



CSIRO

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	
2	Foundation	LGBTQ Inclusivity within Policies and Benefits	2	2	Carried over
3	Advanced	New Parent Leave Inclusive of LGBTQ Families	3	3	
4	Advanced	Travel Advice for Employees	2	2	Carried over
5	Advanced	Third Party Policies	1	2	Carried over
6	Advanced	LGBTQ Inclusive Domestic & Family Violence Policy	5	5	Carried over
7	Advanced	Communications on LGBTQ Inclusive and Offensive Language	4	4	Carried over
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	3	3	Carried over
9	Intermediate	Behavioural Examples of what constitutes Bullying / Harassment	4	4	Carried over
10	Intermediate	EAP Provider	3	3	Carried over
11	Advanced	Tracking of incidents	4	4	Carried over
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	Carried over
13	Intermediate	Dress Codes and Uniforms	4	4	
14	Advanced	Gender Affirmation Leave	4	4	Carried over
15	Advanced	Gender Neutral Bathrooms and Facilities	1	4	Unisex signs are not acceptable, consultation brief only refers to accessibility issues
16	Advanced	(Forms) Non-Binary Gender Options for Employees	2	2	Carried over
17	Advanced	(IT Systems) Non-Binary Gender Options for Employees	1	2	Carried over
18	Advanced	Trans and Gender Diverse Applicants	2	6	Pts given for TGD recruitment guide, but no evidence of process and pt of contact
Total Trans / Gender Diverse Inclusion Score			19	27	
Section 1: Standing Submission: Strategic Focus			Score	Index	Notes
19	Foundation	External Web LGBTQ Workplace Inclusion Promotion	2	2	Carried over
20	Intermediate	HR/Diversity Professional accountabilities	2	2	Carried over
21	Advanced	Executive Sponsor	4	4	Carried over
22	Advanced	Senior Management Diversity Accountability	4	4	Carried over
23	Advanced	Customer-facing LGBTQ Inclusion	3	3	
24	Advanced	Customers Information: Changing Gender Markers	3	3	Carried over
Total Strategic Focus Score			18	18	
Total Standing Submission Score			70	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	Great work so far but I would not consider this best practice as there are still changes to be implemented
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	3	3	
11	Foundation	Network Strategy / Work Plan	3	3	
12	Intermediate	Orientation / On-boarding	0	2	Network not involved - so can't get any points
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	3	3	
17	Advanced	Intersectionality	3	3	
18	Advanced	Intersex Allies	4	4	
19	Advanced	Broader Inclusion	2	3	No pts because part of overall D&I by virtue of being in the Pride network
20	Advanced	Network Reporting	4	4	
Total Section 3 Score			31	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	2	2	
27	Intermediate	LGBTQ Social Media Streams	2	2	
Total Section 4 Score			16	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	x	2	
31	Advanced	LGBTQ Inclusion Training Plan	4	4	
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	2	2	
34	Advanced	Executive Advocacy	2	2	
35	Intermediate	CEO or Equivalent Communications	0	2	Need to see CEO comms and [REDACTED] sn't the CEO
36	Intermediate	CEO or Equivalent Speaking at Events	0	2	Evidence provided isn't of speaking at event and no attendance numbers provided
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	2	2	
40	Intermediate	Pro-Bono or Financial Support: LGBTQ Charities / Organisations	2	2	
41	Intermediate	Fundraising	0	2	No fundraising held
Total Section 8 Score			4	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	Reviewing Language	0	1	Good work but I wouldn't classify it as additional work
	Additional	Women in Stem Decadal Science Plan	0	1	Great research/publication but not specifically LGBTQ related
	Additional	Pride Champion recruiting members into network	0	1	Good work but I wouldn't classify it as additional work
	T/GD Inclusion	Allies of TGD	1	1	Great work for TGD
	Additional	Mature age LGBTQ	1	1	Good work
	Additional	Pride@CSIRO happy half hour	0	1	Great initiative but not really additional work as not substantial work
	Additional	Visibility within the workplace	0	1	Evidence provided does not match Visibility
	Additional	TGD Awareness session	1	1	
	Additional	CEO tweeting MG	0	1	Wouldn't really consider it as advocating for inclusion at an exec level here
	Additional	Item Name	x	1	
	Additional	Item Name	x	1	
	Additional	Item Name	x	1	
	Additional	Item Name	x	1	
Total Section 10 Score			3	15	
Total Annual Submission Score			97	121	
AWEI TOTAL SUBMISSION SCORES					
Total Standing Submission Score			70	79	
Total Annual Submission Score			97	121	
Total AWEI Score			167	200	
ORGANISATIONAL ACTIVITY SCORES					
Core Network Activity			31		
Additional Network Activity			0		
Network Activity - Total Score			31		
Core Activity - Inclusion of Trans/Gender Diverse Employees			25		
Additional Activity - Inclusion of Trans/Gender Diverse Employees			1		
Inclusion of Trans/Gender Diverse Employees - Total Score			26		
GENERAL SUBMISSION COMMENTS					