



Australian Broadcasting Corporation

AUSTRALIAN WORKPLACE EQUALITY INDEX 2022

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	
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	5	5	
7	Advanced	Communications on LGBTQ Inclusive and Offensive Language	4	4	
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	
9	Intermediate	Behavioural Examples of what constitutes Bullying / Harassment	3	4	Partial marks carried over
10	Intermediate	EAP Provider	3	3	
11	Advanced	Tracking of Incidents	4	4	
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	2	6	No evidence provided for reduction or documentation addressing roadblocks
Total Trans / Gender Diverse Inclusion Score			23	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	3	3	
24	Advanced	Customers Information: Changing Gender Markers	3	3	
Total Strategic Focus Score			18	18	
Total Standing Submission Score			74	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	3	4	No evidence for promotion of advisory function to the wider organisation
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	Good work done, but consider more around 3rd party platforms, per PID recruitment training
7	Advanced	Executive Leadership Representation	2	2	
8	Advanced	LGBTQ Inclusion Promotion	2	4	Marks awarded for potential clients/customer engagement
Total Section 2 Score			18	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 of HR position as ongoing in steering. Exec sponsor named in Q33 is not HR lead
11	Foundation	Network Strategy / Work Plan	3	3	
12	Intermediate	Orientation / On-boarding	2	2	
13	Intermediate	Strategy and Goals	0	2	No evidence showing the objectives for the network chair
14	Intermediate	Sustainability Plan	2	2	
15	Advanced	Allies of Trans / Gender Diverse People	3	3	
16	Advanced	Visibility of LGBTQ Women	3	3	
17	Advanced	Intersectionality	3	3	
18	Advanced	Intersex Allies	4	4	
19	Advanced	Broader Inclusion	3	3	Consider adding KPIs and tracking for ongoing years
20	Advanced	Network Reporting	0	4	Insufficient evidence submitted for part [a] - an annual strategic report produced by the network
Total Section 3 Score			27	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	2	2	
25	Foundation	Confidential Contacts	2	2	
26	Foundation	Communication of LGBTQ Support Information	1	2	No evidence that process is communicated on LGBTQ intranet
27	Intermediate	LGBTQ Social Media Streams	2	2	
Total Section 4 Score			15	16	
Section 5: Training, Awareness & Professional Development			Score	Index	Notes
28	Foundation	Face-to-Face Training	2	2	
29	Foundation	Online Training	2	2	Please note questions asks for participant numbers
30	Advanced	Professional Development for LGBTQ Employees	2	2	Consider strengthening the process of actively recruiting diverse populations, including measuring
31	Advanced	LGBTQ Inclusion Training Plan	2	4	No progress evidenced
32	Advanced	LGBTQ Conferences, Events and Seminars	2	2	
Total Section 5 Score			10	12	
Section 6: Executive Leadership & Engagement			Score	Index	Notes
33	Intermediate	Executive Sponsor or Champion	0	2	No evidence supplied
34	Advanced	Executive Advocacy	2	2	
35	Intermediate	CEO or Equivalent Communications	2	2	
36	Intermediate	CEO or Equivalent Speaking at Events	2	2	
Total Section 6 Score			6	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	2	2	
40	Intermediate	Pro-Bono or Financial Support: LGBTQ Charities / Organisations	2	2	
41	Intermediate	Fundraising	2	2	
Total Section 8 Score			6	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	Additional	43a,c,i,j,s,x Pro-Bono	1	1	6 pro-bono activities submitted separately - combined
	Additional	43b Diversity Advocate Network	1	1	
	Additional	43e - Innies + Outies podcast	1	1	
	Additional	43f - media coverage	1	1	Star observer story on out journalists / presenters
	Additional	43g - PIP session	1	1	
	Additional	43h Cyber Safety summit	1	1	It is noted that this was not a LGBTQ specific summit. No evidence of LGBTQ content
	Additional	43k Community events	1	1	
	Network	43l Intersectionality -	1	1	6 examples submitted separately - combined
	Additional	43n - stakeholder engagement	1	1	ABC PRIDE and ABCQUEER on ABC News Breakfast
	Additional	43r Community spirit award	1	1	
	Additional	43u ABC Queer newsletter	1	1	
	Network	43w	1	1	s 22 women in leadership summit
	Additional	Mardi Gras broadcast rights	1	1	
	Additional	Item Name	x	1	
	Additional	Item Name	x	1	
	Total Section 10 Score			13	15
Total Annual Submission Score			103	121	
AWEI TOTAL SUBMISSION SCORES					
Total Standing Submission Score			74	79	
Total Annual Submission Score			103	121	
Total AWEI Score			177	200	
ORGANISATIONAL ACTIVITY SCORES					
Core Network Activity			27		
Additional Network Activity			2		
Network Activity - Total Score			29		
Core Activity - Inclusion of Trans/Gender Diverse Employees			29		
Additional Activity - Inclusion of Trans/Gender Diverse Employees			0		
Inclusion of Trans/Gender Diverse Employees - Total Score			29		
GENERAL SUBMISSION COMMENTS					
There has been a lot of very good work done across the majority of workstreams. Please note that much of the evidence submitted was too small and low resolution to be read, and appendices were not submitted.					