



Department of Industry, Science, Energy and Resources

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	Carried forward from 2020
2	Foundation	LGBTQ Inclusivity within Policies and Benefits	2	2	
3	Advanced	New Parent Leave Inclusive of LGBTQ Families	3	3	Carried forward from 2020
4	Advanced	Travel Advice for Employees	2	2	Carried forward from 2020
5	Advanced	Third Party Policies	1	2	Audit done but nothing re. Superfund being explicitly LGBTQ inclusive
6	Advanced	LGBTQ Inclusive Domestic & Family Violence Policy	5	5	Note: could be more explicit and further detailed
7	Advanced	Communications on LGBTQ Inclusive and Offensive Language	4	4	
Total HR Policies & Practice Score			19	20	
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support			Score	Index	Notes
8	Foundation	LGBTQ Training HR / Grievance Officers	0	3	Evidence refers to confidential contacts rather than grievance officers and the process
9	Intermediate	Behavioural Examples of what constitutes Bullying / Harassment	1	4	Point fo examples of TGD bullying/harassment
10	Intermediate	EAP Provider	3	3	Carried forward from 2020
11	Advanced	Tracking of incidents	0	4	Free text format doesn't really determine any LGBTQ factors - how could this data be extracted?
Total LGBTQ Bullying / Harassment & Support Score			4	14	
Section 1: Standing Submission: Trans / Gender Diverse Inclusion			Score	Index	Notes
12	Intermediate	Gender Affirmation Policy and Process Documentation	5	5	Carried forward from 2020
13	Intermediate	Dress Codes and Uniforms	0	4	Evidence re. GA and dress, not org-wide dress codes and how ALL employees should dress
14	Advanced	Gender Affirmation Leave	3	4	Other paid leave to be used at manager discretion; no evidence re. support docs
15	Advanced	Gender Neutral Bathrooms and Facilities	3	4	All gender signage; plus Dept. signage with notices for GD, Trans, NB and intersex employees
16	Advanced	(Forms) Non-Binary Gender Options for Employees	0	2	Unidentified' erases any non-binary gender identities
17	Advanced	(IT Systems) Non-Binary Gender Options for Employees	2	2	Carried forward from 2020
18	Advanced	Trans and Gender Diverse Applicants	0	6	No evidence re. documentation that addresses potential concerns
Total Trans / Gender Diverse Inclusion Score			13	27	
Section 1: Standing Submission: Strategic Focus			Score	Index	Notes
19	Foundation	External Web LGBTQ Workplace Inclusion Promotion	1	2	LGBTQ acronym mentioned only
20	Intermediate	HR/Diversity Professional accountabilities	2	2	Carried forward from 2020
21	Advanced	Executive Sponsor	4	4	Note: light on evidence, could be more work done here to further elevate the Exec Champion.
22	Advanced	Senior Management Diversity Accountability	4	4	Carried forward from 2020
23	Advanced	Customer-facing LGBTQ Inclusion	x	3	
24	Advanced	Customers Information: Changing Gender Markers	3	3	Carried forward from 2020
Total Strategic Focus Score			14	18	
Total Standing Submission Score			50	79	

AWEI ANNUAL SUBMISSION					
Section 2: Strategy & Accountability			Score	Index	Notes
1	Foundation	External LGBTQ Expertise	2	2	
2	Foundation	Documented Strategy	2	3	No evidence re. detailed plans with timelines and accountabilities
3	Intermediate	LGBTQ Advisory Group	3	4	No evidence re. detailed plans with timelines and accountabilities
4	Intermediate	LGBTQ Inclusion Reporting	x	2	
5	Intermediate	Media Coverage	x	2	
6	Advanced	Strategic Work in Recruitment, Supplier Policy or Service Provision	0	3	General D&I statement does not suffice for points, nor would general mention of acronym
7	Advanced	Executive Leadership Representation	2	2	
8	Advanced	LGBTQ Inclusion Promotion	2	4	Evidence doesn't specifically show LGBTQ inclusion lens; points for Questacon from S10
Total Section 2 Score			11	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	No evidence re. HR/D rep within leadership structure
11	Foundation	Network Strategy / Work Plan	3	3	
12	Intermediate	Orientation / On-boarding	0	2	Insufficient evidence re. actual network involvement in onboarding - other than mention
13	Intermediate	Strategy and Goals	2	2	
14	Intermediate	Sustainability Plan	0	2	Insufficient evidence; we are looking for more than just re-elections but actual sustainability
15	Advanced	Allies of Trans / Gender Diverse People	0	3	Awarded in S10 as it doesn't talk around being a TGD ally
16	Advanced	Visibility of LGBTQ Women	x	3	
17	Advanced	Intersectionality	0	3	Insufficient evidence; moved to S10 to obtain point
18	Advanced	Intersex Allies	4	4	
19	Advanced	Broader Inclusion	2	3	Would not consider this leading practice for the push point
20	Advanced	Network Reporting	0	4	A circulated action plan is not a network produced report
Total Section 3 Score			15	34	
Section 4: Visibility of Inclusion			Score	Index	Notes
21	Foundation	Days of Significance	2	2	Additional point awarded in S10 for above and beyond evidence
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	Note: would have been good to see the specific LGBTIQ wording here.
25	Foundation	Confidential Contacts	2	2	
26	Foundation	Communication of LGBTQ Support Information	1	2	No evidence re LGBTQ support avenues
27	Intermediate	LGBTQ Social Media Streams	0	2	Not interactive platform, but a workbook
Total Section 4 Score			13	16	
Section 5: Training, Awareness & Professional Development			Score	Index	Notes
28	Foundation	Face-to-Face Training	2	2	Would be good to have something more specifically LGBTQ for training
29	Foundation	Online Training	2	2	
30	Advanced	Professional Development for LGBTQ Employees	2	2	
31	Advanced	LGBTQ Inclusion Training Plan	x	4	
32	Advanced	LGBTQ Conferences, Events and Seminars	2	2	
Total Section 5 Score			8	12	
Section 6: Executive Leadership & Engagement			Score	Index	Notes
33	Intermediate	Executive Sponsor or Champion	x	2	
34	Advanced	Executive Advocacy	2	2	
35	Intermediate	CEO or Equivalent Communications	2	2	
36	Intermediate	CEO or Equivalent Speaking at Events	0	2	Not eligible here, applicable to Q35; awarded additional point in S10 for multiple CEO comms
Total Section 6 Score			4	8	

Section 7: Data Collection & Reporting			Score	Index	Notes
37	Intermediate	Employee Data Analysis	3	3	
38	Advanced	LGBTQ Analysis	3	3	
Total Section 7 Score			6	6	
Section 8: Community Engagement			Score	Index	Notes
39	Intermediate	Employer Branded Participation at Community Events	x	2	Did not participate in 2020
40	Intermediate	Pro-Bono or Financial Support: LGBTQ Charities / Organisations	0	2	Work in progress for 2021
41	Intermediate	Fundraising	2	2	
Total Section 8 Score			2	6	
Section 9: Optional Survey			Score	Index	Notes
42	Optional	Survey Participation	2	2	147 responses
Total Section 9 Score			2	2	
Section 10: Additional Work			Score	Index	Notes
	Additional	Peer Support	1	1	
	Additional	WIP day	1	1	
	Additional	Out Leader Panellist	1	1	
	Additional	External collaboration	1	1	
	Additional	Equality Projects Better Together Conference	1	1	
	Additional	Out Leader Panellist	1	1	
	Additional	External collaboration	1	1	Note: Consider updateing iconography
43	Additional	Execution Champions	1	1	
	T/GD Inclusion	NonBinary work and Gender Guidelines	1	1	Combining several nonbinary items in this section to obtain pint
	Network	Prism Consulting	1	1	
	Network	Pride Network History Month	1	1	
	T/GD Inclusion	S3Q15: TGD Allys	1	1	Combined as Int'l Pronoun Day to obtain point (also moved from above)
	Network	S3Q17: LGBTQ Intersectionality	1	1	Moved here to obtain point
	Additional	S4Q21 Days of Significance	1	1	Above and beyond evidence
	Additional	S6Q35 CEO Communications	1	1	Multiple communications provided (could not award for Q36, where submitted)
Total Section 10 Score			15	15	
Total Annual Submission Score			76	121	
AWEI TOTAL SUBMISSION SCORES					
Total Standing Submission Score			50	79	
Total Annual Submission Score			76	121	
Total AWEI Score			126	200	
ORGANISATIONAL ACTIVITY SCORES					
Core Network Activity			15		
Additional Network Activity			3		
Network Activity - Total Score			18		
Core Activity - Inclusion of Trans/Gender Diverse Employees			16		
Additional Activity - Inclusion of Trans/Gender Diverse Employees			2		
Inclusion of Trans/Gender Diverse Employees - Total Score			18		
GENERAL SUBMISSION COMMENTS					