



## Department of Health

### AUSTRALIAN WORKPLACE EQUALITY INDEX 2022

#### AWEI STANDING SUBMISSION

| Section 1: Standing Submission: HR Policies & Practice                |              |  | Score     | Index     | Notes   |
|---|--------------|--|-----------|-----------|---|
| 1   | Foundation   | Removal of the terms 'Sexual Preference' or 'Lifestyle Choice/s' | 2         | 2         |   |
| 2   | Foundation   | LGBTQ Inclusivity within Policies and Benefits                   | 2         | 2         |   |
| 3   | Advanced     | New Parent Leave Inclusive of LGBTQ Families                     | 3         | 3         |   |
| 4   | Advanced     | Travel Advice for Employees                                      | 2         | 2         |   |
| 5   | Advanced     | Third Party Policies   | 2         | 2         |   |
| 6   | Advanced     | LGBTQ Inclusive Domestic & Family Violence Policy                | 5         | 5         |   |
| 7   | Advanced     | Communications on LGBTQ Inclusive and Offensive Language         | 4         | 4         |   |
| <b>Total HR Policies &amp; Practice Score</b>                         |              |  | <b>20</b> | <b>20</b> |   |
| Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support |              |  | Score     | Index     | Notes   |
| 8   | Foundation   | LGBTQ Training HR / Grievance Officers                           | 3         | 3         |   |
| 9   | Intermediate | Behavioural Examples of what constitutes Bullying / Harassment   | 4         | 4         |   |
| 10  | Intermediate | EAP Provider   | 3         | 3         |   |
| 11  | Advanced     | Tracking of Incidents  | 2         | 4         | Carried Over  |
| <b>Total LGBTQ Bullying / Harassment &amp; Support Score</b>          |              |  | <b>12</b> | <b>14</b> |   |
| Section 1: Standing Submission: Trans / Gender Diverse Inclusion      |              |  | Score     | Index     | Notes   |
| 12  | Intermediate | Gender Affirmation Policy and Process Documentation              | x         | 5         |   |
| 13  | Intermediate | Dress Codes and Uniforms   | 4         | 4         |   |
| 14  | Advanced     | Gender Affirmation Leave   | x         | 4         |   |
| 15  | Advanced     | Gender Neutral Bathrooms and Facilities                          | 3         | 4         | Audit process done and work commenced to update all sites             |
| 16  | Advanced     | (Forms) Non-Binary Gender Options for Employees                  | 1         | 2         | ESS is an IT employee system evidence of forms, room/car booking etc. |
| 17  | Advanced     | (IT Systems) Non-Binary Gender Options for Employees             | 2         | 2         |   |
| 18  | Advanced     | Trans and Gender Diverse Applicants                              | 2         | 6         | Carried Over  |
| <b>Total Trans / Gender Diverse Inclusion Score</b>                   |              |  | <b>12</b> | <b>27</b> |   |
| Section 1: Standing Submission: Strategic Focus                       |              |  | Score     | Index     | Notes   |
| 19  | Foundation   | External Web LGBTQ Workplace Inclusion Promotion                 | 2         | 2         |   |
| 20  | Intermediate | HR/Diversity Professional Accountabilities                       | 2         | 2         |   |
| 21  | Advanced     | Executive Sponsor  | 4         | 4         |   |
| 22  | Advanced     | Senior Management Diversity Accountability                       | 4         | 4         |   |
| 23  | Advanced     | Customer-facing LGBTQ Inclusion                                  | 3         | 3         |   |
| 24  | Advanced     | Customers Information: Changing Gender Markers                   | 0         | 3         | Insufficient evidence to allocate marks                               |
| <b>Total Strategic Focus Score</b>                                    |              |  | <b>15</b> | <b>18</b> |   |
| <b>Total Standing Submission Score</b>                                |              |  | <b>59</b> | <b>79</b> |   |

| AWEI ANNUAL SUBMISSION   |              |   |              |              |   |
|--|--------------|---|--------------|--------------|---|
| <b>Section 2: Strategy &amp; Accountability</b>                      |              |   | <b>Score</b> | <b>Index</b> | <b>Notes</b>  |
| 1  | Foundation   | External LGBTQ Expertise  | 2            | 2            |   |
| 2  | Foundation   | Documented Strategy   | 3            | 3            |   |
| 3  | Intermediate | LGBTQ Advisory Group  | 4            | 4            |   |
| 4  | Intermediate | LGBTQ Inclusion Reporting   | 2            | 2            |   |
| 5  | Intermediate | Media Coverage  | 2            | 2            |   |
| 6  | Advanced     | Strategic Work in Recruitment, Supplier Policy or Service Provision | 3            | 3            |   |
| 7  | Advanced     | Executive Leadership Representation                                 | 2            | 2            |   |
| 8  | Advanced     | LGBTQ Inclusion Promotion   | 4            | 4            |   |
| <b>Total Section 2 Score</b>   |              |   | <b>22</b>    | <b>22</b>    |   |
| <b>Section 3: LGBTQ Employee Networks / Resource Groups</b>          |              |   | <b>Score</b> | <b>Index</b> | <b>Notes</b>  |
| 9  | Foundation   | LGBTQ Employee Network  | 2            | 2            |   |
| 10   | Foundation   | Network Leadership Structure  | 2            | 3            | D&I are excluded from the committee but attend meetings to advise   |
| 11   | Foundation   | Network Strategy / Work Plan  | 2            | 3            | Needs evidence of a progress report.                                |
| 12   | Intermediate | Orientation / On-boarding   | 2            | 2            |   |
| 13   | Intermediate | Strategy and Goals  | 2            | 2            |   |
| 14   | Intermediate | Sustainability Plan   | 2            | 2            |   |
| 15   | Advanced     | Allies of Trans / Gender Diverse People                             | 3            | 3            |   |
| 16   | Advanced     | Visibility of LGBTQ Women   | 3            | 3            |   |
| 17   | Advanced     | Intersectionality   | 3            | 3            |   |
| 18   | Advanced     | Intersex Allies   | 2            | 4            | Evidence is only for sharing current and accurate information.      |
| 19   | Advanced     | Broader Inclusion   | 3            | 3            |   |
| 20   | Advanced     | Network Reporting   | 4            | 4            |   |
| <b>Total Section 3 Score</b>   |              |   | <b>30</b>    | <b>34</b>    |   |
| <b>Section 4: Visibility of Inclusion</b>                            |              |   | <b>Score</b> | <b>Index</b> | <b>Notes</b>  |
| 21   | Foundation   | Days of Significance  | 2            | 2            |   |
| 22   | Foundation   | Visibility in the Workplace   | 3            | 3            |   |
| 23   | Intermediate | Ally / Champion Reference Guides                                    | 3            | 3            |   |
| 24   | Intermediate | Individual LGBTQ Inclusion Work Acknowledgement                     | 0            | 2            | Question needs evidence of individual recognition.                  |
| 25   | Foundation   | Confidential Contacts   | 2            | 2            |   |
| 26   | Foundation   | Communication of LGBTQ Support Information                          | 2            | 2            |   |
| 27   | Intermediate | LGBTQ Social Media Streams  | 2            | 2            |   |
| <b>Total Section 4 Score</b>   |              |   | <b>14</b>    | <b>16</b>    |   |
| <b>Section 5: Training, Awareness &amp; Professional Development</b> |              |   | <b>Score</b> | <b>Index</b> | <b>Notes</b>  |
| 28   | Foundation   | Face-to-Face Training   | x            | 2            |   |
| 29   | Foundation   | Online Training   | 2            | 2            |   |
| 30   | Advanced     | Professional Development for LGBTQ Employees                        | 0            | 2            | A good initiative, but no evidence that LGBTQ inclusion is ensured. |
| 31   | Advanced     | LGBTQ Inclusion Training Plan                                       | 4            | 4            |   |
| 32   | Advanced     | LGBTQ Conferences, Events and Seminars                              | 2            | 2            |   |
| <b>Total Section 5 Score</b>   |              |   | <b>8</b>     | <b>12</b>    |   |
| <b>Section 6: Executive Leadership &amp; Engagement</b>              |              |   | <b>Score</b> | <b>Index</b> | <b>Notes</b>  |
| 33   | Intermediate | Executive Sponsor or Champion                                       | 2            | 2            |   |
| 34   | Advanced     | Executive Advocacy  | 2            | 2            |   |
| 35   | Intermediate | CEO or Equivalent Communications                                    | 2            | 2            |   |
| 36   | Intermediate | CEO or Equivalent Speaking at Events                                | 2            | 2            |   |
| <b>Total Section 6 Score</b>   |              |   | <b>8</b>     | <b>8</b>     |   |

| Section 7: Data Collection & Reporting                            |              |  | Score | Index | Notes  |
|---|--------------|--|-------|-------|--|
| 37  | Intermediate | Employee Data Analysis   | 3     | 3     |  |
| 38  | Advanced     | LGBTQ Analysis   | 3     | 3     |  |
| Total Section 7 Score   |              |  | 6     | 6     |  |
| Section 8: Community Engagement                                   |              |  | Score | Index | Notes  |
| 39  | Intermediate | Employer Branded Participation at Community Events             | 2     | 2     |  |
| 40  | Intermediate | Pro-Bono or Financial Support: LGBTQ Charities / Organisations | 2     | 2     |  |
| 41  | Intermediate | Fundraising  | 2     | 2     |  |
| Total Section 8 Score   |              |  | 6     | 6     |  |
| Section 9: Optional Survey  |              |  | Score | Index | Notes  |
| 42  | Optional     | Survey Participation   | 2     | 2     |  |
| Total Section 9 Score   |              |  | 2     | 2     |  |
| Section 10: Additional Work                                       |              |  | Score | Index | Notes  |
|   | Additional   | Policy updates   | 0     | 1     | Full points given Q3 & Q6                                    |
|   | Additional   | GA Policy & Leave  | 1     | 1     |  |
|   | Additional   | Customer Inclusion   | 1     | 1     |  |
|   | Additional   | External expertise   | 1     | 1     |  |
|   | Additional   | Exec Advocacy  | 1     | 1     |  |
|   | Additional   | LGBTQ Analysis   | 0     | 1     | My workforce tool - Non-binary people are not indeterminate. |
|   | Additional   | Data collection and Reporting                                  | 1     | 1     |  |
| 43  | Additional   | Strategic work   | 1     | 1     |  |
|   | Additional   | Strategic work   | 1     | 1     |  |
|   | Additional   | Customer Facing Inclusion                                      | 0     | 1     | Work of the LHA  |
|   | Additional   | Customer Facing Inclusion - emen8                              | 1     | 1     |  |
|   | Additional   | Exec Visibility  | 0     | 1     | Need more than the just a t-shirt                            |
|   | Additional   | APS Collaboration  | 1     | 1     |  |
|   | Additional   | Customer Facing Inclusion                                      | 1     | 1     |  |
|   | Additional   | Media Partnership  | 1     | 1     |  |
| Total Section 10 Score  |              |  | 11    | 15    |  |
| Total Annual Submission Score                                     |              |  | 107   | 121   |  |
| AWEI TOTAL SUBMISSION SCORES                                      |              |  |       |       |  |
| Total Standing Submission Score                                   |              |  | 59    | 79    |  |
| Total Annual Submission Score                                     |              |  | 107   | 121   |  |
| Total AWEI Score  |              |  | 166   | 200   |  |
| ORGANISATIONAL ACTIVITY SCORES                                    |              |  |       |       |  |
| Core Network Activity   |              |  | 30    |       |  |
| Additional Network Activity                                       |              |  | 0     |       |  |
| Network Activity - Total Score                                    |              |  | 30    |       |  |
| Core Activity - Inclusion of Trans/Gender Diverse Employees       |              |  | 15    |       |  |
| Additional Activity - Inclusion of Trans/Gender Diverse Employees |              |  | 0     |       |  |
| Inclusion of Trans/Gender Diverse Employees - Total Score         |              |  | 15    |       |  |
| GENERAL SUBMISSION COMMENTS                                       |              |  |       |       |  |
| A very good submission. Continuing to build on solid foundations. |              |  |       |       |  |