



Department of Health & Aged Care

AUSTRALIAN WORKPLACE EQUALITY INDEX

AUSTRALIAN WORKPLACE EQUALITY INDEX - FOUNDATION SUBMISSION (2023 - 2026)

HR Policies & Diversity Practice		Score	Index	Notes
1	Updated Terminology	2	2	
2	LGBTQ Inclusivity within Policies and Benefits	2	2	
3	New Parent Leave Inclusive of LGBTQ Families	3	3	
4	International Travel Advice for Employees	3	3	Points awarded for comprehensive LGBTQ cover within Policy, would be good to also see this information mentioned within the intranet page or within checklist considerations.
5	LGBTQ Inclusive Domestic & Family Violence Policy	4	4	
		14	14	
LGBTQ Bullying, Harassment & Support		Score	Index	Notes
6	Resources on LGBTQ Inclusive and Negative Language	6	6	
7	LGBTQ-related Grievance Officers	0	4	No points awarded. HCOs sound like a good resource around harrassment/bullying/discrimination resource advise, support and advocacy. However, the information provided doesnt clearly define a HCO role as a Grievance officer. The question needs us to have confidence that HCO is a HR person with grievance process responsibilities that formal bullying/harassment complaints are referred to for action etc.
8	Behavioural Examples of What Constitutes Bullying / Harassment	4	4	
		10	14	
Inclusion of Trans and Gender Diverse Employees		Score	Index	Notes
9	Gender Affirmation Policy and Process Documentation	4	4	
10	Dress Codes	4	4	
11	Non-Binary Gender Options for Employees	4	4	
		12	12	
Strategic Focus & Accountability		Score	Index	Notes
12	External LGBTQ Expertise	3	3	
13	LGBTQ Inclusion Strategy	3	3	
14	External LGBTQ Workplace Inclusion Promotion	3	3	
15	HR / Diversity Professional Accountabilities	8	8	Good work in all 4 areas. Would of liked to see more formal acknowledgement of the advisory service, but can see clear establishment and engagement of a group with lived experience for advice/consultancy.
		17	17	
LGBTQ Employee Network		Score	Index	Notes
16	LGBTQ Employee Network	4	4	
17	Orientation / On-boarding	3	3	
18	Ally / Champion Reference Guides	3	3	
19	Confidential Contacts	3	3	Points awarded for inclusion officers noted as confidential and informal contacts. Recommendation, for the "Contact co-chair for confidential and informal conversation" having their names and contact details visible is important, as if non network people are looking for this information, they may not know the co-chairs by inormation provided.
20	Internal LGBTQ Social Media Stream	2	2	
		15	15	
Training, Awareness & Professional Development		Score	Index	Notes
21	LGBTQ Training Availability	8	8	Great work in this space.
		8	8	
Total AWEI Foundation Submission Score		76	80	

GENERAL SUBMISSION COMMENTS

Great work! very clear have worked to address the critiera, and have achieved alot. Can't wait to see the work you do next as you set your target on the advanced submission.