and not targeted recruitment strategies to LGBTQ job seekers
7	Advanced	Executive Leadership Representation	2	2	
8	Advanced	LGBTQ Inclusion Promotion	0	4	Internal funding is not what this question is asking for evidence of
Total Section 2 Score			8	22	
Section 3: LGBTQ Employee Networks / Resource Groups			Score	Index	Notes
9	Foundation	LGBTQ Employee Network	2	2	
10	Foundation	Network Leadership Structure	2	3	HR not embedded in leadership structure
11	Foundation	Network Strategy / Work Plan	2	3	No evidence of a network strategy
12	Intermediate	Orientation / On-boarding	1	2	Evidence is not clear this is something that happens for all new hires or only the graduates
13	Intermediate	Strategy and Goals	2	2	Quite basic, could be improved to have performance of network included
14	Intermediate	Sustainability Plan	0	2	This is your election process, not a sustainability plan. No considerations noted
15	Advanced	Allies of Trans / Gender Diverse People	0	3	Evidence provided for 2020 is not TGD specific and other evidence indicates 2021 implementation
16	Advanced	Visibility of LGBTQ Women	x	3	
17	Advanced	Intersectionality	0	3	No evidence provided for any of the work listed, can't open attachment T
18	Advanced	Intersex Allies	4	4	Work done is not very extensive
19	Advanced	Broader Inclusion	2	3	Evidence not considered best or leading practice.
20	Advanced	Network Reporting	4	4	This is the same progress report as Q11, please don't use the same evidence across questions
Total Section 3 Score			19	34	
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	x	2	
25	Foundation	Confidential Contacts	0	2	No mention of confidential
26	Foundation	Communication of LGBTQ Support Information	1	2	No evidence of reporting process on LGBTQ page
27	Intermediate	LGBTQ Social Media Streams	2	2	
Total Section 4 Score			11	16	
Section 5: Training, Awareness & Professional Development			Score	Index	Notes
28	Foundation	Face-to-Face Training	0	2	Evidence not provided with submission
29	Foundation	Online Training	0	2	Evidence not provided with submission
30	Advanced	Professional Development for LGBTQ Employees	x	2	
31	Advanced	LGBTQ Inclusion Training Plan	x	4	
32	Advanced	LGBTQ Conferences, Events and Seminars	2	2	
Total Section 5 Score			2	12	
Section 6: Executive Leadership & Engagement			Score	Index	Notes
33	Intermediate	Executive Sponsor or Champion	1	2	Giving a point as it seems ⁵ is involved, but evidence does not show what question is asking
34	Advanced	Executive Advocacy	2	2	NOTE - better articulation ⁴⁷ of the evidence would help here
35	Intermediate	CEO or Equivalent Communications	x	2	
36	Intermediate	CEO or Equivalent Speaking at Events	x	2	
Total Section 6 Score			3	8	

Section 7: Data Collection & Reporting			Score	Index	Notes
37	Intermediate	Employee Data Analysis	2	3	No comparative findings on LGBTQ engagement data compared to other diversity demographics
38	Advanced	LGBTQ Analysis	x	3	
Total Section 7 Score			2	6	
Section 8: Community Engagement			Score	Index	Notes
39	Intermediate	Employer Branded Participation at Community Events	0	2	No evidence provided showing employees participating in a community event using AGD branding
40	Intermediate	Pro-Bono or Financial Support: LGBTQ Charities / Organisations	2	2	Awarded using Queer Screen partnership from S8 Q39
41	Intermediate	Fundraising	0	2	Evidence not submitted by deadline
Total Section 8 Score			2	6	
Section 9: Optional Survey			Score	Index	Notes
42	Optional	Survey Participation	2	2	
Total Section 9 Score			2	2	
Section 10: Additional Work			Score	Index	Notes
43	T/GD Inclusion	Gender Affirmation policy	1	1	
	Additional	AGD Newsletter	1	1	Newsletter initiative and content very commendable.
	Additional	Item Name	x	1	
	Additional	Item Name	x	1	
	Additional	Item Name	x	1	
	Additional	Item Name	x	1	
	Additional	Item Name	x	1	
	Additional	Item Name	x	1	
	Additional	Item Name	x	1	
	Additional	Item Name	x	1	
	Additional	Item Name	x	1	
	Additional	Item Name	x	1	
	Additional	Item Name	x	1	
	Additional	Item Name	x	1	
Total Section 10 Score			2	15	
Total Annual Submission Score			51	121	
AWEI TOTAL SUBMISSION SCORES					
Total Standing Submission Score			20	79	
Total Annual Submission Score			51	121	
Total AWEI Score			71	200	
ORGANISATIONAL ACTIVITY SCORES					
Core Network Activity			19		
Additional Network Activity			0		
Network Activity - Total Score			19		
Core Activity - Inclusion of Trans/Gender Diverse Employees			2		
Additional Activity - Inclusion of Trans/Gender Diverse Employees			1		
Inclusion of Trans/Gender Diverse Employees - Total Score			3		
GENERAL SUBMISSION COMMENTS					