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prideindiversity®

Pride in Diversity is Australia's **first and only** not-for-profit workplace program designed specifically to **assist Australian employers** with the inclusion of **lesbian, gay, bisexual, and transgender (LGBT) employees.**



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TOP 10 EMPLOYERS 2011 - Australian Benchmarking Publication

We are pleased to announce Australia's first LGBT Workplace Inclusion AWEI Benchmarking publication featuring benchmarking data across all 2011 AWEI Submissions and examples of good practice from our 2011 Top 10 Employers.

[Click here](#) to download

[Click here](#) to view online

PRIDE IN DIVERSITY ANNOUNCES TOP 10 EMPLOYERS FOR LGBT EMPLOYEES 2011

Results of the 2011 Australian Workplace Equality Index were announced at the Annual Pride in Diversity Business Luncheon and Awards Celebration at the Glass Restaurant, Sydney Hilton on May 17, International Day against Homophobia and Transphobia.

164 guests packed the Glass Restaurant as they enjoyed a stunning 3 course meal during which they were treated to an engaging speech by Olympic Gold Medalist and Telstra Sporting Ambassador Matthew Mitcham and Pride in Diversity's newly appointed Patron, the Hon. Michael Kirby. Mr. Kirby facilitated a panel of leading executives from IBM, KPMG, Australian Federal Police and Goldman Sachs on the importance and relevance of LGBT inclusion.

The results of the Australian Workplace Equality Index 2011 were also announced:

Employer of the Year : Ranked No. 1 in the Index : IBM

Ranked No. 2 and highest public sector organisation: Australian Federal Police

3rd Ranking: KPMG

4th Ranking: Goldman Sachs

5th Ranking: Telstra

Joint 6th Ranking: Accenture and Macquarie University (as a result, no 7th ranking)

8th Ranking: PricewaterhouseCoopers

9th Ranking: University of Queensland

Joint 10th Ranking: University of Western Australia and Curtin University (WA).

LGBT Employee Network Group of the Year : EAGLE - IBM

Runner Up - GLLO, Australian Federal Police

The 2012 Index papers and supporting documentation will be online by the end of August 2011. Please join us next year!

For more information on the Index, please contact Program Director, Dawn Hough on (02) 9206.2136 or email dawn.hough@prideindiversity.com.au

SUBMISSIONS FOR THE 2011 AUSTRALIAN WORKPLACE EQUALITY INDEX HAVE NOW CLOSED

The 2011 Top 10 employers for LGBT employees, and the 2011 Network Group of the Year will be announced at the Pride in Diversity Business Luncheon and Awards celebration on May 17 at The Glass Restaurant, Sydney Hilton. For booking information please contact dawn.hough@prideindiversity.com.au or call (02) 9206.2136.

A press release of the Top 10 will be issued on the same afternoon and published on this site.

2011 AUSTRALIAN WORKPLACE EQUALITY INDEX SUBMISSION DOCUMENTS

Calling all Australian employers, active or just starting in LGBT inclusion to participate in Australia's first Workplace Equality Index (applications closing 31 March).

Posted November 10, 2010

We are pleased to announce the opening of the 2010 Australian Workplace Equality Index. Top employers to be announced May 17 2011.

Calling for Submissions: Submissions are open to all employers from all sectors. Whether you are just starting in this area, or already have an established LGBT diversity strategy, participation in the index will not only provide you with strategy and best practice guidelines but will enable you to compare what you have done to date with other organisations. Only those organisations ranked in the top percentage (to be determined by the number of entries) will be named as one of the top employers. Non-ranking organisations will not be identified. Index participation will enable to you work towards this award and the Pride in Diversity Program can assist you every step of the way.

Participation in the Australian Workplace Equality Index is free. **You do not need to be a member of Pride in Diversity** to participate in the Australian Workplace Equality Index. Submissions close 31 March, 2011 5pm.

Awards include:

- Top 'x' employer 2011 for LGBT people (number to be determined by entries in this inaugural year)
- Employer of the Year 2011 for LGBT people
- Best LGBT Network Group 2011.

All dates/timelines are provided within the AWEI Participation Guide.

Please contact awei@prideindiversity.com.au if you have any further questions.

The two documents below will provide you with all the information you need to complete your submission:

The **AWEI Participation Guide** will provide you with assistance on how to complete your submission along with valuable suggestions and background information. Please ensure you read this document before you start work on your submission document. [Click here to download AWEI Participation Guide.](#)

The **AWEI** document is the submission document itself. We have provided this in Word format so that you can copy and paste relevant information into the document. Additional evidence will be required and will need to be submitted either in hardcopy or via email. All details are provided within the Participation Guide. [Click here to download AWEI document.](#)

Should you have any questions or need any assistance, please contact Dawn Hough, Program Director on (02) 9206.2136 or email awei@prideindiversity.com.au

THE AUSTRALIAN WORKPLACE EQUALITY INDEX 2011

Posted September 30, 2010

We are pleased to announce the official opening of Australia's first Workplace Equality Index, a national benchmark of how inclusive Australian workplaces are of their LGBT employees.

The Australian Workplace Equality Index draws from the rich history of Stonewall UK's Workplace Equality Index and will provide international organisations with not only national benchmarking data but a comparison to their UK counterparts. With over six years history in this groundbreaking index, Stonewall UK have seen organisations go from "not wanting to be identified within a gay index" to competing for a top spot in the Stonewall top 100 employers for LGBT people. Already, Pride and Diversity has witnessed great support and excitement over the launch of this index and the ability, for the first time, to benchmark around LGBT inclusion.

The opening of the index was officially launched at a reception held by foundation member, Australian Federal Police in Canberra on Monday 1 November.

Pride in Diversity are now registering those organisations who wish to participate. Organisations do not need to be a member of Pride in Diversity to participate, and participation is open and free to all employers.

The index will cover four important areas of LGBT inclusion as well as providing organisations with an opportunity to submit work beyond the scope of the survey. The index is weighted according to both the importance and value of work completed, taking into consideration current standards for LGBT diversity practice within Australia.

Areas covered by the index include:

- Policy and practice (worth 40% of the total score)
- Culture and employee participation (worth 30% of the total score)
- Diversity training (worth 10% of the total score)
- Community engagement (worth 10% of the total score)
- Additional supporting information (worth a final 10% of the total score)

There are a total of 100 points that will be awarded across the index, with no one question worth more than three points, allowing organisations to pick up points in areas that they are doing really well. Each organisation's points will be counted and ranked with independent consultant visits to those organisations who are ranking amongst the top five. Only those organisations that appear within the top ranking organisations (number to be determined by first year entries) will be published.

If you are a member of *Pride in Diversity*, you will also receive a tailored feedback session on your index results, full benchmarking data and year long strategy support.

Timeline

Current	Please call us to let us know your intention to submit for the Index
March 31, 2011	5pm deadline for receipt of submissions (based on Jan 1 2010 – Dec 31 2010)
May 17, 2011	Announcement of index results
June - July, 2011	Index publications distributed

To read more, [click here](#).

For more information on the Australian Workplace Equality Index, participation or the Pride in Diversity program, please contact:

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