AUSTRALIAN WORKPLACE EQUALITY INDEX

2019 RESULTS TRANSCRIPT

Australian Bureau of Statistics

2019 STANDING SUBMISSION

				Status	
LEGEND		**1.1**	**Anti-discrimination clause / policy**	x	
		1.2	**Inclusive language / terminology**	🟡	
x		a	Partner/Spouse	🟢	
UNCLAIMED		b	Family	🟢	
		c	Parent/Carer	x	
🟢		**1.3**	**Staff benefits**	🟡	
FULL SCORE ACHIEVED		a	Health Care Packages	x	
		b	Superannuation/Death Benefits	x	
🟡		c	Travel & Relocation	x	
ADDITIONAL MARKS AVAILABLE		d	Insurance Benefits	x	
		e	Other communicated benefits	🟢	
🔴		**1.4**	**Parental / new parent leave**	🔴	
NO MARKS GIVEN		a	Parental leave	x	
		b	Adoption leave	x	
		c	Surrogacy	x	
		d	Foster Parent leave	x	
		1.5	**Access to external subject matter expertise**	🟢	
		Foundational Work Score			5 /14
		1.6	**Strategic focus & communication of inclusion**	🟡	
		b	External website	🟢	
		c	Diversity or HR role description	🟡	
		d	Online resources	🔴	
		1.7	**Bullying & harassment**	🔴	
		a	Bullying/harassment examples	x	
	SECTION 1: Standing Submission	b	LGBTI friendly HR or grievance contact/s	x	
		1.8	**Support of gender diverse employees**	🟢	
		a	Support for transitioning employees	🟢	
		b	Transitioning policy	🟢	
		Intermediate Work Score			7 /14
		1.9	**Bullying & harassment (leading)**	🟡	
		a	Special measures to help facilitate reporting	x	
		b	LGBTI bullying/harassment reports	x	
		c	Employee Assistance Programs	🟡	
		d	LGBTI employee resources	x	
		1.10	**Support of gender diverse employees (leading)**	🔴	
		a	Special transitioning leave	x	
		b	Trans/Gender Diversity documentation for HR	x	
		c	Recruitment documentation	x	
		d	Dress codes for gender diverse employees	x	
		1.11	**Support of intersex employees**	🔴	
		a	Support for Intersex people	x	
		b	Intersex awareness documentation for HR	x	
		1.12	**Diversity demographics & metrics**	🟡	
		a	Collection of LGBTI diversity demographics	🟡	
		b	LGBTI engagement data analysis	🟢	
		c	LGBTI data against other key metrics	🔴	
		1.13	**Additional**	🔴	
		Leading Practice Score			4 /35
			Additional work		0 /6
			Total Standing Submission Score:		16 /69

2019 ANNUAL SUBMISSION

LEGEND				
x — UNCLAIMED				
🟢 — FULL SCORE ACHIEVED				
🟡 — ADDITIONAL MARKS AVAILABLE				
🔴 — NO MARKS GIVEN				

Section	#	Item	Status	Score
SECTION 2: Strategy & Accountability	**2.1**	**Strategy & action plans**	🟡	
	a	Documented strategy	🔴	
	b	Documented action plan	🟡	
	2.2	**Progress meetings & executive endorsement**	🟡	
	a	Reporting against strategy	🔴	
	b	Executive contribution	🟢	
	2.3	**Senior reporting & reporting communications**	🟡	
	a	Executive reporting	🔴	
	b	LGBTI data reporting	🟢	
	c	LGBTI inclusion communication	🟢	
	d	Annual reorts / CSR / equivalent	🟢	
	2.4	**Additional**	🔴	
		Section 2 Score		**9 /21**
SECTION 3: LGBTI Training & Education	**3.1**	**Open Invitation LGBTI inclusion training**	🟡	
	a	Open invitation LGBTI training	🟢	
	b	LGBTI online training	x	
	c	Awareness building in events	x	
	d	LGBTI conferences	🟢	
	3.2	**Targeted LGBTI inclusion & awareness training**	🔴	
	a	Targeted training to people managers	x	
	b	Targeted training to new starters	x	
	3.3	**Targeted LGBTI inclusion & awareness training**	🔴	
	a	Targeted training to HR/Diversity team	x	
	b	Targeted training to executives	x	
	3.4	**Additional**	🔴	
		Section 3 Score		**2 /16**
SECTION 4: Networks & Allies	**4.1**	**Employee network/ally champion initiatives**	🟢	
	a/b	LGBTI network establishment/existence	🟢	
	c	LGBTI network charter	🟢	
	d	2-way communication with HR	🟢	
	e	Membership growth/tracking	🟢	
	4.2	**Intermediate network activity**	🟡	
	a	Leadership structure	🔴	
	b	Network strategy	🔴	
	c	Intranet page	🟢	
	d	Network contacts	🔴	
	e	Formal feedback processes	🔴	
	f	Delivery of LGBTI content	x	
	g	Ally collateral	x	
	h	Promotion of allies	🟢	
	i	Social events	🟢	
	4.3	**Leading practice network activity**	🟡	
	a	Professional advice	🟡	
	b	Sustainability plan	x	
	c	External reputation	x	
	d	Leaders' role description	x	
	e	Activities promoting inclusion of Intersex & Trans/Gender Diverse employees	x	
	4.4	**Additional**	🔴	
		Section 4 Score		**11 /42**
SECTION 5: Visibility & Inclusion	**5.1**	**Days of Significance & Orientation Programs**	🟢	
	a	LGBTI days of significance	🟢	
	b	Transgender/intersex days of significance	🟢	
	c	Orientation processes	🟢	
	d	Dedicated social media site	🟢	
	5.2	**Visibility of inclusion, allies, exec sponsors**	🔴	
	a	Physical visibility	🔴	
	b	LGBTI ally visibility	🔴	
	c	Executive sponsor visibility	🔴	
	5.3	**Leadership**	🔴	
	a	Senior Leadership visibility	x	
	b	CEO visibility	x	
	c	Out LGBTI senior leaders	x	
	5.4	**Additional**	🔴	
		Section 5 Score		**4 /23**

		6.1	**External promotion of inclusivity**	x	
		6.2	**LGBTI charities / community groups / events**	🟡	
		a	Pro bono/volunteering	x	
SECTION 6: Community Engagement & External Advocacy		b	Fundraising	🟢	
		6.3	**Employer Branded or Supported Activity**	🟡	
		a	Branded sponsorship	x	
		b	Media visibility	x	
		c	LGBTI active recruitment	🟡	
		d	LGBTI presence in advertising	x	
		e	Visibility in external industry conferences	x	
		6.4	**Additional**	🔴	
		Section 6 Score			4 /23
Section 7: Survey & Other		**7.1**	**Survey participation**	🟡	
		7.2	**Other**	🔴	
		Section 7 Score			1 /6
Total Standing Submission Score					16 /69
Total Annual Submission Score					31 /131
TOTAL ANNUAL AWEI SCORE					47 /200

ADDITIONAL WORK AWARDED

Core Network Activity	11
Additional Network Activity	0
Network Activity - Total Score	**11**
Core Activity - Inclusion of Trans/Gender Diverse Employees	5
Additional Activity - Inclusion of Trans/Gender Diverse Employees	0
Inclusion of Trans/Gender Diverse Employees - Total Score	**5**