



## 2021 EMPLOYER PARTICIPATION DETAILS

**EMPLOYER DETAILS: ALL ORGANISATIONS/EMPLOYERS MUST COMPLETE THIS PART OF THE SUBMISSION**

**EMPLOYER DETAILS: PLEASE CHECK THAT YOU HAVE COMPLETED ALL DETAILS WITHIN EACH ROW OF THIS TABLE**

EMPLOYER / ORGANISATION DETAILS	
Organisation Name:	<i>Please enter name as you would like it to appear on certificates or any awards if applicable</i>
Sector: <i>Please delete those not relevant</i>	<input type="checkbox"/> Public/Government: Federal
Employer Size (within Australia): <i>Please delete those not relevant</i>	Number of employees within Australia: <input type="checkbox"/> 2,000 – 8,000 employees
Regional Employers	Is your head office Regional? <i>No</i>
Global Employers	Do you have international offices: <i>Yes</i> Is your head office in Australia: <i>Yes</i>
Contact Person for the Index: <i>Please provide full contact details including postal address and postcode.</i> <i>This is the person we should contact if we have any questions. Email results will also be sent to this person and hard copy participation certificates will be mailed to this person.</i>	Name: ██████████ s22, s47F Position Title: Executive Manager, Diversity Inclusion and Belonging Postal address (including postcode): ██████████ s22 Phone number: ██████████ s22 Email: ██████████ s22
INTERNATIONAL WORKPLACE INDEX PARTICIPATION	
Do you participate in any other workplace equality indices globally? <i>Please delete those not relevant</i>	<input type="checkbox"/>

INDUSTRY BENCHMARKS		
<p>Participating employers will by default be benchmarked according to:</p> <ul style="list-style-type: none"> <li>• Sector: Public / Private / NFP / Higher Education</li> <li>• Government: Federal, State, Local</li> <li>• Employer Size</li> <li>• Awarded Tier Recognition</li> <li>• Global Employers</li> </ul> <p><i>All benchmarking tables will be provided for comparison, but only those that reflect your dominant industry/business should be selected here.</i></p> <p><i>Please remove all that are not applicable or your core industry business.</i></p>	<p>In addition to the Industries/Sectors listed in the column to the left, select the Industries most relevant to your organisation's area(s) of focus:</p> <p><b>Please select a maximum of 4 industries:</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Aged Care</li> <li><input type="checkbox"/> All listed ASX Top 50</li> <li><input type="checkbox"/> Automotive: Wholesale and Retail</li> <li><input type="checkbox"/> Banking &amp; Financial Services</li> <li><input type="checkbox"/> Community Services</li> <li><input type="checkbox"/> Computer Software</li> <li><input type="checkbox"/> Construction</li> <li><input type="checkbox"/> Disability Services</li> <li><input type="checkbox"/> Education (broader than Higher Education)</li> <li><input type="checkbox"/> Energy / Utilities</li> <li><input type="checkbox"/> Engineering</li> <li><input type="checkbox"/> Health &amp; Wellbeing</li> <li><input type="checkbox"/> Hospitality</li> </ul>	<ul style="list-style-type: none"> <li><input type="checkbox"/> Information Services Infrastructure</li> <li><input type="checkbox"/> Insurance</li> <li><input type="checkbox"/> Law Enforcement</li> <li><input type="checkbox"/> Legal</li> <li><input type="checkbox"/> Manufacturing</li> <li><input type="checkbox"/> Media &amp; Entertainment</li> <li><input type="checkbox"/> Mining</li> <li><input type="checkbox"/> Operations Security</li> <li><input type="checkbox"/> Pharmaceuticals</li> <li><input type="checkbox"/> Professional Services &amp; Consulting</li> <li><input type="checkbox"/> Property</li> <li><input type="checkbox"/> Rail &amp; Logistics Transportation</li> <li><input type="checkbox"/> Recruitment</li> <li><input checked="" type="checkbox"/> Research &amp; Development</li> <li><input type="checkbox"/> Retail</li> <li><input type="checkbox"/> Technology &amp; Telco</li> <li><input type="checkbox"/> Tourism &amp; Gaming</li> <li><input type="checkbox"/> Transport</li> <li><input type="checkbox"/> Are there any other <b>industry</b> benchmarks that you would like to see?:</li> </ul> <hr/>

DISCLOSURE RECOGNITION	
<p><b>Please select participation identification level at which we can identify you (Name and Employer Tier only, no scores)</b></p> <p><i>Please delete those not relevant</i></p>	<p>We list employers annually that reach each of the employer recognition tiers within the AWEI, unless you choose to be anonymous. Some employers choose only to be identified should they reach a certain recognition tier.</p> <p><b>Select the recognition tier at which you would like to be publicly identified:</b></p> <p>X Only identify us if we reach Bronze Tier or higher</p>

ADDITIONAL AWARD SUBMISSIONS	
<p><b>Have you considered nominating someone for an LGBTQ Inclusion Award?</b> Please list any other LGBTQ Inclusion Awards that you are submitting for this year within the AWEI. This provides us with a cross-check reference to ensure that all expected submissions are received.</p> <ul style="list-style-type: none"> <li>Consider nominating a group or individual for their extensive work in LGBTQ inclusion within your organisation</li> <li>More than one nomination in each category may be received</li> </ul> <p>• Individual Nomination submission forms can be found here: <a href="http://www.pid-awe.com.au/submission-documents/">http://www.pid-awe.com.au/submission-documents/</a></p>	<p><b>Award Nomination Categories:</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> CEO of the Year Award: <a href="#">(insert nominee name/s)</a></li> <li><input type="checkbox"/> Executive Leadership Award: <a href="#">(insert nominee name/s)</a></li> <li><input type="checkbox"/> External Media Campaign Award: <a href="#">(insert nominee name/s)</a></li> <li><input type="checkbox"/> OUT Role Model Award: <a href="#">(insert nominee name/s)</a></li> <li><input type="checkbox"/> Network Leader of the Year Award: <a href="#">(insert nominee name/s)</a></li> <li><input type="checkbox"/> Sally Webster Ally Award: <a href="#">(insert nominee name/s)</a></li> <li><input type="checkbox"/> Sapphire Inspire Award for LGBTQ Women: <a href="#">(insert nominee name/s)</a></li> </ul>

NEGATIVE PRESS / COMPLAINTS DISCLOSURE
<ul style="list-style-type: none"> <li>We have received negative press that has impacted our reputation as an LGBTQ inclusive employer</li> <li>Formal complaints were lodged against us for LGBTQ discrimination, bullying or harassment (Fair Work Ombudsman, Human Rights Commission, Sex Discrimination Act)</li> <li>We understand that up to 25 points <i>may be</i> deducted from our score if we have received a significant amount of negative press regarding an anti-LGBTQ incident where our organisation was responsible and insufficient action was taken to rectify this.</li> </ul> <p>In relation to the above (maintaining required confidentiality), please broadly outline your course of action or response/outcomes of any complaints lodged:</p>

ACCURACY STATEMENT	
We confirm that at the time of submission, details provided for all questions identified within the three submission documents are true and accurate. We understand that should any claims be found to be false, points and rankings will be adjusted accordingly.	
Name of person signing off accuracy:	s22, s47F
Position within organisation:	Director Human Resources
Contact Email:	s22
Contact Phone:	

## 2021 STANDARD EMPLOYER AWEI

## SECTION 1: STANDING SUBMISSION

This section pertains to LGBTQ inclusion within organisational policies and practice.

<b>The Standing Submission includes:</b>	
<b>HR Policy &amp; Diversity Practice:</b>	Standard practices within HR Policies and explicit LGBTQ inclusion within them; including third party policies
<b>LGBTQ Bullying / Harassment &amp; Support:</b>	Tracking and handling of potential incidents and support for LGBTQ employees, should this occur
<b>Trans &amp; Gender Diverse Inclusion:</b>	Explicit policy inclusion for trans and gender diverse employees; including leave, forms, titles and dress codes
<b>Strategic Focus:</b>	Accountabilities and role responsibilities for HR and Executive staff; external / customer facing inclusion promotions

### IMPORTANT NOTE:

If you have submitted an AWEI last year, **you may choose to carry over your point allocations within Section 1: Standing Submission only.**

- If you wish to carry over your entire Standing Submission scores from last year, please leave Section 1: Standing Submission blank. (Recommended if you are satisfied with your previous scores and/or no further work has been done in this section.)

OR:

- If you wish to submit (or re-submit) for any question/s within Section 1: Standing Submission, please submit evidence for the individual question/s applicable.

SUMMARY:

- If you leave a question blank within this section, we will not change the score from last year.
- If you submit evidence for any question below, **the evidence and score will be re-evaluated based only on the evidence supplied within this Submission** (last year's evidence will not be referenced, so you must re-submit all evidence requested).

Please provide the name and contact details of your Senior HR person:

<b>Senior HR Person:</b>	s22, s47F	Director Human Resources )
<b>Contact Details (email / phone):</b>	s22	
<b>Should we require clarification/verification for any particular question within Section 1: Standing Submission, we will contact this individual. If this contact is not supplied, it may result in a loss of points for questions within this section.</b>		

For further support and clarification: Please download the [AWEI Scoring Guidelines](#) or refer to the [AWEI Tools and Support](#) webpage.

## STANDING SUBMISSION: HR POLICY & DIVERSITY PRACTICE



STANDING SUBMISSION: HR POLICY & DIVERSITY PRACTICE	FOUNDATION
1. Removal of the terms: 'Sexual Preference' or 'Lifestyle Choice(s)'	Max. 2 points
<p>We have conducted a review to ensure that any reference to 'sexual preference' or 'lifestyle choice' within our policy documentation, diversity references, on external facing websites and company intranet pages has been replaced with the words 'sexual orientation.'</p>	
<p><i>Please provide an outline of progress to date.</i></p>	
<p>[Insert Evidence Here or Indicate Name of Attached File(s)]</p> <p>In 2019 we conducted an audit of our internal and external sites with the following results:            A search of our internal pages (including policy documentation and diversity references) revealed</p> <ul style="list-style-type: none"> <li>• No references to 'lifestyle choice'</li> <li>• The definition of discrimination in 3 locations includes both 'sexual preference' and 'sexual orientation' (see CSIRO 2020 AWEI Attachment 1.docx, SS Q1 i).               <ul style="list-style-type: none"> <li>- In the Recognising workplace discrimination, harassment and bullying procedure,</li> <li>- The policy glossary definition of discrimination, and</li> <li>- On a Pride@CSIRO page which referenced the Preventing workplace discrimination, harassment and bullying procedure</li> </ul> </li> <li>• Changes:               <ul style="list-style-type: none"> <li>- The definition on the Pride@CSIRO page was updated to remove 'sexual preference' in 2019 (see CSIRO 2020 AWEI Attachment 1.docx, SS Q1 ii).</li> <li>- The definition in other locations needed approval from Policy and Governance to change and this was completed in 2020. (see CSIRO 2020 AWEI Attachment 1.docx, SS Q1 iii).</li> </ul> </li> </ul> <p>Progress 100% (no references to 'lifestyle choice' or 'sexual preference' left on internal pages)</p> <p>A search of our external website revealed:</p> <ul style="list-style-type: none"> <li>• <a href="#">8 instances of the use of 'sexual preference.'</a> All are within published journal articles, and therefore removing/editing is not possible. Journal titles are Sexual Health (most recently used in 2015 <a href="https://www.publish.csiro.au/sh/Fulltext/SH15217">https://www.publish.csiro.au/sh/Fulltext/SH15217</a>), Animal Production Science (most recently used in 2017), and Reproduction, Fertility and Development (most recently used in 2019)</li> <li>• 3 references to 'lifestyle choice' but none are in the context of LGBTI+ (referring to environment, tech, e-cigarettes)</li> </ul> <p>In 2020, we worked with CSIRO Publishing to update their inclusive language guidelines, which now state that "sexual orientation" should be used and not 'sexual preference' or 'lifestyle choice' in the guide for authors who are publishing in a CSIRO Journal or other publication. (see CSIRO 2020 AWEI Attachment 1.docx, SS Q1 iv).</p> <p>Progress 100% (audit complete, changes to existing publications not possible, style guidelines to avoid future use)</p>	

<b>STANDING SUBMISSION: HR POLICY &amp; DIVERSITY PRACTICE</b>	<b>FOUNDATION</b>
<b>2. LGBTQ Inclusivity within Policies and Benefits</b>	<b>Max. 2 points</b>
<p>On our policy intranet pages (or upfront within our policy documentation), we have made it <i>explicitly clear</i> that all policies are inclusive of LGBTQ employees and their families (where families are included within policies/benefits).</p> <p>Please provide a screenshot or insert attachment of where you state the explicit inclusion of LGBTQ employees (and families where relevant) within policies/benefits (please do NOT attach complete policies).</p> <p><i>[Insert Evidence Here or Indicate Name of Attached File(s)]</i></p>	

<b>STANDING SUBMISSION: HR POLICY &amp; DIVERSITY PRACTICE</b>	<b>FOUNDATION</b>
<b>3. New Parent Leave Inclusive of LGBTQ Families</b>	<b>Max. 3 points</b>
<p>On our policy pages (or upfront within our family policy documentation), we <i>explicitly communicate</i> that our New Parent Leave (or equivalent) includes those who have children via surrogacy, adoption and foster arrangements regardless of employee gender.</p> <p>For full points, please identify:</p> <ul style="list-style-type: none"> <li>(a) If leave covers surrogacy and where the availability of this leave is <i>explicitly communicated for LGBTQ families</i></li> <li>(b) If leave covers adoption and where the availability of this leave is <i>explicitly communicated for LGBTQ families</i></li> <li>(c) If leave covers foster arrangement and where the availability of this leave is <i>explicitly communicated for LGBTQ families</i></li> </ul> <p><i>[Insert Evidence Here or Indicate Name of Attached File(s)]</i></p> <p>CSIRO has a single procedure that covers Maternity, Fostering and Adoption leave (see <a href="#">CSIRO 2021 AWEI Attachment 1.docx, SS Q3 i</a>). It explicitly outlines the leave entitlements for each circumstance and is searchable within the policy portal, e.g. if staff search for ‘adoption’ or ‘fostering.’ The policy clearly states that all full time or part time staff, except those employed on a casual basis, are entitled to maternity, fostering and adoption leave. The definitions of fostering and adoption included in the procedure do not use any gendered terms for the parent, and the definition of partner is “A person who ordinarily lives with the staff member in a couple relationship (whether that includes intersex, same or opposite sex partners) on a permanent and bona fide domestic basis” to ensure it is clear that LGBTQ families are supported. In 2020, a paragraph was added to the policy to explicitly cover entitlements for surrogacy, i.e. “a Surrogate mother will be provided the same conditions and subject to the same requirements as outlined for Maternity leave and the intended parents under a Surrogacy arrangement are provided the same conditions and subject to the same requirements as outlined for Adoption.”</p> <p>CSIRO’s Parental Leave Procedure covers the provision of leave available to staff members for the purpose of childcare following the birth, adoption or legal guardianship of their child (see <a href="#">CSIRO 2021 AWEI Attachment 1.docx, SS Q3 ii</a>). This leave provides leave for partners of those who have given birth as well as leave for adoptive or foster parents. This inclusion of guardianship of a child means staff are eligible even where they may be waiting for more formal arrangements to be put in</p>	

place such as adoption or pending paperwork to formalise surrogacy arrangements (surrogacy not mentioned by name). The definition of partner (“A person who ordinarily lives with the staff member in a couple relationship (whether that includes intersex, same or opposite sex partners) on a permanent and bona fide domestic basis”) is included in the procedure to reflect that LGBTQ families are included.

In addition, the Pride@CSIRO Resources intranet page provides a clarifying statement to affirm that CSIRO HR policies, principles, procedures apply equally to all members of the CSIRO community, regardless of their sexual orientation, gender identity, gender expression or intersex status. This specifically mentions that leave entitlements (including parental related leave) are inclusive (see CSIRO 2021 AWEI Attachment 1.docx, SS Q3 iii). “It is CSIRO’s intent that all policies, principles and procedures are inclusive of LGBTI+ staff and CSIRO affiliates (where those policies, principles and procedures apply to staff and/or CSIRO affiliates).”

The changes to the parental leave procedure were communicated to the Pride@CSIRO network as well as being available on the resources page above. (see CSIRO 2021 AWEI Attachment 1.docx, SS Q3 iv). We have also included the communication that occurred during the year as the procedure updated were approved (see CSIRO 2021 AWEI Attachment 1.docx, SS Q3 v).

**STANDING SUBMISSION: HR POLICY & DIVERSITY PRACTICE**

**ADVANCED**  
**2 points**

**4. Travel Advice for Employees**

We have travel advice and support available to our LGBTQ employees or employees with LGBTQ dependents should they be required to travel for work (e.g. cultural context, safety, LGBTQ matters in other jurisdictions).

*Please provide a copy of travel advice available.*

*[Insert Evidence Here or Indicate Name of Attached File(s)]*

**STANDING SUBMISSION: HR POLICY & DIVERSITY PRACTICE**

**ADVANCED**  
**Max. 2 points**

**5. Third Party Policies**

We have audited third party service providers to ensure they align with our non-discriminatory policies/procedures, inclusive of LGBTQ people and their families.

Please select all that have been audited, evidence only required for one:

- Superannuation
- Death & TDP Benefits / Life Insurance
- Travel Insurance
- Healthcare (excluding EAP – Employee Assistance Programs – covered elsewhere)

Please select all that have been audited from the list above (clicking the check box will mark it as selected). Please also provide evidence for one of the above, showing explicitly where LGBTQ inclusivity is stated.

*[Insert Evidence Here or Indicate Name of Attached File(s)]*

CSIRO contacted the Commonwealth Superannuation Corporation (CSC) to assess/audit their non-discriminatory policies and procedures to ensure they are inclusive of LGBTQ people and their families. The CSC provided a pdf copy of their Diversity Policy that included the following references.

*CSC supports and encourages a diverse and inclusive workforce by fostering a culture and environment of respect, courtesy, honesty, integrity, working in a supportive and collaborative way, treating others how we wish to be treated, having an appreciation of difference and other perspectives, and having an openness to other cultures. CSC strives to be a great place to work and that means ensuring all people feel valued, respected and supported. In order to have a properly functioning diverse workplace, CSC insists that discrimination, harassment, vilification and victimisation will not be tolerated.*

Diversity can include differences that include, but are not limited to, gender, age, disability, ethnicity, marital or family status, religious or cultural background, sexual orientation and gender identity. (see **CSIRO 2021 AWEI Attachment 1.docx, SS Q5 i**).

Reference to the Diversity Policy: <https://www.csc.gov.au/-/media/Files/Corporate-Governance-files/csc-diversity-policy.pdf>

**STANDING SUBMISSION: HR POLICY & DIVERSITY PRACTICE**

**ADVANCED  
Max. 5 points**

**6. LGBTQ Inclusive Domestic & Family Violence Policy**

We have a Domestic & Family Violence Policy (DFV) that covers the following:

- (a) specific challenges and unique types of violence faced by LGBTQ communities
- (b) stated LGBTQ avenues of support
- (c) a statement that the policy **explicitly covers LGBTQ people, partners and their families**

*For full points, please provide evidence for all of the above. (Please only provide evidence specific to each of the above points, do not attach your entire policy.)*

*[Insert Evidence Here or Indicate Name of Attached File(s)]*

**STANDING SUBMISSION: HR POLICY & DIVERSITY PRACTICE**

**ADVANCED  
max. 4 points**

**7. Communications on LGBTQ Inclusive and Offensive Language**

We have developed targeted communications or public relations guides that outline how to reference LGBTQ communities in communications, articles, media, and/or advertising that:

- a) provide examples of **both** inclusive language AND language that is exclusive/offensive to LGBTQ people
- b) **are available to all employees within the organisation**

*For full points, please attach:*

- (a) a copy of your guide that includes examples of both inclusive language AND exclusive/offensive to LGBTQ people
- (b) details of how this guide is made available to employees

*[Insert Evidence Here or Indicate Name of Attached File(s)]*

## STANDING SUBMISSION: LGBTQ BULLYING/HARASSMENT & SUPPORT

STANDING SUBMISSION: LGBTQ BULLYING/HARASSMENT & SUPPORT

8. LGBTQ Training HR / Grievance Officers

FOUNDATION  
Max. 3 points



We have an internal formal HR/Grievance process whereby LGBTQ people can request or engage with:

- a) someone specifically trained in LGBTQ Inclusion; OR
- b) an ally who has a good understanding of LGBTQ sensitivities and potential areas of concern

For full points, please confirm:

- (a) that all identified LGBTQ friendly Grievance Officers or first points of contact have either; undertaken LGBTQ awareness training or are experienced allies with a good understanding of sensitivities
- (b) where these LGBTQ aware/friendly grievance contact points can be located or requested for those seeking formal support

*[Insert Evidence Here or Indicate Name of Attached File(s)]*

<b>STANDING SUBMISSION: LGBTQ BULLYING/HARASSMENT &amp; SUPPORT</b>	<b>INTERMEDIATE</b>
<b>9. Behavioural Examples of What Constitutes Bullying / Harassment</b>	<b>Max. 4 points</b>
<p>Documentation within our bullying and harassment policy/guidelines provide clear behavioural examples of what constitutes bullying/harassment in terms of sexual orientation, gender identity/expression AND examples of behaviour that constitutes bullying/harassment of intersex people.</p> <p>For full points, please provide evidence of behavioural examples given within your documentation in terms of:</p> <ul style="list-style-type: none"> <li>(a) behaviour that constitutes bullying/harassment in regard to one's sexual orientation</li> <li>(b) behaviour that constitutes bullying/harassment of trans or gender diverse employees</li> <li>(c) behaviour that constitutes bullying/harassment of intersex people</li> </ul> <p><i>[Insert Evidence Here or Indicate Name of Attached File(s)]</i></p>	

<b>STANDING SUBMISSION: LGBTQ BULLYING/HARASSMENT &amp; SUPPORT</b>	<b>INTERMEDIATE</b>
<b>10. EAP Provider</b>	<b>Max. 3 points</b>
<p>We have either:</p> <ul style="list-style-type: none"> <li>a) identified individuals within our EAP provider who have received specific training in, or have considerable understanding of the challenges faced by LGBTQ individuals that we can refer our LGBTQ employees</li> <li>b) received documentation that we believe demonstrates both the knowledge and expertise of our EAP provider to support LGBTQ people</li> </ul> <p>and we have:</p> <ul style="list-style-type: none"> <li>c) <u>clearly communicated</u> this on our EAP Provider page and/or our LGBTQ intranet page</li> </ul> <p>Please provide:</p> <ul style="list-style-type: none"> <li>(a) evidence of (a) <u>or</u> (b) above <u>and</u></li> <li>(b) where this has been communicated on an LGBTQ intranet page</li> </ul>	



*[Insert Evidence Here or Indicate Name of Attached File(s)]*

<b>STANDING SUBMISSION: LGBTQ BULLYING/HARASSMENT &amp; SUPPORT</b>	<b>ADVANCED</b>
<b>11. Tracking of Incidents</b>	<b>Max. 4 points</b>

We can provide evidence that shows:

- a) how we extract LGBTQ related instances from collected bullying/harassment data
- b) the development of a process that is sensitive to LGBTQ disclosure enabling us to mediate and/or action incidents

*For full points, please screenshot or provide evidence for both a) and b) above.*

*[Insert Evidence Here or Indicate Name of Attached File(s)]*

### STANDING SUBMISSION: INCLUSION OF TRANS AND GENDER DIVERSE PEOPLE

<b>STANDING SUBMISSION: INCLUSION OF TRANS AND GENDER DIVERSE PEOPLE</b>	<b>INTERMEDIATE</b>
<b>12. Gender Affirmation Policy and Process Documentation</b>	<b>Max. 5 points</b>

We have a documented gender affirmation policy/process and documentation to support both; the employee(s) wishing to affirm their gender in the workplace AND their manager(s), peers and colleagues.

Note: 'Gender affirmation' (above) is the ideal term for what has commonly been referred to as 'transitioning.'

Please provide:

- a) a copy of this specific policy/process
- b) detailed support documentation for employee(s) wishing to affirm their gender in the workplace
- c) detailed support/educational documentation for managers peers and colleagues

*[Insert Evidence Here or Indicate Name of Attached File(s)]*

**STANDING SUBMISSION: INCLUSION OF TRANS AND GENDER DIVERSE PEOPLE**

**ADVANCED**  
**Max. 4 points**

**13. Dress Codes and Uniforms**

We have removed gendered language within organisational wide dress code policies and/or guidelines to empower all employees, including trans, gender diverse and non-binary employees to dress in a manner (or select uniforms) that best reflects who they are.

Further contact details and information has also been provided for support, if required.

For full points, policies or guidelines must:

- a) state that all employees are supported to dress in a manner that best reflects their gender *identity*
- b) explicitly mentions trans, gender diverse and non-binary employees
- c) provide a support contact or further information on interpreting these guidelines, if required

*[Insert Evidence Here or Indicate Name of Attached File(s)]*

CSIRO does not have an explicit dress code, or any reference to a dress code or uniforms in policy or procedures. It is expected that all staff will dress appropriately for their business environment and tasks. The only position that CSIRO takes on dress codes are related to Safety and PPE and are gender neutral.

To clarify the position for trans and gender diverse staff, the following statement is available on the Pride@CSIRO resources page (see **CSIRO 2021 AWEI Attachment 1.docx, SS Q13 i**):

*CSIRO does not have an explicit dress code. Trans, gender diverse and non-binary staff are supported to dress in a manner that best reflects their gender and is appropriate for their business environment and tasks. Where uniform or special equipment is required this will be provided in line with the person’s gender identity and expression. For more information please email pride@csiro.au or contact any of the Workgroup members listed on the Key Contacts page.*

Searching the CSIRO intranet for either “dress code” or “uniforms” will bring up the Pride@CSIRO resources page within the top 4 results (see **CSIRO 2021 AWEI Attachment 1.docx, SS Q13 ii**).

**STANDING SUBMISSION: INCLUSION OF TRANS AND GENDER DIVERSE PEOPLE**

**14. Gender Affirmation Leave**

**ADVANCED  
Max. 4 points**

We have an internal policy that ensures additional paid leave is available for employees who require time away to undertake or physically manage their gender affirmation.

**Note: For full points, this leave must be** in addition to the need to utilise annual leave, sick or generic personal leave.

*For full points, please provide:*

- (a) evidence of a paid leave entitlement (over and above annual leave, sick or generic personal leave) for individuals currently affirming their gender*
- (b) a list of any supporting documentation required from the employee for you to enact this leave*
- (c) whether this leave availability is standard HR policy or solely dependent on the discretion of the manager*

*[Insert Evidence Here or Indicate Name of Attached File(s)]*

**STANDING SUBMISSION: INCLUSION OF TRANS AND GENDER DIVERSE PEOPLE**

**15. Gender Neutral Bathrooms and Facilities**

**ADVANCED  
Max. 4 points**

**We have (or are working towards) having ‘Gender Neutral’ or ‘All Gender’ bathrooms and/or facilities with clear and visible signage available to employees.**

**Note: “Unisex” signage will not be given points for this question. We are seeking more inclusive language for inclusive signage.**

**If you already have gender neutral or all gender signage, please provide:**

- (a) evidence of a communication regarding where ‘Gender Neutral’ or ‘All Gender’ bathroom/facilities can be located*
- (b) evidence of clear and visible signage as it appears at the bathroom/facility location*

**If you are still making progress towards this, please:**

- (c) outline progress made and when you expect to have signage in place.*

**If this is not possible for any reason, please provide:**

- (d) evidence of any research or work that you have done in this area*
- (e) any means by which you have been able to accommodate trans, gender diverse and non-binary employees*

*[Insert Evidence Here or Indicate Name of Attached File(s)]*

- c. In mid-2018, CSIRO Business and Infrastructure Services (CBIS) updated its CSIRO Accommodation Guidelines to include the following:
  - Male
  - Female
  - Unisex Disabled – refurbishments **(see CSIRO 2021 AWEI Attachment 1.docx, SS Q15 i).**
  - Unisex – new buildings **(see CSIRO 2021 AWEI Attachment 1.docx, SS Q15 i).**

Due to the large number of buildings within CSIRO’s property portfolio (over 1000), the decision was made to roll out the sign changes in line with new builds or building refurbishments. CSIRO has since been installing Unisex disabled bathroom signage as buildings are refurbished (e.g. Canberra site) or in response to priority requests from staff (e.g. Hobart site).

In mid-2019, the Pride@CSIRO workgroup recommended to CBIS that “all gender” signage (e.g. **see CSIRO 2021 AWEI Attachment 1.docx, SS Q15 ii**) be used rather than unisex, and this information is provided in CSIRO Common requirements document. This document outlines the standard requirements for all CSIRO accommodation issued to potential construction companies as part of any tender for new/refurb works and which must be incorporated into their designs. “Where practicable consideration should be given to augmenting existing facilities with equitable access and gender neutral facilities”. **(see CSIRO 2021 AWEI Attachment 1.docx, SS Q15 iii).**

In 2020 progress has continued in conjunction with CBIS and we have new all gender signage placed on a number of sites including:

- Victoria have upgraded all the signage on existing disabled toilets and have created a new all-gender bathroom at Clayton in Building 203 (picture attached).

- Marsfield (Q Wing) (see **CSIRO 2021 AWEI Attachment 1.docx, SS Q15 iv**) and Lucas Heights (Building 67) now have unisex signage in place. All other sites are undertaken when opportunities present

<b>STANDING SUBMISSION: INCLUSION OF TRANS AND GENDER DIVERSE PEOPLE</b>	<b>ADVANCED</b>
<b>16. (Forms) Non-Binary Gender Options for Employees</b>	<b>Max. 2 points</b>
<p>We have audited and amended (or are in the process of auditing/amending) all internal documents and forms that collect gender information to include non-binary options and options for those who identify as trans or gender diverse (moving away from binary male/female, Mr. Ms., Mrs etc.).</p> <p><i>For full points, please provide:</i></p> <ul style="list-style-type: none"> <li>(a) a brief outline of progress of work to date</li> <li>(b) options provided within changed documents if changes have been made</li> </ul> <p><b>OR (c) evidence that you do not collect or have removed gender options or gendered information on your forms</b></p> <p><i>[Insert Evidence Here or Indicate Name of Attached File(s)]</i></p>	

<b>STANDING SUBMISSION: INCLUSION OF TRANS AND GENDER DIVERSE PEOPLE</b>	<b>ADVANCED</b>
<b>17. (IT Systems) Non-Binary Gender Options for Employees</b>	<b>Max. 2 points</b>
<p>We have audited and amended (or are in the process of amending) all relevant IT systems that collect gender information to include non-binary options and options for those who identify as trans or gender diverse (moving away from binary male/female, Mr. Ms., Mrs etc.).</p> <p><i>For full points, please provide:</i></p> <ul style="list-style-type: none"> <li>(a) a brief outline of progress of work to date</li> <li>(b) options provided within systems if changes have been made</li> </ul> <p><b>OR (c) evidence that you do not collect or have removed gender options or gendered information within your systems</b></p> <p><i>[Insert Evidence Here or Indicate Name of Attached File(s)]</i></p>	

<b>STANDING SUBMISSION: INCLUSION OF TRANS AND GENDER DIVERSE PEOPLE</b>	<b>ADVANCED</b>
<b>18. Trans and Gender Diverse Applicants</b>	<b>Max. 6 points</b>
<p>For trans and gender diverse applicants, we have:</p> <ul style="list-style-type: none"> <li>a) Implemented processes to help reduce roadblocks/difficulties faced by trans and gender diverse <b>people who are applying for jobs</b></li> <li>b) <b>clearly communicated</b> a point of contact available for trans and gender diverse applicants throughout the <b>recruitment</b> process on relevant web pages or within application documentation</li> <li>c) provided documentation addressing concerns specific to trans and gender diverse applicants and made these available throughout the recruitment process</li> </ul>	

*For full points, evidence must be provided for all items above. Partial points will be given if all items are not evidenced.*

*[Insert Evidence Here or Indicate Name of Attached File(s)]*

We have invested in upskilling the CSIRO recruitment team to improve the recruitment process for trans and gender diverse applicants. In February 2020, nine team members (75% of the recruitment team) attended *Leading Practice Guide on Gender Equitable Recruitment and Promotion* training session run by Diversity Council Australia, and in May, ten members (83% of the team) attended the HR & Recruitment training session run by Pride in Diversity. The latter also included a 1.5 hour LGBTQ Awareness session as a pre-requisite. (see CSIRO 2021 AWEI Attachment 1.docx, SS Q18 i)

c) Where the opportunity presents itself, Talent Acquisition consultants advise Hiring Managers and panel chairs on LGBTQI+ awareness and what they can do as a panel to ensure that everyone feels comfortable. It is anticipated that Talent Acquisition team members participation on selection panels will increase under the new delivery model, so opportunities to educate panel members will increase. The Hiring Manager's are also provided with an interview hiring assessment kit (see CSIRO 2021 AWEI Attachment 3.docx, SS Q18). In addition, CSIRO has updated the information from the training (fact sheets) and these are provided to Managers, HR and Diversity staff to raise awareness and be a more visible inclusive organisation. (see CSIRO 2021 AWEI Attachment 1.docx, SS Q18 iii).

a) As a result of this upskilling, the recruitment team have now introduced new processes/procedures such as-recommending that recruitment panel members wear their rainbow/ally badges, lanyards, t-shirts etc. to show that CSIRO is an inclusive organisation and also we encouraged our team members (and in turn suggest to others in People/HR Managers etc.) to indicate their pronouns in their email signatures and any other places they might choose (e.g. Linked In) (see CSIRO 2021 AWEI Attachment 1.docx, SS Q18 iv).

## STANDING SUBMISSION: STRATEGIC FOCUS

STANDING SUBMISSION: STRATEGIC FOCUS	FOUNDATION
19. External Website LGBTQ Workplace Inclusion Promotion	Max. 2 points
We have promoted our focus and work on LGBTQ workplace inclusion on our <u>external</u> facing webpage (URL).	
<i>Please provide the URL of an external webpage that specifically promotes your inclusion work. (Points will not be given if we are unable to access this externally.)</i>	
<i>[Insert Evidence Here or Indicate Name of Attached File(s)]</i>	

STANDING SUBMISSION: STRATEGIC FOCUS	INTERMEDIATE
20. HR / Diversity Professional Accountabilities	2 points
We have at least one Diversity / HR professional whose job description, performance appraisal or work plan includes <u>specific and detailed</u> LGBTQ inclusion objectives/targets.	



**Note: This is beyond a general reference to LGBTQ inclusion as an area of diversity.**

*Please provide evidence of such specific targets.*

*[Insert Evidence Here or Indicate Name of Attached File(s)]*

**STANDING SUBMISSION: STRATEGIC FOCUS**

**21. Executive Sponsor or LGBTQ Champion**

**ADVANCED**

**Max. 4 points**

We have an Executive Sponsor located within our Australian offices with documented role expectations/accountabilities related to LGBTQ inclusion work and advocacy within the organisation.

*For full points, please provide evidence of both:*

- (a) the documented role expectation/accountabilities*
- (b) the mechanism through which the Executive Sponsor reports or is made accountable for these*

*[Insert Evidence Here or Indicate Name of Attached File(s)]*

**STANDING SUBMISSION: STRATEGIC FOCUS**

**22. Senior Management Diversity Accountability**

**ADVANCED**

**Max. 4 points**

We include specific diversity and inclusion accountabilities, job goals or expected outcomes within senior management appraisals beyond generic company values addressing diversity/inclusion (this may or may not include LGBTQ specific accountabilities).

**Note:** This is outside of network leadership and executive sponsor accountabilities - applies to all executive/senior leaders.

*For full points, please:*

- (a) confirm that there are diversity accountabilities (over and above general behavioural values) within senior management appraisals.*
- (b) provide evidence (template example acceptable) or if highly confidential, please indicate the name of a senior HR person who can verify this:*

*[Insert Evidence Here or Indicate Name of Attached File(s)]*

**STANDING SUBMISSION: STRATEGIC FOCUS**

**23. Customer-facing LGBTQ Inclusion**

**ADVANCED**

**Max. 3 points**

We have evaluated (or are in the process of evaluating) the LGBTQ inclusivity of customer facing / service user processes.

For full points, please:

- a) clearly outline the extent of this work and progress made to date

*[Insert Evidence Here or Indicate Name of Attached File(s)]*

1. CSIRO has many researchers that conduct studies, questionnaires and interviews with the general public in Australia on a wide range of topics. CSIRO launched an updated Human Ethics Resource intranet page for our researchers that features a section on “Asking about sex and gender in research”. (see CSIRO 2021 AWEI Attachment 1.docx, SS Q23 i). This was released by the Science Impact and Policy team in September 2020 following consultation and feedback from Pride@CSIRO network and Pride in Diversity. The updated information will enable our researchers to ensure they are being inclusive in how they ask questions in relation to sex and gender. The updates were shared on Yammer with the Pride@CSIRO network. (see CSIRO 2021 AWEI Attachment 1.docx, SS Q23 ii).
2. CSIRO provided a submission to the National Health and Medical Research Council (NHMRC) on the National Statement on ethical conduct in human research (sections 4 and 5) in October 2020. In preparation for the submission Science Impact and Policy team consulted with the Pride@CSIRO network on Question 5 (gender and diversity). (see CSIRO 2021 AWEI Attachment 1.docx, SS Q23 iii). The submission has not been published publicly and we have provided the relevant section that the Pride@CSIRO network was consulted on. (see CSIRO 2021 AWEI Attachment 1.docx, SS Q23 iv).

STANDING SUBMISSION: STRATEGIC FOCUS

24. Customers Information: Changing Gender Markers

ADVANCED

3 points

We provide customers / service users with easily accessible information on how they can change their title (Mr, Ms, Mx), name and gender within our systems.

For full points, please provide either:

- a) a copy of the customer/service user documentation that outlines this or a screenshot of that information.
- b) evidence that you do not collect or have removed gender options or gendered information in your systems

*[Insert Evidence Here or Indicate Name of Attached File(s)]*

**\*\* END OF SECTION 1: STANDING SUBMISSION \*\***

## ANNUAL SUBMISSION

This part of the Submission (Sections 2 – 10) is only applicable to work carried out in the 2020 calendar year. Points will not be allocated for work carried out in 2021.

A reminder to read each question carefully and the specific evidence required, respectively.

- Each question asks for specific LGBTQ-explicit evidence. If inadequate or incomplete evidence is provided for any question, full points may not be obtained.
- If attaching evidence, please indicate the question number / title on the file name

For further support and clarification: Please download the [AWEI Scoring Guidelines](#) or refer to the [AWEI Tools and Support](#) webpage.

**\*\*Due to the Covid-19 pandemic and national/state-wide restrictions, social distancing and other related factors, we will be accepting any virtual or digital evidence for the questions within the Annual Submission.\*\***

## SECTION 2: STRATEGY & ACCOUNTABILITY

ANNUAL SUBMISSION: STRATEGY & ACCOUNTABILITY

FOUNDATION

<b>1. External LGBTQ Expertise</b>	<b>Max. 2 points</b>
<p>We have access to external LGBTQ support/expertise that we have called upon throughout the assessed year (this may include but is not limited to PID).</p>	
<p>Please provide evidence of <u>one</u> such engagement throughout the assessed year, identifying who that was with.</p>	
<p><i>[Insert Evidence Here or Indicate Name of Attached File(s)]</i></p>	
<p>CSIRO was a member of Pride and Diversity in 2020. During the calendar year, we accessed Pride in Diversity consulting for the Werkgroup and D&amp;I teams, and training from the pride in diversity network for including 17 courses attended by CSIRO staff.</p>	
<b>ANNUAL SUBMISSION: STRATEGY &amp; ACCOUNTABILITY</b>	<b>FOUNDATION</b>
<b>2. Documented LGBTQ Strategy</b>	<b>Max. 3 points</b>
<p>We have a documented LGBTQ inclusion strategy (or pillar within an overarching diversity strategy) in place for the assessed year that includes <u>clearly defined</u> LGBTQ targets and/or action plans.</p>	
<p>Please provide a copy of the LGBTQ component of your strategy and clearly defined targets. <i>If your strategy does not contain clearly defined LGBTQ targets, please provide any accompanying/supporting action plans that will show specific goals in this area</i></p>	
<p><i>[Insert Evidence Here or Indicate Name of Attached File(s)]</i></p>	
<p>CSIRO's high- level D&amp;I strategy commits to two areas with documented LGBTIQ inclusion actions. CSIRO's Science in Australia Gender Equity (SAGE) action plan and the Pride@CSIRO plan (see CSIRO AWEI 2021 Attachment 1 docx ASQ2i).</p>	
<p>The SAGE action plan considers gender equity in its broadest form, with a targeted transgender and broader LGBTIQ section associated actions. Each action has specific dates associated with sub- tasks. (see CSIRO 2021 AWEI Attachment 1.docx, ASQ2ii).</p>	
<p>The Pride@CSIRO network held strategy planning sessions on the 7<sup>th</sup> and 13<sup>th</sup> August 2020 where the AWEI results were reviewed with the intention of developing a pride strategy document. From the strategy meetings we produced a table of ideas, and started planning actions (see CSIRO 2021 AWEI Attachment 1.docx, AS Q2 iv) and it was agreed that we would continue with the ongoing work and planned the next meeting for February 2021 (see CSIRO 2021 AWEI Attachment 1.docx, AS Q2 v).</p>	
<b>ANNUAL SUBMISSION: STRATEGY &amp; ACCOUNTABILITY</b>	<b>INTERMEDIATE</b>
<b>3. LGBTQ Advisory Group</b>	<b>Max. 4 points</b>
<p>We have <u>established and promoted</u> an internal LGBTQ advisory group which has:</p>	
<ul style="list-style-type: none"> <li>a) met specifically to identify areas requiring change or to work on projects requiring their expertise and guidance</li> <li>b) engaged with <u>the organisation</u> in efforts to implement change or complete allocated projects</li> </ul>	
<p>Note: This group may be the leadership or a subset of your Employee Network, or a group within your organisation with distinct expertise in LGBTQ inclusion.</p>	

For full points, please provide:

- (a) evidence of how this group's expertise or counsel is promoted across the organisation
- (b) evidence of any meetings or work undertaken by this group throughout the assessed year

*[Insert Evidence Here or Indicate Name of Attached File(s)]*

The network's leadership, i.e. the Werkgroup, act as an LGBTIQ advisory group for CSIRO. The Werkgroup consists of more than 50% LGBTIQ identifying staff. It has representatives from CSIRO's Leadership Team s22, s47F HR, DI&B (Diversity, Inclusion and Belonging) and Communications providing expertise across a range of corporate functions (see CSIRO 2021 AWEI Attachment 1.docx, AS Q3 i); as well as the lived experience of our LGBTIQ members.

(a) The Werkgroup's counsel is promoted via the Pride@CSIRO intranet pages:

- On the Pride@CSIRO home page "On our Key Contacts page you'll find a range of internal staff you can talk to about any workplace issues affecting you as a LGBTIQ+ CSIRO staff member, or if you would like support or assistance in aspects of LGBTIQ inclusion." (see CSIRO 2021 AWEI Attachment 1.docx, AS Q3 ii);
- The Pride@CSIRO Key Contacts page says "If you would like support or assistance in aspects of LGBTIQ inclusion, please email Pride@csiro.au or contact one of the Werkgroup members listed below." (see CSIRO 2021 AWEI Attachment 1.docx, AS Q3 iii).

Pride@CSIRO are recognised as LGBTIQ experts and are called upon by the organisation for advice in LGBTIQ matters e.g. in 2020 we were called on to provide advice on (see CSIRO 2021 AWEI Attachment 1.docx, AS Q3 iv):

- Managing gender transition for a potential contractor hire (Example 1- 4<sup>th</sup> March)
- Gender on first aid form (Example 2 - May 2020)
- Wording of gender identification question on all staff survey (Example 3 - 15<sup>th</sup> April 2020)
- Guide for asking about gender and sex in research studies (Example 4 - 16<sup>th</sup> June 2020)
- Question on inclusive description of gender in a DoubleHelix article (a STEM kids magazine published by CSIRO) (Example 5 - 12<sup>th</sup> October)
- Advice on pronouns (Example 6 - 26<sup>th</sup> November 2020)

(b) Throughout 2020 we met every 6-8 weeks for 1 hour meetings (see CSIRO 2021 AWEI Attachment 1.docx, AS Q3 v). In addition to this we had a 2 x 3-hour strategy workshops in August. [(see CSIRO 2021 AWEI Attachment 1.docx, AS Q3 vi) for invitation and agenda, (see CSIRO 2021 AWEI Attachment 1.docx, AS Q3 vii) for workshop outputs to identify priority areas for change.]

#### ANNUAL SUBMISSION: STRATEGY & ACCOUNTABILITY

##### 4. LGBTQ Inclusion Reporting

INTERMEDIATE

2 points

Within the assessed calendar year, we have published a report on our LGBTQ inclusion work. This may be within annual reports, CSR documentation or equivalent public facing documentation.

**Note:** This report may include work prior to the assessed year, however the report must be published within 2020.



Please provide evidence.

*[Insert Evidence Here or Indicate Name of Attached File(s)]*

CSIRO’s 2019-2020 Annual report referenced CSIRO’s marching in the 2020 Sydney Gay and Lesbian Mardi Gras parade for the second time, in the following sections of the CSIRO annual report.

In the Diversity and Inclusion section: “We prioritised activities that raise the awareness of the LGBTIQ+ employees and participated in annual celebrations including Sydney Gay and Lesbian Mardi Gras” and (image), “More than 50 of our scientists and employees marched in the 2020 Sydney Gay and Lesbian Mardi Gras parade to demonstrate our commitment to LGBTIQ+ inclusion” (page 107).

In the communication section: “Business and community engagement activities across the year included our second appearance at the annual Sydney Gay and Lesbian Mardi Gras Parade, the first ever virtual ON Accelerator Demo Night, the first Young Indigenous Women’s STEM Academy camps and D61+Live” (page 115).

[CSIRO Annual Report 2019–20 - CSIRO](#) (see [CSIRO 2021 AWEI Attachment 1.docx, AS Q4 i](#)) for pdf of the relevant sections outlined above.

CSIRO has released a new resource (Year in review 2020). [Our purpose - CSIRO](#). In this resource it has highlighted CSIRO being awarded Gold status for the Australian Workplace Equity Index (page 7) and in the Diversity and Inclusion section highlights that more than 50 of our people marched in the 2020 Sydney Gay and Lesbian Mardi Gras Parade demonstrating our commitment to lesbian, gay, bisexual, transgender/gender diverse, intersex and queer (LGBTIQ+) inclusion. Earlier this year, we received Gold Employer Status in the 2020 Australian Workplace Equality Index, which recognised our commitment to equality for LGBTIQ+ inclusiveness (page 30) (see [CSIRO 2021 AWEI Attachment 1.docx, AS Q4 ii](#)).

**ANNUAL SUBMISSION: STRATEGY & ACCOUNTABILITY**

**INTERMEDIATE**

**5. Media Coverage**

**2 points**

**Our work in LGBTQ inclusion has been covered by an independent source (not internally written or published) within the assessed calendar year.**

**Note: This has to cover your LGBTQ inclusion work in detail and cannot be a brief mention of your organisation, recognised employee/individual or an award won.**

*Please provide evidence of how your LGBTQ inclusion work has been recognised by an independent source: screenshot, URL, image or insert attachment.*

*[Insert Evidence Here or Indicate Name of Attached File(s)]*

An article was published on the SAGE (Science in Australia Gender Equity) News page on 6<sup>th</sup> April 2020, titled *Ecology and the language of diversity*. (see [CSIRO 2021 AWEI Attachment 1.docx, AS Q5 i](#)) Or [Ecology and the language of diversity – Science in Australia Gender Equity \(SAGE\) \(sciencegenderequity.org.au\)](#). The article featured CSIRO scientist, Frank Zich, talking about his work in ecology and biodiversity, and reflecting on the impact of CSIRO’s diversity and inclusion strategy:



*Frank, who identifies as gay, reflects on how far CSIRO has come in openly celebrating diversity over the course of his career. 'I reflected back on my experiences in the early 1990s with CSIRO, where my local team accepted me, but when it came to CSIRO as an organisation, I don't recall that they had any statements at all back then about diversity and inclusion,' says Frank.*

*CSIRO has worked hard to build a safe and welcoming culture through its diversity and inclusion strategy, recognising and valuing the diversity and contributions of all its employees. 'It's said often, but it is also true, that having a diversity of people in a workplace who all feel included and valued does lead to a work environment that is happier, more innovative and more productive,' adds Frank.*

An article was published in the Sydney Morning Herald on February 29<sup>th</sup> 2020, which mentioned CSIRO's participation in the Sydney Gay and Lesbian Mardi Gras and the theme of our LGBTIQ+ inclusion, Biodiversity. (see [CSIRO 2021 AWEI Attachment 1.docx, AS Q5 ii](#))

*"Nearby, scientists from the CSIRO were preparing their "Biodiversity" float, which Alex Caputo, a biochemist, said was designed to represent biological as well as workplace diversity.*

*Caputo said marching in the parade was an "ecstatic" experience: "It's hard to describe the feeling. It's such a rush. It's over before you know it."* [Mardi Gras 2020: Firefighters steal show from muscle-bound marchers and drag queens \(smh.com.au\)](#).

**ANNUAL SUBMISSION: STRATEGY & ACCOUNTABILITY**

**6. Strategic Work in Recruitment, Supplier Policy or Service Provision**

**ADVANCED  
Max. 3 points**

We have completed, updated or are making progress towards work within one of the following areas over the assessed calendar year:

- LGBTIQ targeted recruitment (targeting LGBTIQ job seekers)
- LGBTIQ supplier policy / promotion / resourcing / procurement policy (either seeking LGBTIQ suppliers; or having a policy requiring suppliers to reflect your values around LGBTIQ inclusion or attend training)
- LGBTIQ marketing campaigns or service provision brochures/collateral specifically targeting LGBTIQ populations or answering questions specific to this population

*Please provide evidence for work within one of the requested areas within the assessed year.*

*If you have completed work within more than one of the above areas within the assessed year or have already existing (and current work) within areas listed above, please add that to the ADDITIONAL WORK section at the end of this submission.*

*[Insert Evidence Here or Indicate Name of Attached File(s)]*

**LGBTIQ targeted recruitment**

- All adverts currently include our diversity statement (*We are working hard to recruit diverse people and ensure that all our people feel supported to do their best work and feel empowered to let their ideas flourish*) and a link to CSIRO's Diversity & Inclusion Strategy (<https://www.csiro.au/en/About/Policies-guidelines/Working-at-CSIRO/Diversity-strategy>) (see [CSIRO 2020 AWEI Attachment 1.docx, AS Q6 i](#)).

- The recruitment team have been in discussion with members of the D&I team regarding updating the D&I statement, and around the most appropriate way to provide contact points to best support transgender applicants. CSIRO's Recruitment Consultants are actively encouraged to access to CSIRO's Pride in Diversity Resources.
- External advertisements are posted to diversity job board Work180 where we are an Endorsed Employer. We provide material to the website to promote CSIRO's diversity strategies including specific references to LGBTIQ employee led network and gender neutral parental leave policies on our employer profile (see **CSIRO 2020 AWEI Attachment 1.docx, AS Q6 ii**) or <https://au.work180.co/employer/csiro>). We also participate in various campaigns with Work180 that target specific audiences.

**ANNUAL SUBMISSION: STRATEGY & ACCOUNTABILITY**

**7. Executive Leadership Representation**

**ADVANCED**  
**2 points**

We currently have **openly LGBTIQ identifying people** within our internal Diversity Council and/or within our Executive Leadership Team.

Please provide details of the **names and roles** of openly LGBTIQ identifying people within either your Diversity Council or Executive Team

*[Insert Evidence Here or Indicate Name of Attached File(s)]*

- (i) There was one openly LGBTIQ identifying person on the CSIRO Leadership team during 2020: [REDACTED] s47F
- (ii) In 2020 CSIRO has formed an internal Diversity Inclusion and Belonging Representative Council with representatives from Business unit chairpersons of D&I committees, HR, Pride@CSIRO network, Shine (disability) network, and members of the DI&B team [REDACTED] s47F is the Pride@CSIRO representative on this council being an identifying member of the CSIRO workgroup. (see **CSIRO 2021 AWEI Attachment 1.docx, AS Q7 i**).

**ANNUAL SUBMISSION: STRATEGY & ACCOUNTABILITY**

**8. LGBTIQ Inclusion Promotion**

**ADVANCED**  
**Max. 4 points**

We can show evidence of promoting our commitment to LGBTIQ inclusion in **up to two** of the following areas:

- pitching for business or contracts
- engaging with potential clients/customers
- applying for funding
- engaging with strategic partners or key external stakeholders

Please provide evidence for **up to two** of the areas covered. Note: Partial points will be given for less than two areas of work evidenced.

If you have completed work within more than two of the above areas within the assessed year or have already existing (and current work) within areas listed above, please add that to the **ADDITIONAL WORK** section at the end of this submission.

*[Insert Evidence Here or Indicate Name of Attached File(s)]*

**Engaging with strategic partners or key external stakeholders**

s47F presented at the Japanese womens innovation network on Innovation in Australia accelerated through CSIRO and its Diversity and Inclusion initiatives. This presentation highlighted the LGBTIQ initiatives completed to date as part of CSIRO’s SAGE action plan and highlighted CSIRO’s AWEI gold award. (see CSIRO 2021 AWEI Attachment 1.docx, AS Q8 i).

**Engaging with potential clients/customers**

CSIRO’s other largest stakeholders is the Australian public, and CSIRO promotes its diversity and inclusion work, including LGBTIQ workplace inclusion and activities via the external CSIRO social media channels. CSIROscope is our externally facing blog covering a wide range of science and people stories, including stories about our diversity inclusion and belonging initiatives, including Pride@CSIRO. In May 2020, CSIRO promoted CSIRO 2020, Mardi Gras experience, [Shake, Science and Roll: our community video hits - CSIROscope](#) (see CSIRO 2021 AWEI Attachment 1.docx, AS Q8 ii).

s47F (identifying pride member) presented a public talk at s47F s47F (see CSIRO 2021 AWEI Attachment 1.docx, AS Q8 iii).

s47F (an identifying Werkgroup member) presented to Geoscience Australia (28/2/2020) on ‘Sniffs of an achean sediment hosted cooper system in the worlds oldest lake’. (see CSIRO 2021 AWEI Attachment 1.docx, AS Q8 iv).

### SECTION 3: LGBTQ EMPLOYEE NETWORKS / RESOURCE GROUPS

Please note: Different terms are used for internal networks (including Ally/Champion Networks, Resource Groups, Employee Network Groups, Employee Action Groups, etc.). For the purpose of consistency within this submission, when referring to such networks or equivalent, the terminology used within this section will be *Employee Network*.

If you have an outstanding Network Leader who has performed above and beyond the expectations of their role and significantly impacted LGBTQ inclusion within your workplace, please consider nominating them for the [Network Leader of the Year Award](#). (This nomination is open to anyone who has a formal role within the employee network leadership group.)

ANNUAL SUBMISSION: LGBTQ EMPLOYEE NETWORKS / RESOURCE GROUPS	FOUNDATION
9. LGBTQ Employee Network	Max. 2 points

Within the assessed calendar year, we have *either*:

- a) made progress towards the launch or establishment of an LGBTQ employee network
- b) an established LGBTQ employee network with a clearly documented charter/purpose or remit

*If you are in the process of creating a network, please evidence progress made within the assessed year.*

*If you have an existing network, please provide a copy of the network's charter/purpose.*

*[Insert Evidence Here or Indicate Name of Attached File(s)]*

a) Our purpose and objectives are clearly stated on the Pride@CSIRO intranet and confluence pages (see **CSIRO 2021 AWEI Attachment 1.docx, AS Q9 i and ii**). Our purpose is stated as: *"The network provides professional and social networking opportunities for Lesbian, Gay, Bisexual, Transgender and Intersex (LGBTI+) identifying staff and LBGTI+ friendly staff (allies). It is a space where staff identifying as LGBTI+ can feel comfortable and supported to share experiences and advice. We promote the inclusion of LGBTI+ employees by increasing the visibility of and taking practical actions to improve this aspect of diversity. CSIRO is committed to developing and maintaining a culture that respects, values and actively pursues the benefits of a diverse workforce. Pride@CSIRO is a supporting element of our Diversity Inclusion and Belonging plan."*

Our objectives are stated as: *"1. to increase the awareness of the Pride@CSIRO network and the issues important for LGBTIQ staff. 2.To develop peer-support mechanisms for staff who identify as LGBTI+ and their allies. 3. To reduce discrimination by supporting staff and leaders build knowledge and apply workplace inclusive practices."*

b). The Pride@CSIRO network has an established charter. (see **CSIRO 2021 AWEI Attachment 1.docx, AS Q9 iii**).

<b>ANNUAL SUBMISSION: LGBTQ EMPLOYEE NETWORKS / RESOURCE GROUPS</b>	<b>FOUNDATION</b>
<b>10. Network Leadership Structure</b>	<b>Max. 3 points</b>
<p><b>Our employee network has a clearly articulated leadership structure with:</b></p> <ul style="list-style-type: none"> <li>a) clear roles and/or responsibilities for those involved</li> <li>b) an HR or Diversity representative as part of the leadership structure</li> </ul> <p><i>For full points, please provide:</i></p> <ul style="list-style-type: none"> <li>(a) a copy of your network leadership structure clearly articulating role accountabilities</li> <li>(b) evidence that you have HR or diversity representation within the leadership</li> </ul> <p><i>[Insert Evidence Here or Indicate Name of Attached File(s)]</i></p> <ul style="list-style-type: none"> <li>a) The Werkgroup roles are clearly defined in our charter (see <b>CSIRO 2021 AWEI Attachment 1.docx, AS Q10 i</b>).</li> <li>b) The admin roles are filled by members of the DI&amp;B team and a HR staff member on the Werkgroup. (see <b>CSIRO 2021 AWEI Attachment 1.docx, AS Q10 ii</b>).</li> </ul>	



<b>ANNUAL SUBMISSION: LGBTQ EMPLOYEE NETWORKS / RESOURCE GROUPS</b> <b>11. Network Strategy / Work Plan</b>	<b>FOUNDATION</b> <b>Max. 3 points</b>
<p><b>Our network has in place its own strategy (or a work plan contributing to the organisation’s LGBTQ inclusion strategy) and has reported progress against clearly defined action plans, timelines and/or deliverables within the assessed year.</b></p> <p><i>For full points, please provide all of the following:</i></p> <ul style="list-style-type: none"> <li>(a) a copy of your <b>network strategy</b> or component of the strategy that the network has been working on within the assessed year</li> <li>(b) a copy of action plans and timelines utilised</li> <li>(c) a copy of the latest progress report</li> </ul>	
<p><i>[Insert Evidence Here or Indicate Name of Attached File(s)]</i></p> <p>a) We had a strategy for the 2019-2020 FY, which we reviewed and tracked actions over the 12 months to June 2020). As of June 2020, there were a number of ongoing actions that continued into the new FY. (see CSIRO AWEI Attachment 1.docx ASQ11 i). In August 2020 we had 2 x 3 h sessions to identify and start planning key activities for the 20/21 FY.</p> <p>b) At this meeting we decided to extend the 19/20 strategy to the end of the calendar year, to allow for future strategies to align to the AWEI reporting period (ie by calendar year). Activities identified during the session will form the basis of the 2021 Strategy. (see CSIRO AWEI Attachment 1.docx AS Q 11 ii).</p> <p>c) The action plan is evolving with continuing discussions on progress and assigning of people responsible for each action, (see CSIRO AWEI Attachment 1.docx AS Q 11 iii). The next strategy session is planned for February 2021. (see CSIRO AWEI Attachment 1.docx AS Q 11 iv).</p>	
<b>ANNUAL SUBMISSION: LGBTQ EMPLOYEE NETWORKS / RESOURCE GROUPS</b> <b>12. Orientation / On-boarding</b>	<b>INTERMEDIATE</b> <b>Max. 2 points</b>
<p><b>Our network is actively involved in orientation, on-boarding or the welcoming of new hires within the organisation. If orientation is strictly online, our network has sought means to introduce new hires to the network and welcome them to the organisation.</b></p> <p><i>For full points, please provide:</i></p> <ul style="list-style-type: none"> <li>(a) evidence of when this last occurred</li> <li>(b) the degree of network involvement/participation</li> </ul>	
<p><i>[Insert Evidence Here or Indicate Name of Attached File(s)]</i></p> <p>CSIRO does not run face-to-face orientation sessions making it difficult to personally reach out to new staff. However, all new recruits are directed to the New Starters Portal as part of onboarding. This portal provides valuable information about CSIRO and about the services available to staff. This includes a section dedicated to</p>	

Networks for staff, with the first network listed being Pride@CSIRO. This provides a link to the Network intranet homepage (see CSIRO 2021 AWEI Attachment 1.docx, AS Q12 i).  
 New starters are able to search and access the Pride@CSIRO communities on Yammer when they commence. (see CSIRO 2021 AWEI Attachment 1.docx, AS Q12 ii).

**ANNUAL SUBMISSION: LGBTQ EMPLOYEE NETWORKS / RESOURCE GROUPS** **INTERMEDIATE**  
2 points

**13. Strategy and Goals**

**Our network leads have objectives that are assessed annually within performance discussions, relating specifically to performance within that role (as opposed to generic cultural, diversity or value statements).**

*Please provide evidence of specific KPI's in relation to a network lead role being incorporated within formal performance/assessment discussions.*

*[Insert Evidence Here or Indicate Name of Attached File(s)]*

Pride network Executive Sponsor and Werkgroup member, [s47F] has objectives and performance indicators specific to the Pride@CSIRO network in his annual performance agreement. For the work objective/key results area "Executive sponsor of Pride@CSIRO network and attend network meetings and member of the working group" and the performance indicators are "Executive sponsor of the Pride@CSIRO network and attend network meetings and member of the working group" (see CSIRO 2021 AWEI Attachment 1.docx, AS Q13i)

Werkgroup Deputy Lead, [s47F] has objectives and performance indicators specific to the Pride@CSIRO network in her annual performance agreement. For the work objective/key results area "Pride@CSIRO" the performance indicators are "Actively Contribute to the Pride@CSIRO working group including participation in meeting/workshops, liaising with working group members on key network activities; act as one of the key contacts of the network and respond to queries such as membership, activities and advice for LGBTI+ employees; contribute to EA negotiations; attend events such as Wear It Purple Day, Mardi Gras Fair Day." (see CSIRO 2021 AWEI Attachment 1.docx, AS Q13 ii)

Werkgroup Lead, [s47F] has objectives and performance indicators specific to the Pride@CSIRO network in his annual performance agreement. For the corporate citizen area "Pride@CSIRO" network member and the performance indicators are "1. Advance the experience of LGBTIQ+ people and allies in CSIRO and 2. Make CSIRO an inclusive and diverse place where people are comfortable bringing their whole selves to work." (see CSIRO 2021 AWEI Attachment 1.docx, AS Q13 iii)

**ANNUAL SUBMISSION: LGBTQ EMPLOYEE NETWORKS / RESOURCE GROUPS** **INTERMEDIATE**  
Max. 2 points

**14. Sustainability Plan**



**Our network has a documented sustainability plan (over and above a leadership structure and/or a succession plan) that will help ensure the longevity and continuity of the network.**

*Please provide:*

- (a) an outline of what considerations were considered in the development of the plan
- (b) a copy of the plan

*[Insert Evidence Here or Indicate Name of Attached File(s)]*

- a. We took into account sustainability of the Workgroup membership (maintaining active members to drive the network activities) and sustainability of our membership.
- b. **see CSIRO 2021 AWEI Attachment 1.docx, AS Q14**

<b>ANNUAL SUBMISSION: LGBTQ EMPLOYEE NETWORKS / RESOURCE GROUPS</b>	<b>ADVANCED</b>
<b>15. Allies of Trans and Gender Diverse People</b>	<b>Max. 3 points</b>

The network has undertaken one of the following within the assessed year:

- a) actively distributed, promoted or developed information on how to be an ally to trans and gender diverse employees
- b) worked with trans and gender diverse employees or community members to develop targeted inclusion initiatives profiling trans and gender diverse speakers or role models

**Note: This is over and above speaking events or LGBTQ calendar Days of Significance.**

*Points will be given for one of the above.*

- (a) If you have selected (a), please provide a copy of the information provided
- (b) If you have selected (b), please provide details and evidence of this work

*If you have undertaken work for both, please include the second piece of work under ADDITIONAL WORK at the end of this submission. Please do not duplicate any evidence already submitted for events around LGBTQ Days of Significance. Points will not be allocated twice for the same event.*

*[Insert Evidence Here or Indicate Name of Attached File(s)]*

a) EXAMPLE 1: We developed a resource page for Trans Day of Visibility which included a terminology guide, ACON fact sheet on TDOV, and links to 'how to be an ally' articles from Minus18 and abc.net.au (**see CSIRO 2021 AWEI Attachment 1.docx, AS Q15 i).**

A summary of the information was emailed to the Pride@CSIRO network (~200 members – **see CSIRO 2021 AWEI Attachment 1.docx, AS Q15 ii.**) with a link back to the full page, as well as promoting external trans awareness sessions and additional resources. A short summary was also posted to Yammer (seen by 179 staff across the org (**see CSIRO 2021 AWEI Attachment 1.docx, AS Q15 ii.**))

EXAMPLE 2: We developed a resource page for International Non-Binary People’s Day which included guides to inclusive non-binary language and non-binary pronouns (see [CSIRO 2021 AWEI Attachment 1.docx, AS Q15 iii.](#)), and guides to supporting non-binary people in the workplace (e.g. [Supporting Non-Binary People](#), [Understanding non-binary people how to be respectful and supportive](#), [Best practices for non-binary inclusion in the workplace](#)).

A summary of the information was emailed to the Pride@CSIRO network (~200 members – see [CSIRO 2021 AWEI Attachment 1.docx, AS Q15 v.](#)) with a link back to the full page, as well as highlighting a few simple things people can do to be an ally to non-binary people. A short summary was also posted to Yammer (seen by 115 staff across the org (see [CSIRO 2021 AWEI Attachment 1.docx, AS Q15 vi.](#)))

In addition to these resources, a non-binary staff member spoke for ~10 minutes about International Non-Binary People’s Day at our Network meeting on the 2<sup>nd</sup> of July (see [CSIRO 2021 AWEI Attachment 1.docx, AS Q15 vii.](#))

ANNUAL SUBMISSION: LGBTQ EMPLOYEE NETWORKS / RESOURCE GROUPS	ADVANCED Max. 3 points
16. Visibility of LGBTQ Women	
Throughout the assessed year, our network has <i>either</i> :	
<del>a) developed and made progress against an active strategy with targets in place to increase the visibility of LGBTQ women; or</del> b) undertaken and documented significant activity throughout the year to increase visibility of LGBTQ women and <b>out</b> role models	
<i>Points will be given for <u>one</u> of the above.</i>	
<i>(a) If you have selected (a), please enclose a copy of any plan developed along with a report of progress made</i>	
<i>(b) If you have selected (b), please provide an outline of all activity taken to specifically increase the visibility and participation of LGBTQ women</i>	
<i>If you have undertaken work for both, please include the second piece of work under ADDITIONAL WORK at the end of this submission.</i>	
<i>[Insert Evidence Here or Indicate Name of Attached File(s)]</i>	
b) activities undertaken to increase the visibility of LGBTQ women	
<ul style="list-style-type: none"> <li>For <b>Wear it Purple Day 2020</b> we ran a one-hour panel discussion titled <i>Living, Leading, Driving Change</i>, which featured 4 LGBTQ+ identifying people, and the executive sponsor from the Bureau of Meteorology’s Storm Pride Network. The panellists included <b>s47F</b> (CSIRO), who spoke about her experience of living and working in rural Australia as a LGBTQ+ woman. The live webinar was attended by ~100 people and a recording was made available afterwards (34 views till 23/12/2020. (see <a href="#">CSIRO 2020 AWEI Attachment 1.docx, AS Q16 i</a>))</li> </ul>	

- During CSIRO’s external communications campaign associated with **Mardi Gras 2020 Parade**, we profiled staff on the CSIROscope blog in the article *Marching with pride at Mardi Gras* (28 Feb 2020). The story included LGBTIQ+ woman, Renee Birchall. Renee said “... *While acceptance of the LGBTI+ identifying community is better than ever, there’s still a really long way to go. Within my lifetime, being gay was illegal. For many of us, we still need to hide our true identities at school or at work. Involvement in the Sydney Gay and Lesbian Mardi Gras shows the nation that CSIRO promotes and values diversity and inclusion. This is a big step in helping erase the discrimination. I’m marching for every LGBTI+ person who has experienced discrimination (including myself) and to show my support for (bio)diversity. Diversity of people and biodiversity of life on our planet is necessary for our future and needs to be celebrated and protected.*” (see <https://blog.csiro.au/rainbow-revolution-mardi-gras/>)
- On the 26<sup>th</sup> of August 2020, a video was shared on the official CSIRO Facebook page featuring LGBTIQ+ women, Jess and Beth. The video, originally created in 2019, was based on the ABC’s ‘You Can’t Ask That’ TV series and included questions about our staff’s LGBTIQ experience, and the experience of each person ‘bringing their whole selves to work’. The 2020 post had 6k views and 300 reactions. (see <https://www.facebook.com/CSIROnews/videos/625021908451770/>)
- We promoted **Lesbian Day of Visibility** with an email to the network (~200 people) (see **CSIRO 2020 AWEI Attachment 1.docx, AS Q16 ii**), and a post on Yammer (seen by 154 people) (see **CSIRO 2020 AWEI Attachment 1.docx, AS Q16 iii**). We also produced a resource page for lesbian days of awareness which was promoted in the email and Yammer post. (see **CSIRO 2020 AWEI Attachment 1.docx, AS Q16 iv**)
- We promoted **Pride in Diversity’s Sapphire Network event: Celebrating Her Story**, for International Lesbian Day via email 1/10/2020 to the Pride@CSIRO Network (see **CSIRO 2020 AWEI Attachment 1.docx, AS Q16 v**).
- Jess Stromberg also feature in a CSIRO blog highlighting the value of inclusion with the workplace. (<https://blog.csiro.au/lgbtiq-value-inclusion-csiro/> or see **CSIRO 2020 AWEI Attachment 1.docx, AS Q16 vi**).

ANNUAL SUBMISSION: LGBTQ EMPLOYEE NETWORKS / RESOURCE GROUPS	ADVANCED 3 points
<b>17. LGBTQ Intersectionality</b>	
Throughout the assessed calendar year, the network has provided opportunities for LGBTQ people of diverse groups to raise their visibility and/or to share their stories across the organisation:	
Please provide evidence for one of the following:	
<ul style="list-style-type: none"> <li>• LGBTQ and Aboriginal, Torres Strait Islander or Indigenous</li> <li>• LGBTQ and a person of faith</li> <li>• LGBTQ and of another diverse group (i.e. CALD, of mature age, living with disability, etc.)</li> </ul>	
<i>Please provide evidence for <u>one</u> of the selected groups above.</i>	
<i>If you have undertaken above-and-beyond work for more than one of the groups mentioned above, please include evidence of work in the ADDITIONAL WORK section at the end of this submission.</i>	
<i>[Insert Evidence Here or Indicate Name of Attached File(s)]</i>	
<b>Opportunities for LGBTIQ and CALD people to share their story:</b>	

- For Wear it Purple Day 2020 we ran a panel discussion titled *Living, Leading, Driving Change*, which featured 4 LGBTQ+ identifying people, and the executive sponsor from the Bureau of Meteorology's Storm Pride Network. The panellists included two CALD and LGBTQ+ identifying men: s47F (CSIRO) and s47F (RMIT). (see CSIRO 2021 AWEI Attachment 1.docx, AS Q17 i. and ii.) The webinar was attended by ~100 people and the recording has been viewed 34 times. s47F spoke about the challenges of coming out to family and friends as a LGBTQ+ man due to cultural and language barriers. He shared how volunteering with LGBTQ+ groups (Melbourne Queer Film Festival, and choir group Low Rez) helped him to feel more comfortable in his own skin, and noted that a trusted ally at work, and participating in the Mardi Gras Parade with Pride@CSIRO had helped him to feel more comfortable bringing his whole self to work. s47F spoke about how he found comfort in meeting others like him at university, after a 'rocky of coming out in the 90s' to immigrant parents from Malaysia and Thailand. Recording of the panel event available at s47F should be visible for non-CSIRO employees, but please do not distribute. s47F starting at ~9:15 in recording. s47F starting at ~31:45 min in recording.

ANNUAL SUBMISSION: LGBTQ EMPLOYEE NETWORKS / RESOURCE GROUPS

ADVANCED  
Max. 4 points

18. Intersex Allies

As Intersex Allies:

- The network has completed one of the following within the assessed calendar year:
  - ~~communicated what the organisation has been or is currently doing to be more inclusive of Intersex people while acknowledging that Intersex status is about variations of sex characteristics, not gender identity or sexual orientation~~
  - ~~held organisation wide educational events where Intersex people have spoken~~
  - distributed current and accurate information on Intersex inclusion or awareness raising across the organisation
  - shared articles, books, movies, documentaries, presentations about Intersex from intersex perspectives
  - ~~sought and gained permission from intersex organisations such as IHRA to share relevant content on social media or LGBTQ network / diversity page~~
  - ~~developed a network initiative or working group with Intersex representation to help determine how the organisation or network can be more inclusive of Intersex people (over and above including Intersex awareness within LGBTQ inclusivity training).~~
- Our organisation has signed up to The Darlington Statement

Please provide:

- evidence for one of the selected actions above
- evidence of your organisation signing up to The Darlington Statement



If you have undertaken above-and-beyond work for more than one action in part a) mentioned above, please include evidence of work in the ADDITIONAL WORK section at the end of this submission.

*[Insert Evidence Here or Indicate Name of Attached File(s)]*

- distributed current and accurate information on Intersex inclusion or awareness raising across the organisation

We created an Intersex Awareness resource page on our Pride@CSIRO confluence space (see CSIRO 2021 AWEI Attachment 1.docx, AS Q18 i). The page includes current and accurate information from Intersex Human Rights Australia’s website, including the definition of Intersex, demographics of intersex within the population; highlighting some of the challenges intersex people face; and provides links to support organisations and information for parents and allies. The page information is searchable from CSIRO’s intranet: a search for ‘intersex awareness’ returns the Pride@CSIRO Resources page as the 3<sup>rd</sup> result. On the Pride@CSIRO Resources page, the first paragraph lists Intersex Awareness Day with a link to confluence (see CSIRO 2021 AWEI Attachment 1.docx, AS Q18 ii).

- shared articles, books, movies, documentaries, presentations about Intersex from intersex perspectives

The above-mentioned resource page also shared links to 3 documentaries about Intersex from intersex perspectives. (see CSIRO 2021 AWEI Attachment 1.docx, AS Q18 i).

**ANNUAL SUBMISSION: LGBTQ EMPLOYEE NETWORKS / RESOURCE GROUPS**

**ADVANCED  
Max. 3 points**

**19. Broader Inclusion**

Within the assessed calendar year, the network has planned, targeted and tracked both activity and progress within one of the following areas:

- work to extend and increase network engagement and inclusion within regional offices
- increasing LGBTQ presence or leadership within other internal diversity networks or working groups (i.e. women, parents, cross-cultural)

Points will be allocated for one of the above. If you have completed work in more than one of the above stated areas, please include evidence of work in the ADDITIONAL WORK section at the end of this submission.

- If you have selected (a), please provide a list of activities/work conducted/completed to increase inclusion within regional offices and progress to date
- If you have selected (b), please provide evidence of activity or LGBTQ representation across other diversity networks

*[Insert evidence Here or Indicate Name of Attached File(s)]*

(b) We have nine Business unit Diversity and Inclusion committees within CSIRO and the following staff members are members of the committees and are openly identifying people. (s47F CSIRO Astronomy and Space Science Diversity and Inclusion committee representative s47F Oceans and Atmosphere Diversity and Inclusion committee representative, s47F Minerals Resources Diversity and Inclusion committee) (see CSIRO 2021 AWEI Attachment 1.docx, AS Q19 i).

In 2020 we are starting to track openly identifying members of the LGBTQ community who are members of the business unit Diversity and Inclusion committees within CSIRO with the intent of increasing representation on all Diversity and Inclusion committees.



ANNUAL SUBMISSION: LGBTQ EMPLOYEE NETWORKS / RESOURCE GROUPS 20. Network Reporting	ADVANCED Max. 4 points
<p>Within the assessed calendar year, we produced:</p> <ul style="list-style-type: none"> <li>a) a network specific report on progress against network targets, in addition to</li> <li>b) one of the following areas of performance:               <ul style="list-style-type: none"> <li>• additional advice provided to the organisation throughout the year</li> <li>• areas of significant contribution</li> <li>• areas of future focus</li> <li>• annual progress tracking against the AWEI</li> </ul> </li> </ul> <p><i>Please provide evidence for both (a) and (b). If you have undertaken above-and-beyond work for more than one of the areas mentioned above, please include evidence of work in the ADDITIONAL WORK section at the end of this submission.</i></p>	
<p><i>[Insert Evidence Here or Indicate Name of Attached File(s)]</i></p> <p>b). The Network provided an update to CSIRO’s SAGE Self-Assessment Team (SAT) in October 2020 on annual progress tracking against SAGE, AWEI and priorities over the next 6 months. The SAGE SAT team comprises a majority of CSIRO’s Leadership Team (i.e. Business Unit Directors). The Pride@CSIRO Executive Sponsor, <span style="background-color: black; color: white;">s47F</span> <span style="background-color: black; color: white;">s47F</span> provided the update and facilitated the discussion. (see CSIRO 2020 AWEI Attachment 1.docx, AS Q20 i).</p> <p>The Network does not produce a stand-alone report on LGBTIQ activities to the CSIRO Executive Team and Board, however annual key objectives are usually reported as part of DI&amp;B updates during normal operations. In 2020 the focus of the CSIRO Executive team and Board was almost exclusively reporting by the situation management team and our safety of our people during the pandemic and COVID related research.</p>	

## SECTION 4: VISIBILITY OF INCLUSION

ANNUAL SUBMISSION: 2020 VISIBILITY OF INCLUSION 21. Days of Significance	FOUNDATION Max. 2 points
<p>Within the assessed calendar year, we have celebrated and promoted LGBTQ Days of Significance across the organisation while <i>providing and/or educating employees with an understanding of why these dates are important.</i></p> <p>For full points, please provide:</p> <p>a) a list of LGBTQ Days of Significance celebrated throughout the assessed year</p> <p>b) a brief description of each event, <i>detailing how you promoted an understanding of why the day is significant</i></p>	
<p><i>[Insert Evidence Here or Indicate Name of Attached File(s)]</i></p> <p>Wear It Purple Day is our major LGBTQ event celebrated across all CSIRO sites, usually with face-to-face events. In 2020, we needed to rethink our approach due to COVID-19 restrictions and celebrated with several virtual activities spread across the last week of August. (see CSIRO 2021 AWEI Attachment 1.docx, AS Q21 i.) pre Wear it Purple and (see CSIRO 2021 AWEI Attachment 1.docx, AS Q21 ii.) for post Wear it Purple. These events were run at the peak of COVID-19 impact, with many staff under some level of lockdown and most working from home. Our focus was to make the events inclusive and accessible for all, with events and prizes inclusive of family (including chosen family and fur-family).</p> <ul style="list-style-type: none"> <li>• The activities included:           <ul style="list-style-type: none"> <li>• Wear it Purple Queer Quiz – network members were invited to show off their best purple outfit and/or virtual background while participating in an entertaining and educational quiz. Attended by ~45 people. Examples of some educational questions include:               <ul style="list-style-type: none"> <li>• Wear it Purple was founded in what year to foster supportive, safe and inclusive environments for rainbow youth?</li> <li>• What percentage of people are estimated to be born intersex in Australia?</li> <li>• Same-sex marriage legislation came into effect in Australia on which date?</li> <li>• When did the High Court of Australia unanimously rule for the acceptance of a non-specific gender classification? (see CSIRO 2021 AWEI Attachment 1.docx, AS Q21 iii.)</li> </ul> </li> <li>• A weeklong photo competition on Yammer with prizes for best purple outfit in the categories: individual, family and pet – as a chance for staff to get their household engaged. There were more than 60 entries and high engagement from staff on Yammer (300 views on the main thread). (see CSIRO 2021 AWEI Attachment 1.docx, AS Q21 iv.)</li> </ul> </li> </ul>	

- A panel discussion titled *Living, Leading, Driving Change*, which featured four LGBTIQ+ identifying people (two internal, two external), and the executive sponsor from the Bureau of Meteorology's Storm Pride Network. With this event we wanted to highlight the personal experiences of people living and driving change in the LGBTIQ inclusion space. From the outset we focused on assembling a diverse panel and bringing in external perspectives (the first time for a Pride@CSIRO event). The live event was attended by ~100 people, and a recorded was made available afterwards. (see evidence Annual Submission questions 16 and 17)
- A training session, *LGBTIQ+ allies: The what, why and how of becoming an ally*, run by Pride in Diversity (see evidence for Annual Submission Q28). The Pride@CSIRO Werkgroup worked with [s47F] from PiD to tailor the content of the training session and also arranged for an LGBTQ identifying person and a 'super ally' (both CSIRO staff) to be involved in the Q&A session which gave a more personal touch to the event (~100 attendees, session also recorded: 14 views)
- Promotion of online LGBTIQ awareness training module developed by Symmetra in collaboration with Pride in Diversity (see also Annual Submission Q29)
- Prizes included Queer-themed books and Pride@CSIRO branded t-shirts. The book prizes included family friendly age-appropriate books: 'The Family Book' (4-6 year olds); 'Kindred: 12 Queer #LoveOzYa Stories' (young adult); and 'About a Girl' by [s47F] which provides a parent's perspective on raising a transgender child, and 'Growing up Queer in Australia'

We promoted the significance of Wear It Purple Day via (see **CSIRO 2021 AWEI Attachment 1.docx, AS Q21 v**):

- Internal news article, dated 11 Aug 2020, promoting the upcoming WIP events said "*Wear It Purple (WIP), celebrated on the last Friday in August, is an international day of recognition that fosters supportive, safe, empowering and inclusive environments for LGBTIQ+ people everywhere. ... We all have the right to bring our whole selves to work and be proud of who we are regardless of sex, sexuality or gender identity. Diversity is one of our greatest strengths and standing together as a show of support for the LGBTIQ+ community provides a sense of belonging and inclusion.*"
- All staff email from [s47F] (Pride@CSIRO Executive sponsor) celebrating the 5<sup>th</sup> anniversary of celebrating Wear it Purple in CSIRO. (see **CSIRO 2021 AWEI Attachment 1.docx, AS Q21 vi**):
- Follow up internal news article dated 01 Sep 2020, "Thank you for supporting Wear it Purple" stated "*LGBTIQ+ inclusion does not end today. Wear It Purple may be over for another year but our journey isn't. 'We are the change', is a commitment to continuously build our awareness and understanding of issues that LGBTIQ+ people face in the workplace and what it means to foster belonging and inclusion. Here are just some of the ways you can continue to be the change...*" (see **CSIRO 2021 AWEI Attachment 1.docx, AS Q21 vii**).

As part of the communications campaign for wear it purple, an evaluation of the campaign was completed. The following are the highlights from the campaign:

- The Pride@CSIRO Yammer group achieved 289% increase in engagement from non-members and 128% increase in members. (see **CSIRO 2021 AWEI Attachment 1.docx, AS Q21 viii**).
- The Wear It Purple page ranked the 5<sup>th</sup> most popular MyCSIRO page for the period 17 August – 30 August.
- 1,097 views on the Wear It Purple page through the period of communication.
- Approx. 300 registrations for the three CSIRO events run from Wednesday – Friday.
- 95% of survey respondents felt their knowledge increased as a result of attending WIP events.
- 85% of respondents would like to see a mix of onsite events and virtual events in the future.

Other insights included a greater visibility of senior leaders (other than the executive sponsor), great balance of "educational" activities and fun activities, week long celebration allowed greater participation and that we could consider running multiples of the same session due to meeting clashes in diaries.

Other significant days celebrated through 2020:

- Acknowledgement of World Aids Day (Dec 1st) via email to the Network and a 20-minute presentation from Heath Paynter, Deputy CEO of the Australian Federation of AIDS Organisations for the Pride Network the following day. Heath presented to a group of over 30 Pride@CSIRO members about the history of HIV in Australia and how to continue raising awareness and supporting high risk groups. (see [CSIRO 2021 AWEI Attachment 1.docx, AS Q21 viiii](#)).
- We have an LGBTIQ days of significance homepage on confluence to highlight the significant days and provide a permanent resource (see [CSIRO 2021 AWEI Attachment 1.docx, AS Q21 x](#)). Each event had its own information page and our strategic priority is to increase visibility of LGBTQ STEM professionals, and attract more STEM professionals to the network. In addition, during 2020 the following days were acknowledged with a 'fact sheet' emailed to the Pride network members (~205) and D&I community of practice members (~142) close to the relevant date:
  - Transgender Day of Visibility, 31<sup>st</sup> March
  - Lesbian Day of Visibility, 26<sup>th</sup> April
  - Pan Visibility Day, 24<sup>th</sup> May (see [CSIRO 2021 AWEI Attachment 1.docx, AS Q21 xi](#)).
  - International Non-Binary people's Day, 14<sup>th</sup> July
  - LGBTQ STEM Day, 18<sup>th</sup> November (see [CSIRO 2021 AWEI Attachment 1.docx, AS Q21 xii](#)).

**ANNUAL SUBMISSION: 2020 VISIBILITY OF INCLUSION**

**FOUNDATION  
Max. 3 points**

**22. Visibility in the Workplace**

We actively encourage and provide a means by which employees can indicate their commitment to LGBTQ workplace inclusion through the use of: ALLY email signatures, lanyards, personal pronouns, virtual backgrounds, etc.

Please provide:

- a list of options available to employees through which they can visually indicate that they are an ally or supporter of LGBTQ inclusion
- a couple of photos showing active support and visibility of these options within/around/throughout the workplace (please limit photos to a couple of photos – not required for each available option)

*[Insert Evidence Here or Indicate Name of Attached File(s)]*

a(i) Pride@CSIRO worked with CSIRO Brand and Marketing Team to develop a special LGBTIQ+ inclusive virtual background that all staff could use in virtual meetings. The virtual background we developed features the iconic image of the ASKAP telescopes lit up in rainbow colours – a moment that was created to celebrate CSIRO's first march in the Sydney Gay and Lesbian Mardi Gras in 2019. Staff can now select this virtual background to show their commitment to LGBTIQ+ inclusion (see [CSIRO 2020 AWEI Attachment 1.docx, AS Q22 i](#)).

a(ii). Pride@CSIRO worked with the CSIRO Brand and Marketing Team to update our email signatures guidelines to include the optional use of personal pronouns in email signatures. CSIRO has a preferred style for e-signatures, so making the change was significant, Whilst the use of personal pronouns is optional, every example on the CSIRO intranet includes this, with he/him, she/her and they/them all demonstrated in the examples. Every CSIRO staff member is encouraged to follow our email signature guide. (see [CSIRO 2020 AWEI Attachment 1.docx, AS Q22 ii](#)) for two examples of signature block and information on intranet.



a(iii) From Feb/March 2019 staff were able to purchase t-shirt commemorating our participation in Mardi Gras in both 2019 and 2020, which featured a rainbow Pride@CSIRO logo on the front, and the Mardi Gras theme “Diversity is in our DNA” on the back (236 sold). These are available for all staff to purchase from the CSIRO merchandise portal and were separate from the t-shirts that were worn in the 2019 and 2020 Mardi Gras parade. **see CSIRO 2020 AWEI Attachment 1.docx, AS Q22 iii).**

b(i) Our Senior Executive Leaders have provided great support as allies and are pictured together at the 2020 Mardi Gras **(see CSIRO 2020 AWEI Attachment 1.docx, AS Q22 iv).**

b(ii) CSIRO has 55 sites and we asked our Allies to share what they have done in their worksite/work area to promote their support of the LGBTIQ+ community. Please see a collage of photos from numerous sites in Victoria, Queensland, New South Wales and Western Australia **(see CSIRO 2020 AWEI Attachment 1.docx, AS Q22 v).**

**ANNUAL SUBMISSION: 2020 VISIBILITY OF INCLUSION** **INTERMEDIATE**  
**23. Ally / Champion Reference Guides** **Max. 3 points**

**We provide Ally/LGBTQ Champion Reference Guides or materials on how to be an effective ally and/or an active champion for LGBTQ inclusion within the workplace.**

*Please provide*

(a) *copy of this guide or an outline of the content covered within the guide*

(b) *information regarding how it is distributed or where this guide can be found*

*[Insert Evidence Here or Indicate Name of Attached File(s)]*

(a) In June 2020 we launched a new intranet “Ally Hub” to provide information on types of ally’s (referencing the Ally Spectrum), how to get involved with Pride@CSIRO, tips on being an ally, tips for leaders to show their support, and a collection of nine stories from CSIRO staff about why they’re allies. The page also includes links to resources such as the training calendar (updated with PiD events), the Pride@CSIRO Key contacts and Resources pages, and a link to join the Network. **(see CSIRO2021 AWEI Attachment 1.docx, AS Q23 i)** The Ally Hub was launched at the same time we announced our 2020 AWEI results, in an email from our Executive Sponsor 12/6/2020. **(see CSIRO2021 AWEI Attachment 1.docx, AS Q23 ii)**

(b) Ally guides are housed on our confluence resources page **(see CSIRO2021 AWEI Attachment 1.docx, AS Q23 iii)** these include:

- ACON’s A language Guide: Trans and gender diverse inclusion
- Stonewall’s Straight Allies: how they help create gay friendly workplaces
- Walking in Rainbow Shoes e-Learning (developed by Australian Red Cross and Pride in Diversity) and associated PDF downloads
  - i. Actively Showing Your Support
  - ii. Manager’s Guide to LGBTI Inclusion
  - iii. Responding to Questions or Opposition
  - iv. Terminology and Definitions



(b) The link to the ally resources can be found from the Pride@CSIRO Resources page. An intranet search for “LGBTI guide” returns the Resources page as the top response. (see CSIRO 2021 AWEI Attachment 1.docx, AS Q23 iv).

**ANNUAL SUBMISSION: 2020 VISIBILITY OF INCLUSION** **INTERMEDIATE**  
**24. Individual LGBTQ Inclusion Work Recognition** **2 points**

Leadership has formally **recognised** and communicated the work of employee/s across the organisation, regarding their internal contribution in LGBTQ inclusion within the workplace.

**Note:** This excludes PiD communications around AWEI Awards – but can include your leadership’s formal internal recognition of the contribution made by employees.

*Please provide evidence.*

*[Insert Evidence Here or Indicate Name of Attached File(s)]*

s47F was awarded a ‘Non-cash Reward’ in recognition of her efforts to support CSIRO’s 2020 AWEI application which resulted in the organisation being recognised as a gold employer for 2020. (See CSIRO 2021 AWEI Attachment 1.docx, AS Q24 i) for a copy of the reward letter.

s47F was awarded the CSIRO Minerals Resources 2020 award for Diversity and Inclusion. s47F advocates for an inclusive work environment by prosecuting activities that promote and expand the diversity within the organisation. She is an active member of the Pride@CSIRO network and outside of CSIRO, s47F is a founding member of the WA Chapter of Queers in Science and serves as a state representative on the national committee. (See CSIRO 2021 AWEI Attachment 1.docx, AS Q24 ii).

CSIRO’s Pride@CSIRO executive sponsor s47F emailed all of CSIRO (via CSIRO events) to provide awareness of Pride@CSIRO and to celebrate all that has been achieved in 2020. This included acknowledgement of Wear It Purple celebrations and AWEI gold award. In the process s47F thanked everybody that has been involved in the journey. (See CSIRO 2021 AWEI Attachment 1.docx, AS Q24 iii).

**ANNUAL SUBMISSION: 2020 VISIBILITY OF INCLUSION** **INTERMEDIATE**  
**25. Confidential Contacts** **2 points**

We have an LGBTQ intranet page that clearly identifies LGBTQ people or allies who can be contacted for a confidential and informal discussion regarding being an LGBTQ employee within the organisation. This is over and above any HR or grievance contacts and confidentiality must be assured.

*Please provide a screenshot of where this information is provided. If the contact is not clearly communicated as CONFIDENTIAL, full points will not be awarded.*

*[Insert Evidence Here or Indicate Name of Attached File(s)]*

The Pride@CSIRO Key Contacts Page has the following description next to the Werkgroup contacts: "...Get in touch to find out more about the network or for confidential conversations." (See CSIRO 2021 AWEI Attachment 1.docx, AS Q25i).

**ANNUAL SUBMISSION: 2020 VISIBILITY OF INCLUSION**

**INTERMEDIATE**

**26. Communication of LGBTQ Support Information**

**Max. 2 points**

As the initial source of information for LGBTQ employees, our LGBTQ intranet page clearly articulates:

- a) the process for formally reporting workplace LGBTQ bullying/harassment
- b) available LGBTQ friendly support (should this occur)

*For full points, please:*

- (a) provide a screenshot of where this information is communicated on the network or LGBTQ diversity page.
- (b) clearly show LGBTQ friendly support avenues

*[Insert Evidence Here or Indicate Name of Attached File(s)]*

- (a) The Pride@CSIRO home page has direct links to the Key Contacts page, and the Inappropriate Behaviour page (See CSIRO 2021 AWEI Attachment 1.docx, ASQ26 i). The Inappropriate behaviour (LGBTIQ specific information on bullying and harassment) page has information on reporting and where to get support (referring staff to the key contacts page) (See CSIRO 2021 AWEI Attachment 1.docx, ASQ26 ii)
- (b) The Key Contacts lists multiple LGBTIQ friendly contacts, e.g. the page says that Werkgroup members can be contacted for confidential conversations; We now have 7 Pride@CSIRO HR contacts listed; and lists Equity Contact Officers with an understanding of LGBTIQ sensitivities and areas of concern. (See CSIRO 2021 AWEI Attachment 1.docx, ASQ26 iii) CSIRO has developed a workplace response to domestic family violence and abuse (DFVA), and as part of this established a peer network of DFVA contact officers. The list of DFVA contact officers highlights those DFVA contact officers that are part of the Pride@CSIRO network with an understanding of LGBTIQ sensitivities. (See CSIRO 2021 AWEI Attachment 1.docx, ASQ26 iv).

**ANNUAL SUBMISSION: 2020 VISIBILITY OF INCLUSION**

**ADVANCED**

**27. LGBTQ Social Media Streams**

**2 points**

We have internal LGBTQ social media streams or any other means by which we can engage staff in conversations and post items of interest in regard to our inclusion work (may include but is not limited to Yammer, Twitter, Facebook, SharePoint).

*Please provide screenshot evidence of such posts and/or conversations on your social media streams.*

*[Insert Evidence Here or Indicate Name of Attached File(s)]*

Pride@CSIRO have 2 Yammer groups, one which is open to all CSIRO staff to view (192 members) and a second group which is closed, so only network members can view the comments and threads (187 members).

The open group is one of the most active groups on CSIRO's Yammer. It has had 467 posts and 942 active people in the last 12 months covering topics such as LGBTIQ days of significance, promoting external LGBTIQ events and programs, photos and Q&A. (see CSIRO 2021 AWEI Attachment 1.docx, AS Q27i)

The closed group was set up primarily to help people connect during COVID lockdowns. It had 77 posts between March and September 2020, and as we have approached the end of the year it has since been largely inactive. (see CSIRO 2021 AWEI Attachment 1.docx, AS Q27ii)

## SECTION 5: TRAINING, AWARENESS & PROFESSIONAL DEVELOPMENT

Please do not include compliance training covering anti-discrimination policies or training within events. Both of these are covered elsewhere.

ANNUAL SUBMISSION: 2020 TRAINING, AWARENESS & PROFESSIONAL DEVELOPMENT		FOUNDATION
28. Face-to-Face Training		2 points
We have made face-to-face LGBTQ Awareness / Inclusion / Ally Training available to all employees within the assessed calendar year. This would include any interactive training conducted via internet technologies (i.e. WebEx, Zoom, Teams, etc).		
Name of Trainer or Provider:	s47F (PID)	<input checked="" type="checkbox"/> Our trainer is accredited by or from Pride in Diversity
Length of training:	74 min	
Date/s:	27 <sup>th</sup> August 2020 (see CSIRO 2021 AWEI Attachment 1.docx AS Q28 i)	
Number of attendees approx that will have gone through this training:	103 (see CSIRO 2021 AWEI Attachment 1.docx AS Q28 ii)	
Evidence of training undertaken (one piece required):	<p>Screenshot of the invitation sent or where training has been communicated. <i>[Evidence Here]</i></p> <p>The training was promoted as part of a series of events celebrating Wear it Purple Day 2020. Staff were invited to attend via an all staff email from the network's executive sponsor, s47F (13<sup>th</sup> August) (see CSIRO 2021 AWEI Attachment 1.docx AS Q28 iii), plus the session was promoted in our internal newsletter Sphere, (19<sup>th</sup> August) (see CSIRO 2021 AWEI Attachment 1.docx AS Q28 iv)</p> <p>Both emails linked to an intranet page with a longer description of the event (see CSIRO 2021 AWEI Attachment 1.docx AS Q28 v):</p> <p><i>LGBTIQ+ allies: The what, why and how of becoming an ally</i></p> <p><i>Would you like to learn about becoming an ally? Then join this interactive session to explore what an ally is, why allies are important, how you can show your support, the importance of visibility and how to 'call out' problematic behaviours. Members from the Pride@CSIRO network will also be available during the session to provide their lived experience.</i></p>	
Copy of presentation or outline of training covered:	<p><i>[Evidence Here] (Not required if Pride in Diversity or Pride in Health + Wellbeing delivered)</i></p> <p>Training covered the following topics: the role of allies, some possible ally actions, the importance of visibility, and how I might call out problematic behaviours</p>	

ANNUAL SUBMISSION: 2020 TRAINING, AWARENESS & PROFESSIONAL DEVELOPMENT		FOUNDATION
29. Online Training		2 points
We have LGBTQ online training modules or pre-recorded content that can be accessed by employees throughout the assessed calendar year.		
Name of Online Training or Video:	Inclusive Learning challenges - LGBTIQ+ module	

Length of the LGBTQ component within the video/training:	~15 min
Where employees can access this training :	(a) Please provide screenshot of where this training is accessed. The online training module is accessed via the CSIRO intranet and links to the CSIRO learning management system <b>see CSIRO 2021 AWEI Attachment 1.docx AS Q29 i).</b>
Tracking:	To provide evidence of training being accessed, please identify: (a) how participation numbers are tracked: Participation is tracked via CSIRO Learning management system. Training numbers are able to be reported via the LMS. (b) approximate number of people accessing this training throughout the assessed year 55 staff have participated in the assessed calendar year. (see <b>CSIRO 2021 AWEI Attachment 1.docx AS Q29 ii).</b>
Copy of the module or a brief outline of it's LGBTQ content.	Module was developed by Symmetra in consultation with Pride in Diversity. Description: People who identify as LGBTIQ (Lesbian, Gay, Bisexual, Transgender, Intersex or Queer) face significantly higher rates of discrimination and exclusion in the workplace, leading to significant personal and organisational costs. This inclusive learning challenges enables you to explore: <ul style="list-style-type: none"> <li>• your personal assumptions, and</li> <li>• practical skills and behaviours that can help you become more inclusive of co-workers that are LGBTIQ (see <b>CSIRO 2021 AWEI Attachment 1.docx AS Q29 iii).</b></li> </ul>
Name of Online Training or Video:	LGBTI+ Awareness Workshop: The Why, What and How of LGBTI Workplace Inclusion 19/9/2019 as part of HSE Me Day (Available in 2020 via recorded session)
Length of the LGBTQ component within the video/training:	56 minutes and 20 seconds
Where employees can access this training :	(b) Please provide screenshot of where this training is accessed. The recorded session is available to staff via webcast video recording. <a href="https://webcast.csiro.au/#/videos/292bddd3-86ad-4a55-9f42-052192f335ba">https://webcast.csiro.au/#/videos/292bddd3-86ad-4a55-9f42-052192f335ba</a> (see <b>CSIRO 2021 AWEI Attachment 1.docx AS Q29 iv).</b>
Tracking:	To provide evidence of training being accessed, please identify:



	<p>(c) how participation numbers are tracked: Number of views are tracked on the website and 28 views occurred in 2020.</p> <p>(d) approximate number of people accessing this training throughout the assessed year 130 views in 2019 and 28 views in 2020. (see CSIRO 2021 AWEI Attachment 1.docx AS Q29 v).</p>
Copy of the module or a brief outline of it's LGBTQ content.	<p>LGBTI+ awareness webinar: The why, what and how of LGBTI+ workplace inclusion. What does LGBTI+ inclusion mean and what does it involve? Inclusion of the LGBTI+ community is integral to the health and wellbeing of your fellow LGBTI+ colleagues, friends and family.</p> <p>§47F from Pride in Diversity teases out the differences between sex, gender identity, gender expression and sexual orientation. He provides definitions of some of the lesser known letters of the LGBTI+ acronym such as intersex and pansexual. Chris also explains why LGBTI+ targeted inclusion is important and how you can be an ally.</p>

**ANNUAL SUBMISSION: 2020 TRAINING, AWARENESS & PROFESSIONAL DEVELOPMENT**

**30. Professional Development for LGBTQ Employees**

**ADVANCED**  
Max. 2 points

Outside of the Pride in Practice Conference within the assessed calendar year, we have *either*:  
provided LGBTQ people with LGBTQ specific leadership training, internally or externally (excludes conferences unless specifically dedicated to LGBTQ leadership development)

- (a) put processes in place to ensure that there is LGBTQ representation within talent development programs.

Please provide evidence for the one selected item above. If you can provide both, please add the second item to the ADDITIONAL WORK section at the end of this submission.

*[Insert Evidence Here or Indicate Name of Attached File(s)]*

CSIRO does not track training and development data on LGBTIQ staff and so we are not able to answer this question.

**ANNUAL SUBMISSION: 2020 TRAINING, AWARENESS & PROFESSIONAL DEVELOPMENT**

**31. LGBTQ Inclusion Training Plan**

**ADVANCED**  
Max. 4 points

**We have a strategy or training plan in place to specifically address LGBTQ inclusion and/or awareness training for all employees.**

*Please provide:*

(a) a copy of the strategy  
 (b) outlined progress made throughout the assessed year

*[Insert Evidence Here or Indicate Name of Attached File(s)]*

We have a [documented training strategy](#) and have reviewed our progress against the planned activities in November 2020. (See CSIRO 2021 AWEI Attachment 1.docx, AS Q31 i)

Even with a documented training strategy there are often opportunities that arise over the course of the year to raise awareness and training for employees. On 16<sup>th</sup> September 2020, CSIRO held an inclusive leadership training for members of the Experience Leaders Program (ELP) Alumni Collective 2020. Senior leaders (n=36) from the ELP alumni were invited to attend a full day online training session that included discussions on key areas of diversity (LGBTIQ, disability and culturally and linguistically diverse (CALD)). As part of the days training panel members were invited to share their experience as inclusive leaders in small groups. The senior leaders were divided into small groups and had 20 minute sessions with key staff from each key area. [redacted] s47F shared his experience of being transgender in CSIRO. This was followed by a whole of group discussion on the challenges, opportunities and learnings. (see CSIRO 2021 AWEI Attachment 1.docx, AS Q31 ii)

ANNUAL SUBMISSION: 2020 TRAINING, AWARENESS & PROFESSIONAL DEVELOPMENT	<b>ADVANCED</b>
<b>32. LGBTQ Conferences, Seminars and Events</b>	<b>2 points</b>

**Within the assessed calendar year, we have provided opportunities for employees to attend external dedicated LGBTQ conferences, seminars or events.**

**Note: This may include but is not limited to the Pride in Practice Conference, Regional Reach or Sapphire Events, or external LGBTQ panel events. This does not include roundtables or social networking events.**

*Please provide evidence.*

*[Insert Evidence Here or Indicate Name of Attached File(s)]*

Any information about external LGBT conferences, seminars and events is promoted to the pride network via internal social media (yammer group) and via email where relevant. Several staff attended various online events during 2020.

- Living Trans During C19 – evidence of attendance [redacted] s47F (See CSIRO 2021-AWEI Attachment 1.docx, AS Q32 i).
- [Breaking the Silence for IDAHOBIT day](#) – evidence of the attendance of [redacted] s47F and [redacted] s47F (See CSIRO 2021 AWEI Attachment 1.docx, AS Q32 ii).
- Out at Work - DCA Webinar (August 20, 2020) – Evidence of attendance of [redacted] s47F (See CSIRO 2021 AWEI Attachment 1.docx, AS Q32 iii).

## SECTION 6: EXECUTIVE LEADERSHIP & ENGAGEMENT

Please note: Different titles are used when referring to the most senior executive. For the purpose of consistency within submission, in defining CEO or Equivalent, we are referring for the most senior executive in your organisation within Australia.

If you have a CEO or equivalent, or Senior Leader/Executive highly active in promoting and supporting LGBTQ inclusion (as an LGBTQ individual or an ally), please consider nominating them for the following Awards (where applicable):

- [Executive Leadership Award](#)
- [CEO of the Year Award](#)

ANNUAL SUBMISSION: 2020 EXECUTIVE LEADERSHIP & ENGAGEMENT	INTERMEDIATE Max. 2 points
<b>33. Executive Sponsor or Champion</b>	
<p>We have a visible and active Executive Sponsor or Senior Champion for LGBTQ inclusion who has both:</p> <ol style="list-style-type: none"> <li>contributed to the LGBTQ strategy</li> <li>is engaged in tracking performance progress against the strategy throughout the year</li> </ol> <p><i>For full points, please provide evidence for all parts to this question:</i></p> <ol style="list-style-type: none"> <li>specific contribution to the strategy</li> <li>level of engagement, tracking progress against the strategy (signed statement by the Executive as to their role in strategy development / tracking will suffice)</li> </ol> <p><i>[Insert Evidence Here or Indicate Name of Attached File(s)]</i></p> <p>a) Executive sponsor, <span style="background-color: black; color: white; padding: 0 5px;">s47F</span> attended our annual strategy workshop, 7<sup>th</sup> August 2020, and contributed to defining the priorities for the next financial year and development of the action plan. (see CSIRO 2021 AWEI Attachment 1.docx, AS Q33 i).</p> <p>b) <span style="background-color: black; color: white; padding: 0 5px;">s47F</span> is very engaged with the Werkgroup. He is copied into all Werkgroup emails and attends most meetings (85% of Werkgroup meetings in 2020) in order to keep up to date with all Werkgroup activities including tracking progress against the strategy, e.g. at the AWEI/strategy progress meeting 19<sup>th</sup> November (see CSIRO 2021 AWEI Attachment 1.docx, AS Q33 ii.)</p>	
<b>ANNUAL SUBMISSION: 2020 EXECUTIVE LEADERSHIP &amp; ENGAGEMENT</b>	
<b>34. Executive Advocacy</b>	
<p>Within the assessed calendar year, Senior Executive(s) within our organisation have:</p> <ol style="list-style-type: none"> <li>advocated for LGBTQ inclusion at an executive level <i>externally</i> amongst peers</li> <li>advocated for LGBTQ inclusion at an executive level <i>internally</i> amongst peers; or</li> <li><span style="background-color: #00FF00; padding: 0 5px;"> </span> attended at least two of the Pride in Diversity Executive Allies Forums within the assessed year</li> </ol>	

Please provide evidence for one of the above.

If you can provide evidence for two or more of the above, please add the additional item/s to the ADDITIONAL WORK section at the end of this submission.

*[Insert Evidence Here or Indicate Name of Attached File(s)]*

C) CSIRO executive sponsor for the Pride@CSIRO network (s47F) attended at least two Pride in Diversity executive ally forums in 2020:

- 21 May 2000, s47F attended and was invited to give a short oral presentation (no slides) on his journey as an ally/champion (See CSIRO 2021 AWEI Attachment 1.docx, AS Q34 i).
- 27 August 2000, meeting invite for s47F attendance (See CSIRO 2021 AWEI Attachment 1.docx, AS Q34 ii).

**ANNUAL SUBMISSION: 2020 EXECUTIVE LEADERSHIP & ENGAGEMENT** **ADVANCED**  
2 points

**35. CEO or Equivalent Communications**

Within the assessed calendar year, our CEO or equivalent has sent formal communications to all employees comprehensively discussing progress made in LGBTQ inclusion work and its importance to the organisation. This may be CEO communications prioritised on intranet pages or within a CEO newsletter (beyond social media, award announcements only).

Please provide the most comprehensive communication sent out by your CEO (or equivalent) to all employees in regard to your work in LGBTQ inclusion.

*[Insert Evidence Here or Indicate Name of Attached File(s)]*

On the 19<sup>th</sup> February 2020, our CEO’s fortnightly communication channel “Larry’s Blog” featured a story outlining our participation in the Sydney Gas and Lesbian Mardi Gras and the importance of LGBTQ inclusion, written by guest blogger and executive sponsor for the Pride@CSIRO network, s47F “It’s important to me to encourage and support the diversity and inclusion of our organisation. If everyone can bring their whole selves to work, then we get the best of them. People are much more productive and happier and that has to lead to better outcomes.” (See CSIRO 2021 AWEI Attachment 1.docx, AS Q35 i).

CSIRO executive sponsor for the pride network s47F communicated with all staff, via an all staff email in conjunction with Wear it Purple Day on our progress and an LGBTQ inclusive workplace (See CSIRO 2021 AWEI Attachment 1.docx, AS Q35 ii) and communicated with the CSIRO leadership team and pride network on the importance of inclusion within CSIRO and how to be an effective ally as a leader. (See CSIRO 2021 AWEI Attachment 1.docx, AS Q35 iii)

Note: Over 6 months in 2020 s47F was a member of the CSIRO Executive Team, acting as Future Industries Executive Manager. This role is part of the CSIRO Executive leadership team of 7 and reports directly to the CE.

**ANNUAL SUBMISSION: 2020 EXECUTIVE LEADERSHIP & ENGAGEMENT** **ADVANCED**  
2 points

**36. CEO or Equivalent Speaking at Events**

**Our CEO or equivalent has spoken at LGBTQ events held by our organisation, either internally or externally.**

*For full points, all of the following must be provided:*

- (a) evidence of the individual speaking at the event and approximate duration of speech*
- (b) brief outline of event purpose and typical audience*
- (c) approximate attendee numbers*

*[Insert Evidence Here or Indicate Name of Attached File(s)]*

Our CE, Dr Larry Marshall attended the pre-parade dinner with CSIRO's 50 Sydney Gay and Lesbian Mardi Gras marchers, on 29<sup>th</sup> Feb 2020. While there were no formal speeches, during his 90 minutes with the Mardi Gras team Dr Marshall circulated, chatted and posed for photos with many of the marchers. During these conversations with the marchers, he asked about individuals' personal experiences, actively listening to everyone. In addition, he walked with the team to the holding area, proudly wearing our CSIRO Pride T-shirt, and participated in the official team photo before the March. Many of the photos were used to celebrate CSIRO's participation and appeared in our internal communications, annual report and on Larry's personal twitter account (See CSIRO 2021 AWEI Attachment 1.docx, AS Q36 i). Evidence of these photos also form part of the submission for other questions ie annual reports, communication with peers etc (CSIRO 2021 AWEI Attachment 1.docx, AS Q4 i, CSIRO 2021 AWEI Attachment 1.docx, AS Q20 I, As Q22 iv, See CSIRO 2021 AWEI Attachment 1.docx, AS Q27, See CSIRO 2021 AWEI Attachment 1.docx, AS Q39 ii).

## SECTION 7: DATA COLLECTION & REPORTING

ANNUAL SUBMISSION: 2020 DATA COLLECTION & REPORTING  
37. Employee Data Analysis

INTERMEDIATE  
Max. 3 points



**Within our annual engagement, pulse or diversity surveys, either for the assessed calendar year or year prior, we have:**

- a) included questions in regard to one’s sexual orientation, gender identity or whether or not someone is intersex, AND**
- b) analysed and reported on LGBTQ engagement data alongside other diversity demographics or overall population statistics**

*For full points, please provide:*

- a) details of when that data was last collected*
- b) a copy of the questions used to identify LGBTQ population*
- c) an overview of comparative findings or analysis as compared to other internal populations*

*[Insert Evidence Here or Indicate Name of Attached File(s)]*

**In 2019**

a) From 13<sup>th</sup> to 24<sup>th</sup> May 2019, CSIRO conducted its annual all staff survey. 73% of staff responded (3840 responses). The survey had over 100 questions. **(see CSIRO 2021 AWEI Attachment 1.docx AS Q37 i):**

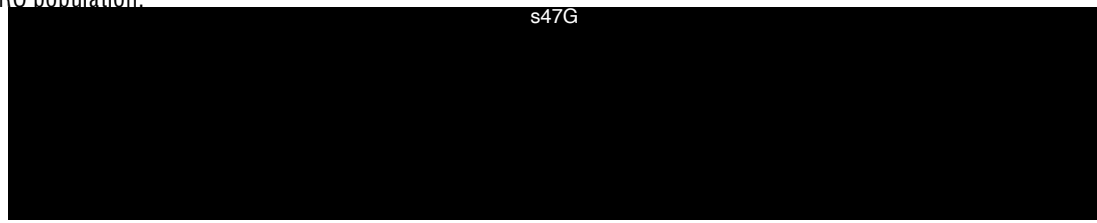
(b) **(see CSIRO 2021 AWEI Attachment 1.docx AS Q37 ii.)**

Question 10 asked for *What is your gender identification?* Response options were: Woman; Man; Gender Diverse (including those who choose to identify as trans, those who identify with any other diverse gender including but not limited to bi-gender, agender, gender fluid, gender diverse, gender queer, non-binary); or Prefer not to say.

Question 15 asked *Do you identify as LGBTQ+? (Lesbian, Gay, Bisexual, Transgender, Intersex, Queer, or other sexual orientations and gender identities)?* Response options were: Yes or No

(c) A summary was provided to the Pride@CSIRO network for all questions segmented by Yes/No answer to LGBTQ+ question (Yes= 139, No = 3660). The results compared those who answered Yes to LGBTQ+ to CSIRO overall, and the results for LGBTQ+ in 2018 and 2017. The measurement of “sustainable engagement” across the LGBTQ+ population was no different from the overall CSIRO population, and showed slight improvement compared to 2018 and 2017 LGBTQ+ results. **(see CSIRO 2021 AWEI Attachment 1.docx AS Q37 iii.)**

The aggregate results across 20 themes showed that the LGBTQ+ staff did not have statistically significant different results compared to the overall CSIRO population **(see CSIRO 2021 AWEI Attachment 1.docx AS Q37 iv.)** However, there were some individual questions where LGBTQ+ staff scored significantly lower than the overall CSIRO population:



The data for gender was not provided across all questions, only for the 20 themes (see CSIRO 2021 AWEI Attachment 1.docx AS Q37 v.) Gender Diverse (n=11) respondents were significantly more negative than CSIRO overall on flexible work practices, but other variations were not statistically significant. Those who preferred not to reveal their gender identity (n=101) were significantly more negative across 19 out of 20 themes compared to CSIRO overall.

**In 2020**

- a) In CSIRO we undertake a range of surveys across multiple years, in 2020 CSIRO conducted 3 ‘pulse surveys’, instead of the larger insight survey conducted in 2019. This decision was based on the events of 2020 where it was decided there was more value to check in with all staff regularly given the significant changes in how we all work because of COVID19. Pulse surveys were conducted in April, June and September 2020. In these surveys data is only available if there is greater than 10 responses.
  - o April pulse – combined staff and affiliates (n = 2090) and less than 10 respondents selected ‘gender diverse’ therefore no results available for that sub-group
  - o June pulse – separates staff and affiliates (n= 3315, 3160 indefinite, 198 affiliates); n=15 respondents selected ‘gender diverse’
  - o September pulse – separates staff and affiliates (n= 2193, 2065 indefinite, 128 affiliates); less than 10 respondents selected ‘gender diverse’ therefore no results available for that sub-group.
- b) In all three pulse surveys, “prefer not to say” and “gender diverse” (June only) reported lower engagement, enablement, wellbeing, access to support, and connection to CSIRO values than the all staff average.

In 2021 we will be holding SAGE focus groups that will include LGBTQ cohorts so we might be able to uncover why the actions we have taken to date have not increased the wellbeing of gender diverse and prefer not to say staff.

**ANNUAL SUBMISSION: 2020 DATA COLLECTION & REPORTING**

**ADVANCED  
3 points**

**38. LGBTQ Analysis**

Within the assessed calendar year (or year prior), we have specifically asked, investigated or assessed one of the following:

- ~~if LGBTQ employees are directly or indirectly disadvantaged at any stage during the recruitment process~~
- ~~if LGBTQ employees are directly or indirectly disadvantaged in talent management processes or career progression~~
- ~~if there are discrepancies in attrition rates between LGBTQ and non-LGBTQ employees~~
- if within gender aggregated data, we include non-binary employees and if not a proposed plan of action
- if internal engagement or AWEI Survey data show any “most in need” areas to focus on, resulting in a plan of action

Please provide evidence for one of the above, including a plan of action where stipulated. Points will be given for one of the above.

If you have done work in more than one of the above areas within the assessed year, or year prior, please add such work to the ADDITIONAL WORK section at the end of this submission.

*[Insert Evidence Here or Indicate Name of Attached File(s)]*

In 2019: Both the AWEI results and the results from CSIRO’s all staff survey were discussed at the Pride@CSIRO strategy day in July 2019 and the findings fed into our strategy for the next 12 months (See CSIRO 2021 AWEI Attachment 1.docx AS Q38 i and ii).

For example, findings from the AWEI survey were that allies are more likely to overhear negative comments than LGBTIQ staff and therefore can have a bigger impact by calling it out, but they need training to understand the need to be an ally and how to be an ally. This led to us engaging Pride in Diversity to run LGBTI awareness training via webex so all staff could participate and resulted in ~14% increase in network membership in the week following the training.

The CSIRO staff survey results showed that gender diverse staff felt more negative about flexible working conditions, this may be due to difficulty accessing leave for gender affirmation, so we have put forward a claim for a specific type of leave for gender affirmation as part of the Enterprise Bargaining process that started in December 2019. (See CSIRO 2021 AWEI Attachment 1.docx AS Q38 iii).

In late 2019 the Pride@CSIRO network conducted a survey via survey monkey (193 members with 52% of network responded and 43% of respondents identified as LBGTO). (See CSIRO 2021 AWEI Attachment 1.docx AS Q38 iii).

- Network members wanted more networking/social opportunities so we started the social catchups at lunchtime and the happy half hours
- Ability to feedback on EAP services
- More championing of LGBTIQ+ individuals in CSIRO
- Career pathways, mentoring, LGBTIQ+ representation in leadership roles

## SECTION 8: COMMUNITY ENGAGEMENT

Please note: For this Submission, we will be accepting evidence only regarding one such event/instance for each question within this section, respectively (as opposed to two). If you have more than one example to evidence for the questions within this section, please *please add the additional item/s to the ADDITIONAL WORK section at the end of this submission.*

ANNUAL SUBMISSION: 2020 COMMUNITY ENGAGEMENT

39. Employer Branded Participation at Community Events

INTERMEDIATE

2 points

Within the assessed calendar year, we held stalls at LGBTQ community events or participated in pride parades under our employer/company branding. (This may include online community events with prominent employer branding.)

Note: This must be a targeted branding exercise, over and above employees wearing corporate t-shirts but not contributing formally to the event.

Please provide evidence of branding displayed at *one* such community event, including online community events.

*[Insert Evidence Here or Indicate Name of Attached File(s)]*

In 2020, Pride@CSIRO participated in the Sydney Gay and Lesbian Mardi Gras parade for the second time. See <https://youtu.be/wAXfuzYwpmQ>. There was an extensive media campaign association with our participation: CSIRO was featured in 23 TV/print/online articles referencing our participation in 2020 Sydney Gay and Lesbian Mardi Gras Parade. Media monitoring suggests the audience reach of this coverage was approximately 866,700 people.

Investing in a Team CSIRO marching team in the Parade meant a lot to our people, as demonstrated by some of the responses in our participant survey when we asked about why it is important and their personal highlights:

- “CSIRO is a national agency and does so much internally to demonstrate its commitment to diversity and inclusion. Mardi Gras gives us a unique opportunity to demonstrate this to our largest single customer, the Australian tax payer, speaks to our values with our corporate customers and future employees, who will choose where they work based on environment and organisational values.”
- [Highlight] “Having a teenage boy yell out to us excitedly and tell his friend “Hey, that’s CSIRO - you guys invented WIFI!” Yeah we did!”
- [Highlight] “The chant of ‘science, science’ as we were marching up Oxford Street; Seeing our marching group smiling and the cheering crowd smiling back; The overwhelming sense of pride and love both for our workplace, and for each other. It is difficult to sum up in words what it feels like!”
- (see CSIRO 2021 AWEI Attachment 2 – Mardi Gras.docx, AS Q39 i. Mardi Gras Evaluation). This is a full evaluation of the communications activity associated with Mardi Gras. It includes statistics on external media as well as public reach generated through CSIRO owned channels, and our internal channels.
- (see CSIRO 2021 AWEI Mardi Gras March report .docx, AS Q39 ii) Positioning CSIRO as an inclusive employer, delivering on the SAGE Action Plan and encouraging Team CSIRO to bring their whole selves to work We have provided a collage of photos from Sydney Mardi Gras 2020 to demonstrate the branding. (see CSIRO 2021 AWEI – Mardi Gras photo collage .docx, AS Q39 iii).

**ANNUAL SUBMISSION: 2020 COMMUNITY ENGAGEMENT**

**INTERMEDIATE**

**40. Pro-Bono or Financial Support: LGBTQ Charities/Organisations**

**2 points**

Throughout the assessed calendar year, we have provided pro-bono or financial support to LGBTQ charities/community groups. (This includes sponsorships of events, publications or pro-bono accommodation/venue support. Fundraising is covered in Q41.)

Please provide evidence of *one* such instance.

*[Insert Evidence Here or Indicate Name of Attached File(s)]*

CSIRO has officially supported [REDACTED] s47F  
 [REDACTED] s47F and [REDACTED] s47F in their involvement in QueersInScience which is noted in their annual performance and appraisal (APA) (See CSIRO 2021 AWEI Attachment 1.docx AS Q40 i).



CSIRO provided sponsorship for the LGBT STEM day event that the Western Australian chapter of Queers In Science held in November 2020 as outline in the sponsorship letter (See **CSIRO 2021 AWEI Attachment 1.docx AS Q40 ii.**) (Note: It is written out to WEHI as the they host QueersInScience and so are the ABN holder for the QueersInScience account). We have included a photo of participants with the CSIRO branding in the background. See **CSIRO 2021 AWEI Attachment 1.docx AS Q40 iii.**)

**ANNUAL SUBMISSION: 2020 COMMUNITY ENGAGEMENT**

**INTERMEDIATE**

**41. Fundraising**

**2 points**

Throughout the assessed calendar year, we have engaged in fundraising for LGBTQ charities / communities / groups. (This may include the support of any LGBTQ charity groups within workplace giving programs.)

*Please provide evidence of **one** such instance. (This can be a letter of appreciation, certificate, receipts or confirmation of funds raised issued by the charity/group.)*

*[Insert Evidence Here or Indicate Name of Attached File(s)]*

Due to the events of 2020, there were no onsite or online fundraising event held in CSIRO over the assessed calendar year.

## SECTION 9: SURVEY

**ANNUAL SUBMISSION: OPTIONAL SURVEY PARTICIPATION**

**OPTIONAL**

**42. Survey Participation**

**2 points**

We are participating in the 2021 AWEI Survey. *Please note:*

- *Partial points will not be given. Full points will only be obtained for the following:*
  - *Medium Employers (501 – 2000 employees): if 50 or more survey responses are collected*
  - *Large Employers (2001 – 8000 employees): if 100 or more survey responses are collected*
  - *Significant Employers (8001 or more employees): if 200 or more survey responses are collected*

*Please note: the more respondents you have, the more substantial data you will receive. The purpose of the AWEI Survey is to provide you with significant information on the impact of your inclusion initiatives and allow you to benchmark against the national dataset.*

## SECTION 10: ADDITIONAL WORK

This section allows you to describe and provide evidence for any additional work completed throughout the assessed calendar year:

- (a) *that has not already been included within this index submission*



- (b) that you believe is significantly over and above what a particular question or index topic is looking for
- **IMPORTANT: PLEASE COMBINE ALL RELATED INDEX WORK INTO ONE ROW.** For example, if you wish to claim for significant training, list all LGBTQ training within one row under the Item Name of "Training." Only 1 point is available for all work pertaining to a particular topic/area – PLEASE do not split similar areas of index activity over multiple rows.
  - Please add additional rows regarding different areas of work, as necessary. *Note: A maximum of 15 points (15 items) may be obtained in this section. Should you submit more than this, you will still only be eligible for the same Maximum points.*

ANNUAL SUBMISSION: ADDITIONAL WORK		ADDITIONAL
43. ADDITIONAL WORK		Max. 15 points
<p><b>Item Name:</b> <i>[Question No. or Item Name Here]</i></p> <p><i>If referencing significant work over and above in relation to one of the questions or topics within the index, please state question number or index topic here and then provide evidence to the right.</i></p> <p><i>If you have new work, the topic of which is not covered within the index, please add an appropriate heading here and then provide evidence to the right.</i></p>	<p><i>[Insert Evidence Here or Indicate Name of Attached File(s)]</i></p> <p><i>Additional evidence for DFVA</i></p>	
<p><b>Standing submission Q1</b></p> <p>We have conducted a review to ensure that any reference to 'sexual preference' or 'lifestyle choice' within our policy documentation, diversity references, on external facing websites and company intranet pages has been replaced with the words 'sexual orientation.'</p>	<p>In addition to reviewing the language in our policies and procedures we also undertook a survey to review the terminology preferred by our Pride@CSIRO members. Although the Pride@CSIRO network was established to 'represent LGBTI+ staff' we have been reviewing how we want to represent ourselves when talking to the broader organisation. In line with changes that Pride in Diversity are making, the Werkgroup felt that 'diverse sex, sexuality and/or gender' may be more inclusive, since the acronym "LGBTIQ+" doesn't explicitly include all identities.</p> <p>We initially asked for verbal feedback in a Pride@CSIRO Network meeting in March 2020, and several different views were expressed. All Pride@CSIRO members were invited take a short survey on preferred language used to describe the identifying community. (See <a href="#">CSIRO 2021 AWEI Attachment 1.docx AW SS Qu 1 i</a>).</p> <p>The results of the survey indicated the preference was to stay with the existing language to describe the community (LGBTIQ+) within CSIRO. (See <a href="#">CSIRO 2021 AWEI Attachment 1.docx AW SS Qu 1 ii</a>).</p>	
<p><b>ANNUAL SUBMISSION Q4: LGBTQ Inclusion Reporting</b></p> <p>Within the assessed calendar year, we have published a report on our LGBTQ inclusion work. This may be within annual reports,</p>	<p>CSIRO has released the <a href="#">Women in Stem Decadal Science plan</a>. The publication has highlighted the Pride@CSIRO Network, (marching in 2019 and 2020 Sydney Gay and Lesbian Mardi Gras) our commitment to the network of diversity champions within our organisation. (page 7) (See <a href="#">CSIRO 2021 AWEI Attachment 1.docx AW AS Qu 4 i</a>).</p> <p><a href="https://www.stemwomen.org.au/sites/default/files/2021-01/CSIRO%20updated.pdf">https://www.stemwomen.org.au/sites/default/files/2021-01/CSIRO%20updated.pdf</a></p>	

<p><b>CSR documentation or equivalent public facing documentation.</b></p>	
<p><b>ANNUAL SUBMISSION Q12:</b>  <b>Our network is actively involved in orientation, on-boarding or the welcoming of new hires within the organisation. If orientation is strictly online, our network has sought means to introduce new hires to the network and welcome them to the organisation.</b></p>	<p>As executive sponsor of the Pride@CSIRO Network, [s47F] invited a number of new CSIRO Leadership team members and other senior CSIRO leaders to join the Pride@CSIRO Network <b>(see CSIRO 2021 AWEI Attachment 1.docx ADDITIONAL Work AS Q12 i).</b></p> <p>Two of the six recipients subsequently joined the network.</p>
<p><b>ANNUAL SUBMISSION Q15 (b):</b>  <b>Allies of Trans and Gender Diverse People</b>          The network has undertaken one of the following within the assessed year:          b) worked with gender diverse employees or community members to develop targeted inclusion initiatives profiling trans and gender diverse speakers or role models</p>	<p><b>Organisation wide communication profiling gender diverse role models</b></p> <p>In 2020, the Diversity Inclusion and Belonging team started a series of stories featuring staff with caring responsibilities (e.g. for children or elderly relatives) sharing how COVID-19 and working from home had impacted their work and lives. The Inside the Home series of stories were shared on the MyCSIRO intranet and promoted in the internal newsletter.</p> <p>The Pride@CSIRO Werkgroup (via [s47F] reached out to the DI&amp;B team to seek LGBTIQ+ representation in the series, and then did a call out to the network for volunteers <b>(See CSIRO 2021 AWEI Attachment 1.docx AW AS Q15 ii.)</b>, resulting in a story featuring a trans staff member [s47F] <b>(See CSIRO 2021 AWEI Attachment 1.docx AW AS Q15 iii.)</b></p> <p>2) For Wear it Purple Day 2020 we ran a one hour panel discussion titled Living, Leading, Driving Change, which featured a non-binary person [s47F] who spoke about volunteering with LGBTIQ+ social networking group [s47F] and driving change for LGBTIQ+ staff and students at [s47F] <b>(see CSIRO 2021 AWEI Attachment 1.docx, AW AS Q15 iv)</b> The webinar was attended by ~100 people and the recording has been viewed 34 times.</p> <p><b>Working with gender diverse staff to distribute information on how to be an ally to trans and gender diverse employees</b></p> <p>Gender diverse staff member, [s47F] distributed emails for two days of significance, IDAHOBIT and Transgender Day of Remembrance, adding a personal perspective to the information being shared, e.g. about pronoun use and how they feel when misgendered at work. The emails were sent to the sites that [s47F] works with (~170 people) and the Pride@CSIRO network (~200 people). <b>(see CSIRO 2021 AWEI Attachment 1.docx &gt; AW AS 15 v)</b></p>
<p><b>ANNUAL SUBMISSION Q17: Mature Age:</b></p>	<p><b>Opportunities for LGBTIQ and Mature Age people to share their story:</b></p>

<p><b>Throughout the assessed calendar year, the network has provided opportunities for LGBTQ people of diverse groups to raise their visibility and/or to share their stories across the organisation:</b></p> <p><b>Please provide evidence for one of the following:</b></p> <ul style="list-style-type: none"> <li>• LGBTQ and Aboriginal, Torres Strait Islander or Indigenous</li> <li>• LGBTQ and a person of faith</li> <li>• LGBTQ and of another diverse group (i.e. CALD, of mature age, living with disability, etc.)</li> </ul>	<ul style="list-style-type: none"> <li>• During CSIRO's external communications campaign associated with Mardi Gras 2020 Parade, a blog post on CSIROscope (<a href="https://blog.csiro.au/frank-zich-plant-sex-diversity/">see https://blog.csiro.au/frank-zich-plant-sex-diversity/</a>) featured a mature age LGBTIQ+ staff member, Frank Zich, talking about his research and marching in Mardi Gras. In the article Frank talks about the impact of inclusion:  <i>Diversity is important to Frank.... This year, Frank will be part of our Sydney Gay and Lesbian Mardi Gras Parade float. He identifies as a cis-male gay person.... "I'm pleased to be part of the diverse group represented in the float and this organisation for the past 30 years," Frank said.            "I'm very proud of CSIRO. I think we're doing a great job in being clear about celebrating and embracing diversity."</i></li> </ul> <p><a href="#">Celebrating science at Mardi Gras: from intersex avocados to engineered enzymes – CSIRO</a> (<a href="#">see CSIRO 2021 AWEI Attachment 1.docx, AW AS Q17 i</a>)</p>
<p><b>ANNUAL SUBMISSION Q19: Within the assessed calendar year, the network has <u>planned, targeted and tracked both activity and progress within one</u> of the following areas:</b></p> <p>a) <b>work to extend and increase network engagement and inclusion within regional offices</b></p>	<p>While this activity could have never truly been planned for, during COVID-19 it was clearly recognised that during COVID lockdowns more and more people experienced social isolation. After consultation with the Pride@CSIRO Network it was agreed to arrange end of day social interactions via webex for members of the community to chat and engage with each other to strengthen the feeling of community.</p> <p>An email was sent to the Network and regular meeting invites for the Pride@CSIRO happy (half) hour arranged at the end of the work day occurring more frequently in the middle of the year then every 4 weeks in the later part of the year. (<a href="#">see CSIRO 2021 AWEI Attachment 1.docx, AW AS Q19 i</a>).</p> <p>Feedback was that this was very important to our regional colleagues.</p>
<p><b>ANNUAL SUBMISSION Q22 Visibility within the workplace.</b></p> <p><b>We actively encourage and provide a means by which employees can indicate their commitment to LGBTQ workplace inclusion through the use of: ALLY email signatures, lanyards, personal pronouns, virtual backgrounds, etc.</b></p>	<p>The Pride@CSIRO Network provided representation to the CSIRO Enterprise Agreement (EA) negotiation table by two of the Pride@CSIRO workgroup members [redacted] s47F and [redacted] s47F. This provided excellent visibility across the whole organisation as an example of the advocacy the network provides members and of the type activities undertaken by Pride@CSIRO Network. The inclusion of the Pride@CSIRO network at the negotiation table was mentioned in an all staff email on EA progress by [redacted] s47F (<a href="#">see CSIRO 2021 AWEI Attachment 1.docx, AW AS Q22 i</a>).</p> <p>The focus of the Pride@CSIRO's statement of claims was in relation to removal of gendered language from the EA. The majority of the claims were accepted except the clause on maternity leave. (<a href="#">see CSIRO 2021 AWEI Attachment 1.docx, AW AS Q22 ii</a>).</p>

<p><b>ANNUAL SUBMISSION Q28: 2020 TRAINING, AWARENESS &amp; PROFESSIONAL DEVELOPMENT- FACE TO FACE TRAINING. We have made face-to-face LGBTQ Awareness / Inclusion / Ally Training available to all employees within the assessed calendar year. This would include any interactive training conducted via internet technologies (i.e. WebEx, Zoom, Teams, etc).</b></p>	<p><b>Transgender Awareness session</b></p> <p>Two trans and gender diverse staff, s47F and s47F hosted a Transgender Awareness Webinar for IDAHOBIT day, on 20<sup>th</sup> May 2020.</p> <p>Outline of the webinar:</p> <ul style="list-style-type: none"> <li>• s47F shared trans their personal stories (~15 min each)</li> <li>• s47F presented slides on LGBTIQ+ awareness (~25 min, using slides from a 2019 training session co-developed with Tasmania's sexuality and gender support and education service, Working it Out)</li> <li>• ~25 min of Q&amp;A</li> </ul> <p>The live event was attended by ~120 staff, and the recording has been viewed 152 times, as of 23 Dec 2020. (See CSIRO 2021 AWEI Attachment 1.docx AW AS Q28 i).</p>
<p><b>ANNUAL SUBMISSION Q34: Within the assessed calendar year, Senior Executive(s) within our organisation have:</b></p> <p>a) advocated for LGBTQ inclusion at an executive level <i>externally</i> amongst peers</p>	<p>a) CSIRO Chief Executive, Dr Larry Marshall, tweeted (22<sup>nd</sup> June 2020) about his privilege in leading this organisation that was accompanied by 7 photographs of this time at CSIRO. One of the images was of him joining our staff at the 2020 Sydney Mardi Gras (See CSIRO 2021 AWEI Attachment 1.docx ADDITIONAL Work AS Q34a i).</p>

## AWEI 2021 SUBMISSION DATES

**We can accept AWEI submissions between Monday 4th January – 5pm Friday 12th March 2021 (or midnight Saturday 13th March 2021 for large file transfer URL).**

- No later than 5pm, Friday 12th March 2021 for hand-delivered, couriered or mailed submissions (hard copies, USB, etc).
- Deadline for large file transfer program URL (including but not limited to Dropbox, Google Docs, Parcel Post, SharePoint or any other internally approved large file transfer system) midnight Saturday 13th March 2021
- **Important: File attachments within emails will not be accepted. Pride in Diversity will take no responsibility for attachments sent via email.**
- All file transfers and access to various systems must be sent to [AWEI@prideindiversity.com.au](mailto:AWEI@prideindiversity.com.au); with a copy to s47F

### IMPORTANT INFORMATION FOR SUBMITTERS



Please ensure that you have signed up to the following newsletter – this will ensure that you receive all relevant information and updates in terms of the up and coming AWEI period. Click here to sign up or go to: <http://eepurl.com/tT7vf>

### **OPTIONAL AWEI EMPLOYEE SURVEY**

**Participating in the AWEI optional Survey? You will be able to [request your unique survey URL](#) as of 1st December 2020.** You will receive this link when the survey goes live on Monday 4th January 2021 and will remain open until the close of submissions on Friday 12th March 2021.

Participation in the survey allows you to balance the results of your AWEI with the views and lived experiences of your employees. While survey data is linked to your organisation enabling us to provide you with a comprehensive high-level analysis of responses, individual respondent data is not collected

### **INDIVIDUAL AWARD NOMINATIONS**

**Please consider nominating your colleagues, networks, etc. for an LGBTQ Inclusion Award. Award categories can be found within the Participation Details of this Submission or on the AWEI website: <http://www.pid-awei.com.au/submission-documents/>**