



Services Australia

AUSTRALIAN WORKPLACE EQUALITY INDEX 2022

AWEI STANDING SUBMISSION

Section 1: Standing Submission: HR Policies & Practice			Score	Index	Notes
1	Foundation	Removal of the terms 'Sexual Preference' or 'Lifestyle Choice/s'	2	2	
2	Foundation	LGBTQ Inclusivity within Policies and Benefits	2	2	
3	Advanced	New Parent Leave Inclusive of LGBTQ Families	3	3	
4	Advanced	Travel Advice for Employees	2	2	
5	Advanced	Third Party Policies	2	2	
6	Advanced	LGBTQ Inclusive Domestic & Family Violence Policy	5	5	
7	Advanced	Communications on LGBTQ Inclusive and Offensive Language	4	4	
Total HR Policies & Practice Score			20	20	
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support			Score	Index	Notes
8	Foundation	LGBTQ Training HR / Grievance Officers	3	3	
9	Intermediate	Behavioural Examples of what constitutes Bullying / Harassment	4	4	
10	Intermediate	EAP Provider	3	3	
11	Advanced	Tracking of Incidents	4	4	
Total LGBTQ Bullying / Harassment & Support Score			14	14	
Section 1: Standing Submission: Trans / Gender Diverse Inclusion			Score	Index	Notes
12	Intermediate	Gender Affirmation Policy and Process Documentation	5	5	
13	Intermediate	Dress Codes and Uniforms	4	4	
14	Advanced	Gender Affirmation Leave	4	4	
15	Advanced	Gender Neutral Bathrooms and Facilities	2	4	No facilities available, but points provided for research and inclusive communication
16	Advanced	(Forms) Non-Binary Gender Options for Employees	2	2	
17	Advanced	(IT Systems) Non-Binary Gender Options for Employees	2	2	
18	Advanced	Trans and Gender Diverse Applicants	6	6	
Total Trans / Gender Diverse Inclusion Score			25	27	
Section 1: Standing Submission: Strategic Focus			Score	Index	Notes
19	Foundation	External Web LGBTQ Workplace Inclusion Promotion	2	2	
20	Intermediate	HR/Diversity Professional Accountabilities	2	2	
21	Advanced	Executive Sponsor	4	4	
22	Advanced	Senior Management Diversity Accountability	4	4	
23	Advanced	Customer-facing LGBTQ Inclusion	3	3	
24	Advanced	Customers Information: Changing Gender Markers	3	3	
Total Strategic Focus Score			18	18	
Total Standing Submission Score			77	79	

AWEI ANNUAL SUBMISSION					
Section 2: Strategy & Accountability			Score	Index	Notes
1	Foundation	External LGBTQ Expertise	2	2	
2	Foundation	Documented Strategy	3	3	
3	Intermediate	LGBTQ Advisory Group	4	4	
4	Intermediate	LGBTQ Inclusion Reporting	2	2	
5	Intermediate	Media Coverage	2	2	
6	Advanced	Strategic Work in Recruitment, Supplier Policy or Service Provision	2	3	Some good progress. Consider building on external platforms strategy
7	Advanced	Executive Leadership Representation	2	2	
8	Advanced	LGBTQ Inclusion Promotion	2	4	Points for strategic partner engagement. IAG program is not pitching for business.
Total Section 2 Score			19	22	
Section 3: LGBTQ Employee Networks / Resource Groups			Score	Index	Notes
9	Foundation	LGBTQ Employee Network	2	2	
10	Foundation	Network Leadership Structure	3	3	
11	Foundation	Network Strategy / Work Plan	3	3	
12	Intermediate	Orientation / On-boarding	2	2	
13	Intermediate	Strategy and Goals	2	2	
14	Intermediate	Sustainability Plan	0	2	Insufficient content around sustainability over and above general operation
15	Advanced	Allies of Trans / Gender Diverse People	2	3	Ally guide is light on content. Consider reviewing or adding additional resources
16	Advanced	Visibility of LGBTQ Women	3	3	
17	Advanced	Intersectionality	3	3	
18	Advanced	Intersex Allies	4	4	
19	Advanced	Broader Inclusion	2	3	Great analysis of problem, but no KPIs / metrics to track
20	Advanced	Network Reporting	4	4	
Total Section 3 Score			30	34	
Section 4: Visibility of Inclusion			Score	Index	Notes
21	Foundation	Days of Significance	2	2	
22	Foundation	Visibility in the Workplace	3	3	
23	Intermediate	Ally / Champion Reference Guides	3	3	
24	Intermediate	Individual LGBTQ Inclusion Work Acknowledgement	2	2	
25	Foundation	Confidential Contacts	2	2	
26	Foundation	Communication of LGBTQ Support Information	1	2	Not explicitly stated that Managers, HR contacts and HCOs are LGBTQ trained/friendly
27	Intermediate	LGBTQ Social Media Streams	2	2	
Total Section 4 Score			15	16	
Section 5: Training, Awareness & Professional Development			Score	Index	Notes
28	Foundation	Face-to-Face Training	2	2	
29	Foundation	Online Training	2	2	
30	Advanced	Professional Development for LGBTQ Employees	0	2	Insufficient evidence of existence of formal leadership development program participation in 2021
31	Advanced	LGBTQ Inclusion Training Plan	4	4	
32	Advanced	LGBTQ Conferences, Events and Seminars	2	2	
Total Section 5 Score			10	12	
Section 6: Executive Leadership & Engagement			Score	Index	Notes
33	Intermediate	Executive Sponsor or Champion	2	2	
34	Advanced	Executive Advocacy	2	2	
35	Intermediate	CEO or Equivalent Communications	2	2	
36	Intermediate	CEO or Equivalent Speaking at Events	x	2	
Total Section 6 Score			6	8	

Section 7: Data Collection & Reporting			Score	Index	Notes
37	Intermediate	Employee Data Analysis	3	3	
38	Advanced	LGBTQ Analysis	3	3	
Total Section 7 Score			6	6	
Section 8: Community Engagement			Score	Index	Notes
39	Intermediate	Employer Branded Participation at Community Events	x	2	
40	Intermediate	Pro-Bono or Financial Support: LGBTQ Charities / Organisations	x	2	
41	Intermediate	Fundraising	2	2	
Total Section 8 Score			2	6	
Section 9: Optional Survey			Score	Index	Notes
42	Optional	Survey Participation	2	2	
Total Section 9 Score			2	2	
Section 10: Additional Work			Score	Index	Notes
43	Additional	Item 1: Workplace Giving Program	1	1	
	Additional	Item 3: Service provision	1	1	
	Additional	Item 4: Innovation Challenge	1	1	
	Additional	Item 5:	1	1	Idahobit story on social media
	Additional	Item 7: Inclusive Behaviour Model	1	1	
	Additional	Item 8: Days of significance	1	1	
	Additional	Item 9: Fundraising	1	1	
	Additional	Item 10: Individual LGBTQ inclusion	1	1	
	Network	Item 11: LGBTQ Intersectionality	1	1	
	T/GD Inclusion	Item 12: Supporting gender diversity and affirmation guide	1	1	
	Additional	Item 14: Work with vulnerable customers	1	1	
	Additional	Q34 Executive Advocacy	1	1	Added by PID - participation in exec ally forum
	Additional	Item Name	x	1	
	Additional	Item Name	x	1	
Additional	Item Name	x	1		
Total Section 10 Score			12	15	
Total Annual Submission Score			102	121	
AWEI TOTAL SUBMISSION SCORES					
Total Standing Submission Score			77	79	
Total Annual Submission Score			102	121	
Total AWEI Score			179	200	
ORGANISATIONAL ACTIVITY SCORES					
Core Network Activity			30		
Additional Network Activity			1		
Network Activity - Total Score			31		
Core Activity - Inclusion of Trans/Gender Diverse Employees			30		
Additional Activity - Inclusion of Trans/Gender Diverse Employees			1		
Inclusion of Trans/Gender Diverse Employees - Total Score			31		
GENERAL SUBMISSION COMMENTS					
Solid submission with good work completed in most areas. However a few questions were not submitted for. Consider reviewing these areas in 2022 strategy.					