



AUSTRALIAN WORKPLACE EQUALITY INDEX

Defence

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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	Work continued into 2021
2	Foundation	LGBTQ Inclusivity within Policies and Benefits	2	2	
3	Advanced	New Parent Leave Inclusive of LGBTQ Families	3	3	
4	Advanced	Travel Advice for Employees	2	2	
5	Advanced	Third Party Policies	2	2	
6	Advanced	LGBTQ Inclusive Domestic & Family Violence Policy	4	5	LGBTQ support avenues are not provided.
7	Advanced	Communications on LGBTQ Inclusive and Offensive Language	4	4	
Total HR Policies & Practice Score			18	20	
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support			Score	Index	Notes
8	Foundation	LGBTQ Training HR / Grievance Officers	3	3	
9	Intermediate	Behavioural Examples of what constitutes Bullying / Harassment	4	4	
10	Intermediate	EAP Provider	3	3	
11	Advanced	Tracking of incidents	4	4	
Total LGBTQ Bullying / Harassment & Support Score			14	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	3	4	Non binary not mentioned.
14	Advanced	Gender Affirmation Leave	3	4	Leave is not over and above sick leave; covers medical but is silent on social affirmation.
15	Advanced	Gender Neutral Bathrooms and Facilities	3	4	Work so far is very good. Inclusive Design document and progress at various sites and options
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	6	6	
Total Trans / Gender Diverse Inclusion Score			24	27	
Section 1: Standing Submission: Strategic Focus			Score	Index	Notes
19	Foundation	External Web LGBTQ Workplace Inclusion Promotion	2	2	
20	Intermediate	HR/Diversity Professional accountabilities	2	2	
21	Advanced	Executive Sponsor	4	4	
22	Advanced	Senior Management Diversity Accountability	4	4	
23	Advanced	Customer-facing LGBTQ Inclusion	2	3	Need to see more detail for full points
24	Advanced	Customers Information: Changing Gender Markers	3	3	
Total Strategic Focus Score			17	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	2	3	Best practice could be the mentoring program across all services.
7	Advanced	Executive Leadership Representation	2	2	
8	Advanced	LGBTQ Inclusion Promotion	4	4	
Total Section 2 Score			21	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	Points for s47G HR/D&I person is not mandatory
11	Foundation	Network Strategy / Work Plan	2	3	The reporting out for the networks are not evident
12	Intermediate	Orientation / On-boarding	2	2	
13	Intermediate	Strategy and Goals	0	2	Evidence is not for network leads, but for D&I Person
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 work, but would want to see more for best practice
17	Advanced	Intersectionality	0	3	Evidence relates to womens intersectionality. Points given above.
18	Advanced	Intersex Allies	4	4	
19	Advanced	Broader Inclusion	3	3	
20	Advanced	Network Reporting	0	4	The report is from 2018 and doesn't give an update for 2020
Total Section 3 Score			22	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	2	3	Would like to see a more comprehensive guide.
24	Intermediate	Individual LGBTQ Inclusion Work Acknowledgement	2	2	
25	Foundation	Confidential Contacts	0	2	Anonymous email is not ideal; Real names best and contact details are best.
26	Foundation	Communication of LGBTQ Support Information	2	2	
27	Intermediate	LGBTQ Social Media Streams	2	2	
Total Section 4 Score			13	16	
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	0	2	Evidence is for the PiD Endorsed Trainer Program. Point in additional work.
31	Advanced	LGBTQ Inclusion Training Plan	2	4	Points for progress but strategy is missing
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	2	2	
34	Advanced	Executive Advocacy	2	2	
35	Intermediate	CEO or Equivalent Communications	0	2	Good work by s47H but she is not the Department Secretary
36	Intermediate	CEO or Equivalent Speaking at Events	0	2	Good work by s47F but she is not the Department Secretary.
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	0	3	Evidence is unclear
Total Section 7 Score			3	6	
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	0	2	No evidence supplied
Total Section 8 Score			4	6	
Section 9: Optional Survey			Score	Index	Notes
42	Optional	Survey Participation	2	2	2,138 responses
Total Section 9 Score			2	2	
Section 10: Additional Work			Score	Index	Notes
43	Additional	Navy menoting	1	1	
	Additional	Endorsed Trainer	1	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	0	1	
	Total Section 10 Score			2	15
Total Annual Submission Score			79	121	
AWEI TOTAL SUBMISSION SCORES					
Total Standing Submission Score			73	79	
Total Annual Submission Score			79	121	
Total AWEI Score			152	200	
ORGANISATIONAL ACTIVITY SCORES					
Core Network Activity			22		
Additional Network Activity			0		
Network Activity - Total Score			22		
Core Activity - Inclusion of Trans/Gender Diverse Employees			30		
Additional Activity - Inclusion of Trans/Gender Diverse Employees			0		
Inclusion of Trans/Gender Diverse Employees - Total Score			30		
GENERAL SUBMISSION COMMENTS					