

TOP 10 EMPLOYERS 2011

THE AUSTRALIAN WORKPLACE EQUALITY INDEX



This publication proudly sponsored by

**Goldman
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prideindiversity®

A few words from our Employer of the Year



"IBM is delighted to have been named the most lesbian, gay, bi-sexual and transgender (LGBT) friendly employer in the country in the inaugural Australian

Workplace Equality Index.

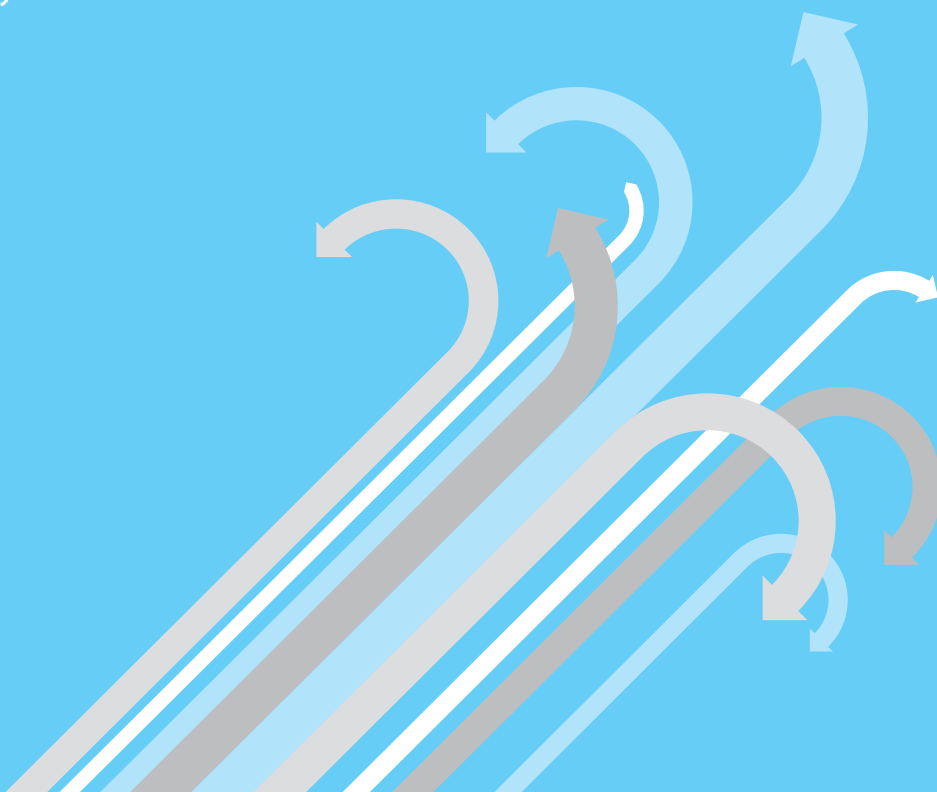
At IBM we have always cherished difference. For 100 years, we have welcomed anyone with talent, regardless of their gender, race, sexual orientation, age or creed – way ahead of the legislative curve. In 1914, IBM employed its first employees with a disability. In 1935, we employed women in technical roles on the same wages as men – decades before we were legally obligated to do so. Similarly, in 1984, we declared we would not discriminate on the basis of sexual orientation. And in 2005, we pledged not to use genetic information in employment decisions.

This is why, for many years, IBM Australia has been proud to have LGBT inclusive policies as a cornerstone of our business strategy. As a result, we have a vibrant, loyal and growing LGBT community, whose intelligence, creative brilliance and diversity of thought help to drive our success.

We believe that companies are great because they can attract the brightest people. And the more diverse those people, the more innovative and adaptable your organisation becomes.

As the Executive Sponsor of our Diversity Council, I can personally attest to the genuine commitment IBM Australia has to nurturing this important community within our organisation – and to the many business rewards we have gained as a result."

Andrew Stevens
Managing Director
IBM Australia and New Zealand



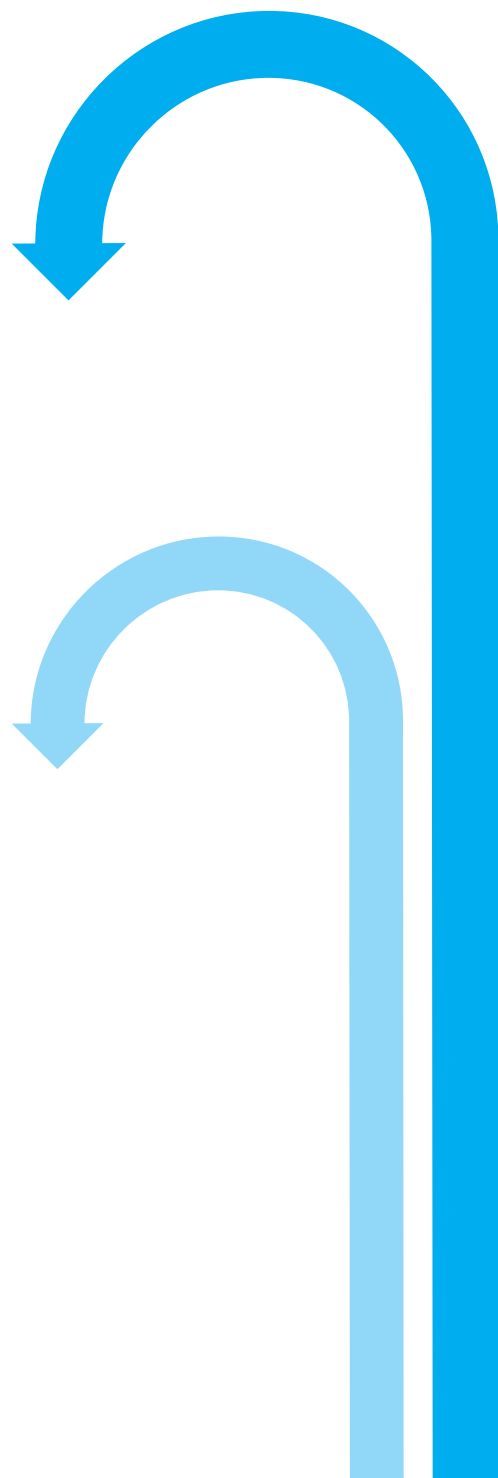
Australia's first LGBT Benchmarking Tool

The Australian Workplace Equality Index draws from the rich history of Stonewall UK's Workplace Equality Index via the adaptation of the Stonewall methodology, rigorous assessment and employer support program (Pride in Diversity). Now with a local equivalent, Australian international organisations will not only have access to local national benchmarking data but also the ability to benchmark against their UK counterparts, promoting a concept of "one company, one culture".

With over six years history in this groundbreaking index, Stonewall UK has witnessed 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 GLB people. Already, Pride and Diversity has witnessed great support and excitement over the index and the ability, for the first time, to benchmark around LGBT inclusion in the Australian workplace.

The opening of the index was officially launched at a reception held by foundation member, Australian Federal Police in Canberra on Monday 1 November 2010. The Australian Federal Police generously supported the development of the index throughout 2010 via a sponsorship that enabled Pride in Diversity to bring out Stonewall UK late last year to assist in the final stages of the index development and scoring methodology.

The index will be conducted yearly – it is open to all employers, it is free to participate and you do not need to be a Pride in Diversity member to take part.



AWEI Top 10 Employers List 2011

The Australian Workplace Equality Index (AWEI) is the definitive national benchmarking tool from which we compile the annual *Top 10 Employers* list for lesbian, gay, bisexual and transgender (LGBT) employees in Australia.

The AWEI challenges employers to introduce or continue development on their LGBT diversity initiatives, improve the inclusivity of their culture and ensure that the foundational work of policies and practices are equitable, up to date and maintained. For the first time in Australia, this inaugural index provides Australian employers with tangible local data and benchmarking information on which they can determine a model for improvement and good practice.

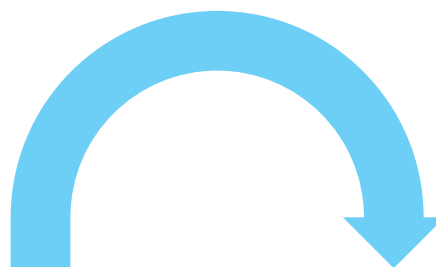
The AWEI is developed by Pride in Diversity, Australia's first and only not-for-profit employer support program specifically designed to assist Australian employers with all aspects of LGBT inclusion. Since our launch in February 2010, Pride in Diversity has worked with our members and our partners to create Australia's leading forum on sexual orientation and gender identity in the workplace. As well as challenging employers, Pride in Diversity assists employers and LGBT network leaders to develop solutions, provide training, set challenges and improve the overall effectiveness of their LGBT initiatives, thereby increasing their score within the Index while actively moving toward best practice.

Pride in Diversity actively encourages both members and non-members to participate in the index without cost. Participation not only provides employers with an opportunity to contribute to the national benchmark for LGBT inclusion, but enables them to gauge the effectiveness of current practice via an overall percentage score and preliminary feedback. Non-members may also choose to purchase a comprehensive feedback debrief on their performance with comparative data and strategy support for next year's submission. Members receive this debrief as part of their membership.

Increasingly employers are recognising that people perform better when they can be themselves. Personal authenticity and the ability to bring one's whole self to work not only positively impacts the health and wellbeing of employees but the organisations for which they work in terms of engagement, loyalty, productivity and collaboration. Still a relatively untapped area of diversity practice for Australia, Pride in Diversity encourages employers with a genuine interest in diversity and workplace inclusion to participate, thereby increasing the overall exposure and adoptability of this important area of social and workplace inclusion.

Participation in the Pride in Diversity Australian Workplace Equality Index shows a tangible commitment to LGBT employees, customers and service users and we would like to thank all those who participated in the 2011 index. Your participation shows great leadership and a genuine desire for an all-inclusive diversity strategy.

Pride in Diversity is delighted to congratulate and publicly recognise those organisations, both in the public and private sectors that have made the Top 10 employers list this year. This recognition acknowledges the contribution that each of these employers have made, and are continuing to make in order to improve Australian workplaces and the working lives of LGBT employees.



Index Scoring Methodology

Submission documents are available on the Pride in Diversity website several months prior to the closing deadline. These documents include a participation guide that details the significance of questions asked and the kind of evidence required to substantiate responses.

Strong supporting evidence is required throughout the submission. Evidence is provided electronically or in hard copy and points are lost if the evidence is missing or insufficient. Where necessary, Pride in Diversity calls submitting employers for clarification on the information provided. The Pride in Diversity team is available throughout the submission process to answer any questions or assist in any way.

Each submission is graded against a comprehensive rubric that clearly outlines the level of evidence required for each question in order for points to be allocated.

The 2011 rubric allocated a total of 100 points with:

- 40% of the points awarded for evidence of inclusive policy and practice
- 30% of the point for inclusive culture and employment involvement
- 10% of the points for LGBT diversity training
- 10% of the points for LGBT community engagement, and
- a further 10 points that can be allocated for additional work not covered by the index questions.

All entries are marked twice by two different members of the Pride in Diversity team. Should the top several rankings be close, site visits are conducted to ensure that the correct selection is made.

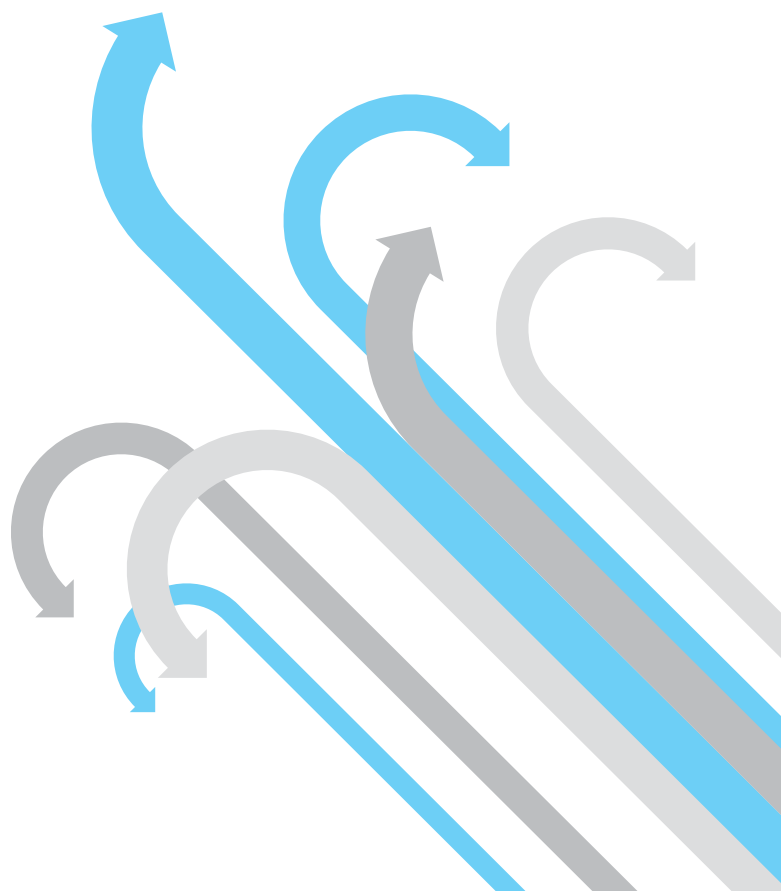
The rubric for the Australian Workplace Equality Index has been designed to ensure that the scoring and ranking process is fair, equitable and evidence based. The assessment process is rigorous and has undergone several reiterations via the UK version to withstand the test of time. Debriefing sessions provide transparency to the scoring process with feedback given to assist in improving ones ranking (and therefore overall practice in subsequent years).



"It has been my honour to assist with the scoring process of the Australian Workplace Equality Index. As an academic researcher, I am impressed by the depth, breadth and vigour of this index. The questionnaire not only adopted quantitative measures to ensure objectivity, it also incorporated quality responses to verify and enhance its objectivity. In addition, the markers (Dawn

Hough and I) have taken rigorous steps to ensure that the result is fair, equitable, transparent and objective."

Dr. Raymond Trau



Reasons to be visibly LGBT inclusive

- **Build your brand, enhance your reputation and communicate commitment to diversity – both internally to staff and externally to customers, clients and service users**

- **Become an employer of choice in competitive markets by attracting and retaining the very best talent from the entire talent pool**

- **Allow your employees to be personally authentic and ensure that your organisational values are lived by creating a safe and inclusive environment for all employees**

- **Prejudice has human costs for staff, but also costs the bottom line in terms of legal fees, recruiting, inducting and training new staff. Mitigate risk, be compliant and promote a genuine duty of care**

- **Increase productivity, brand / organisational loyalty and employee engagement with a work environment that is respectful and inclusive of individual differences**



Executive Summary

In this, our inaugural year of the Australian Workplace Equality Index, we were delighted to see participation from both members and non-members, from the public and private sectors as well as a significant number of submissions from the Higher Education sector representing universities in New South Wales, Queensland, Western Australia and Victoria.

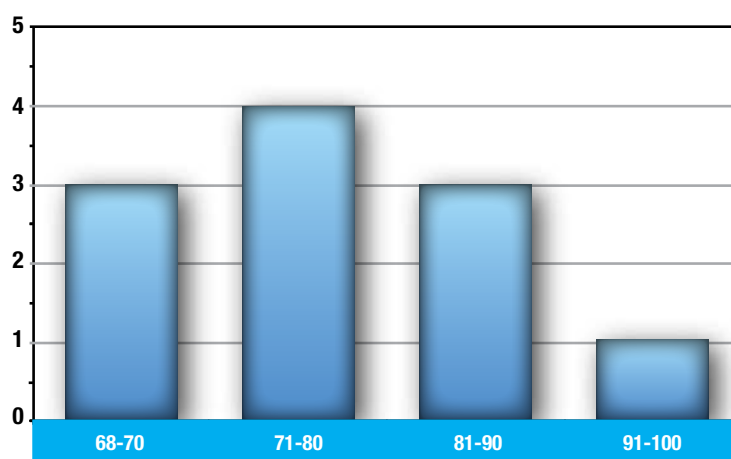
Pride in Diversity received 23 submissions overall, representing 13 different industry groups or employment sectors. The private sector provided the highest number of submissions and the highest number of entries within the Top 10. The Private Sector also outperformed the Public Sector within the Top 10 with an average of score of 82.5% as opposed to 74.2%.

The Public Sector however was the most successful sector overall with approximately 56 percent of its submissions making the Top 10 as opposed to 43% for the Private Sector and a higher average over all submissions (55.6%) as opposed to the Private Sectors 42.9%.

Higher Education provided the highest number of industry submissions and the greatest industry representation within the Top 10 closely followed by Professional Services.

Competition for entry into the Top 10 was significant within this first year with the entry point for the Top 10 being 68%, on par with Stonewalls 66% in 2010.

Top 10 Score Distribution



*Note: Tie 10th place – therefore 11 organisations represented

Private Sector Top 10 Qualifiers
IBM
KPMG
Goldman Sachs
Telstra
Accenture
PricewaterhouseCoopers

Public Sector Top 10 Qualifiers
Australian Federal Police
Macquarie University
University of Queensland
University of Western Australia
Curtin University (WA)

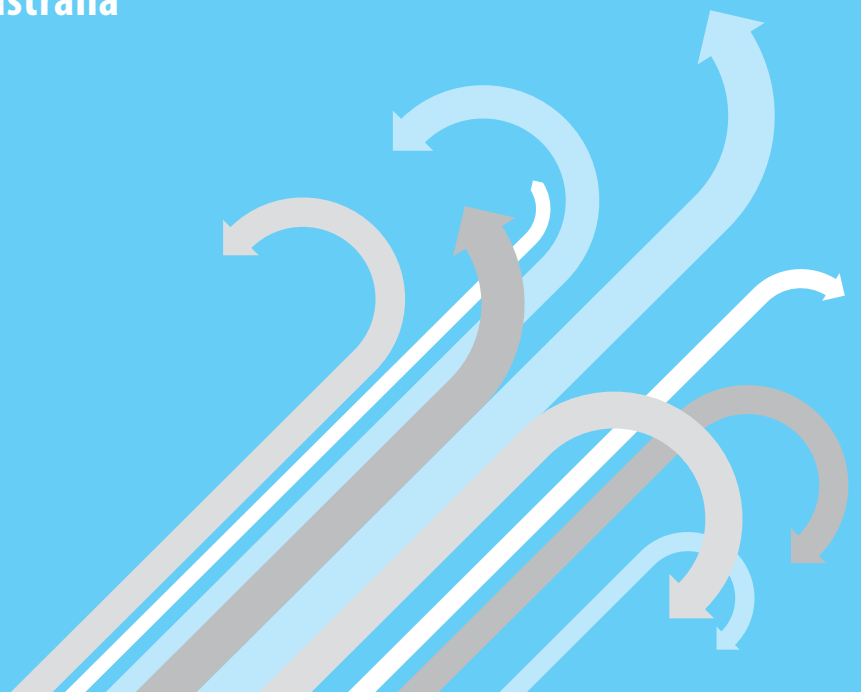
Australia's Top 10 Employers for Lesbian, Gay, Bisexual, Transgender Employees 2011



**TOP 10 EMPLOYER
FOR LGBT EMPLOYEES**

Australian Workplace Equality Index

1	IBM	PRIDE IN DIVERSITY MEMBER
2	Australian Federal Police	PRIDE IN DIVERSITY MEMBER
3	KPMG	PRIDE IN DIVERSITY MEMBER
4	Goldman Sachs	PRIDE IN DIVERSITY MEMBER
5	Telstra	PRIDE IN DIVERSITY MEMBER
6	Accenture	PRIDE IN DIVERSITY MEMBER
6	Macquarie University	
8	PricewaterhouseCoopers	PRIDE IN DIVERSITY MEMBER
9	University of Queensland	
10	University of Western Australia	
10	Curtin University (WA)	





EMPLOYER OF THE YEAR FOR LGBT EMPLOYEES

Australian Workplace Equality Index

WINNER: IBM

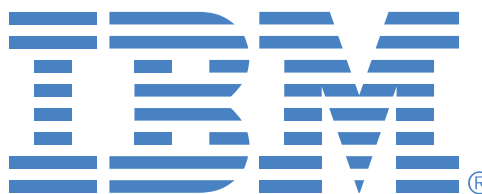


Photo: Gerry Meleady



Mark Latchford, GLBT Executive Sponsor for IBM accepts the award for **Employer of the Year** at the Pride in Diversity Annual Business Luncheon and Awards Celebration.

IBM took out the honours of Employer of the Year and Highest Ranking Private Sector Employer in the 2011 Index. With over twenty years experience in LGBT inclusion, IBM provided an immense amount of supporting documentation in regards to the LGBT inclusivity of their policies, practice and overall organisational culture.

Index markers stated that

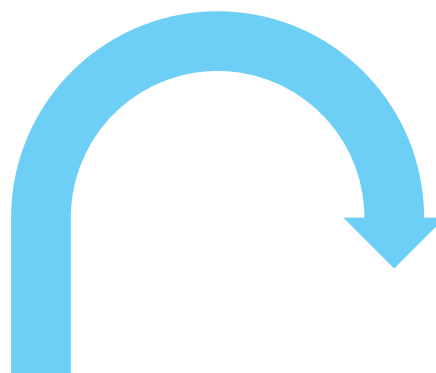
"throughout their submission, IBM provided comprehensive evidence to support their responses, provided clearly articulated inclusion of LGBT employees in staff policies and benefits, comprehensive training in diversity and a strong and effective LGBT employee network group. IBM's GLBT Executive Sponsor was actively engaged both internally and externally in promoting LGBT inclusion and with IBM's strong executive endorsement, they proved extremely active in external branding, community engagement and fundraising. In addition, IBM outlined leading edge diversity practices in the areas of Supplier Diversity, LGBT mentoring, monitoring and both inter- and intra LGBT business coaching. A superb submission presented by an organisation that has extraordinary experience in creating a truly inclusive workplace."

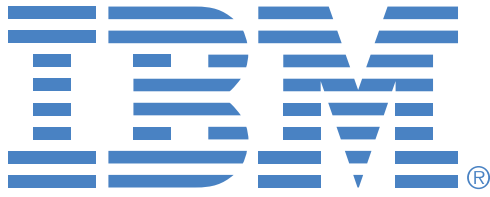
"I am extremely proud that IBM has been awarded this accolade. IBM has included references to sexual orientation in its Diversity and Inclusion policies for over 20 years. Diversity is an integral part of IBM's talent make-up, and from the very top down, considered essential to our future success."

Mark Latchford (IBM)

In their submission IBM states that

"Diversity allows us to attract and retain the best candidates from the widest talent pool and gives us an edge in a highly competitive and ageing labour market. Our employment website specifically states "there are people from every walk of life at IBM, and almost every circumstance you can image. We're not concerned with what they believe in, what their age is, where they come from, what gender they are – all we're looking for is passion and commitment"





Gavin Salway (IBM):

"Having an employer that proactively encourages and supports a GLBT community is crucial for me. I've experienced homophobia and the very negative impact it had on my own life, happiness and health. There's no way I would put myself in that situation again".

When Gavin joined IBM as a graduate he was already aware of the company's commitment to diversity and the existence of a gay and lesbian diversity group. *"In my HR degree, we actually did case studies on IBM and its best practice HR and diversity policies"*

As part of the studies Gavin completed a final year thesis on GLBT discrimination and was shocked at some of the evidence he came across which showed how some companies clearly discriminated against GLBT employees and the existence of a "Pink Ceiling" for GLBT professionals.

"Previously I hadn't thought about what effect my sexual orientation would have over my career. I thought very seriously about whether I wanted to be out at work and I decided I would not work for a company who wouldn't accept me for who I am. Having made that decision, of all the job offers I received, IBM's seemed the best fit".



"We are proud of our long history of valuing, and promoting diversity and inclusion in our workforce. For IBM, diversity is a defining and measurable competitive advantage, it helps us attract and motivate talented individuals, which drives the very best results for our client ... we are proud to partner with Pride in Diversity and have great admiration for the significant work they

are doing to support Australian companies and their LGBT initiatives."

Mark Latchford, Executive Sponsor IBM GLBT Network.

"[Our diversity] policy is based on sound business judgement and anchored in our IBM values. Every manager in IBM is expected to abide by our policy, and all applicable laws on this subject, and to uphold IBM's commitment to workforce diversity"

Samuel J. Palmisano, Chairman and Chief Executive Officer

HIGHEST RANKING PUBLIC SECTOR EMPLOYER : AUSTRALIAN FEDERAL POLICE



Photo: Gerry Meleady



Stephen Walker, LGBT Executive Sponsor for the Australian Federal Police accepts the award for **Highest Ranking Public Sector Employer** at the Pride in Diversity Annual Business Luncheon and Awards Celebration.

"Through professional excellence we progress human rights, welfare, advocacy and diversity services within the AFP and the communities we serve" **GLLO Network**

As an employer, the AFP is committed to creating a supportive, flexible and fair work environment where difference among employees is respected. Our aim is provide a workplace free from all forms of discrimination and harassment and where all employees are given equal opportunities. Diversity in the AFP goes beyond cultural and linguistic diversity to incorporate gender, sexual orientation, age and disability and the way these difference contribute to and enhance effective policing.

High performing organisations need to be able to access, develop and retain skills and abilities of all Australians. This award recognises what the AFP is trying to achieve.

Since 1996, the Australian Federal Police (AFP) has provided support to the LGTB community. From its origins of only two staff operating out of ACT City Police Station, the pilot grew to become what it is today: a network of Gay and Lesbian Liaison Officers spanning the country as well as some AFP overseas locations. Outreach programs include providing safety advice to members of the LGTB community, referral services to an AFP Gay and Lesbian Liaison Officer, participation in community event such as Fairday, Mardi Gras and IDAHO activities.

For more than a decade, the AFP has been training staff and external partners in relation to LGTB diversity. The program includes information sessions and modules that engages members of the gay, lesbian, bisexual, transgender and

Australian Federal Police ranked 2nd in the overall index and took out the award for the Highest Ranking Public Sector Employer.

The Australian Federal Police (AFP) is honoured to have received this recognition and award. The award is particularly important as the AFP celebrates its 15th anniversary of our Gay and Lesbian Liaison Officer Network. The AFP is committed to ensuring its workforce fully represents the community it services and develops a range of policies and networks to promote the value of equality and diversity in the workplace. **Stephen Walker (AFP)**

The AFP has been inclusive of LGBT staff and has engaged with the GLBT community now for fifteen years since the establishment of the AFP Gay and Lesbian Liaison Officer (GLLO) Network in 1996 a network with a unique dual purpose of internal employee support and external community focus.

In regards to the AFP submission, Index markers commented that

"the work that the AFP does in regard to LGBT inclusion is quite unique in terms of its internal effectiveness and external policing activities. Internally, the AFP provides excellent examples of workforce harassment policies and definitions specifically related to LGBT bullying and harassment and via their Confidant network, whistleblower networks and wellbeing services provides a variety of ways in which employees can confidentially seek advice or lodge concerns. The AFP's LGBT diversity training is the most comprehensive we have seen with large numbers of AFP staff, not just HR having been trained in extensive LGBT awareness and support, including chaplains, wellbeing and advisory staff. The work that AFP does, via it's GLLO network within the community itself is also extremely impressive. A deserving organisation for this award".

intersex community to participate and discuss contemporary issues and to develop strategies to support policing efforts for a safer community. The AFP has also developed a "Sexuality and Diversity" package to provide awareness training on gay, lesbian, bi-sexual, transgender and intersex issues for personnel wanting to gain knowledge and further understanding of these issues. In addition, the AFP has a rolling program of education in the area of Respect, where amongst other things, staff are confronted with real stories about bullying and harassment.

**Stephen Walker, National Manager Human Resources and Executive LGBT Sponsor
Australian Federal Police**



LGBT EMPLOYEE NETWORK OF THE YEAR

Australian Workplace Equality Index

Photo: Gerry Meleady



Steven Preston, IBM EAGLE Diversity Networking Group Lead accepts the award to **LGBT Employee Network of the Year** at the Pride in Diversity Annual Business Luncheon and Awards Celebration.

WINNER: EAGLE IBM

"The diversity networking group members are really pleased to have received the award for LGBT Employee Network Group of the Year. Our EAGLE (Employee Alliance for Gay and Lesbian Empowerment) networking group has been running for more than 10 years. We are proud of what we have achieved in fostering a more inclusive and diverse workplace, but there is still more we want to do to further drive equality. We know we don't have a monopoly on good ideas and we want to work with other companies to share best practices and networking opportunities."

Steven Preston
Marketing Executive & EAGLE Diversity Networking Group Lead
IBM Australia and New Zealand

LGBT EMPLOYEE NETWORK GROUP RUNNER UP GLLO – AUSTRALIAN FEDERAL POLICE



Photo: Gerry Meleady



Delia Quigley, GLLO Chair is congratulated as runner-up for the LGBT Employee Network of the Year Award at the Pride in Diversity Annual Business Luncheon and Awards Celebration.

"The AFP GLLO network began 15 years ago with an external focus towards servicing the GLBTI community within the A.C.T. That focus has now grown as the AFP has grown as an organisation with a focus that is upon local, national and International communities. The growth of the GLLO network has also seen it evolve into becoming an employee network that is also there to advise & assist our GLBTI employees and to also have some fun social activities"

"As a long term network member it is phenomenal to see the changes that have occurred. In the beginning our members had other police officers turn their backs to them when they marched in Mardi Gras for the first time - now we have employees from other agencies virtually begging to undertake our training program. A lot of hard work, blood, sweat, tears and laughs from a large number of people have gone into achieving where we are today"

"Sometimes it is still a battle for GLBTI community members to come forward to talk to police, hopefully the community will see these awards and our success as a signal that it is ok, you can speak to GLBTI friendly police or staff members ... It does get better!"



Different voices, smarter solutions.

At Goldman Sachs, diversity isn't an initiative. It's part of our culture. Having an inclusive environment gives us access to the best talent, without restriction. Talent that helps us find innovative solutions for clients across the globe. That's not just a good story. It's good business.

As part of Goldman Sachs' commitment to diversity in Australasia, the GLaM Network's mission is to advocate a work environment that respects, welcomes and supports lesbian, gay, bisexual and transgender professionals, helping them to perform to their fullest potential.

Goldman Sachs is proud to have been named as one of the Top 10 Employers for LGBT Employees 2011, as measured by the Australian Workplace Equality Index.

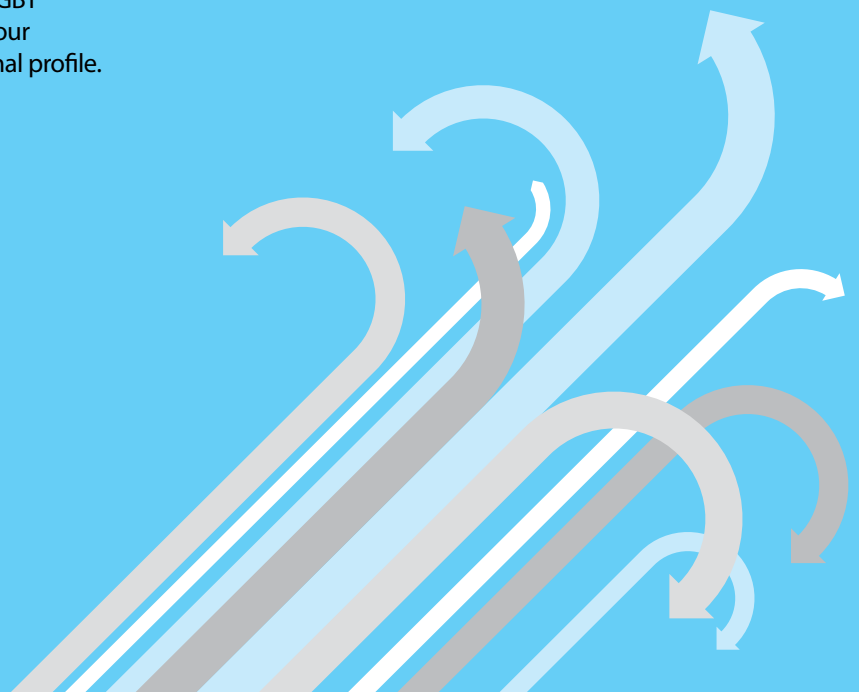
www.gs.com.au



PRIDE IN DIVERSITY MEMBERSHIP BENEFITS

Full membership of the Pride in Diversity Program is \$5,000.00 plus GST per annum. Members will receive the following benefits:

- A dedicated account manager to provide ongoing organisational support in all aspects of LGBT inclusion and to ensure that you maximise the full benefits of the program
- Invitation to three good practice seminars annually to discuss topical LGBT workplace issues and to share good practice amongst PID employers, broadening your diversity network
- Invitation to LGBT Networking Events for your LGBT Network Groups and Allies
- Free high quality training session on Sexual Orientation and Gender Identity in the workplace, tailored to meet the needs of your executive, HR / Diversity team or general staff members. This session can be substituted for LGBT Network Working Groups, All Staff Presentations or Diversity Council training
- 25% discount on any further training/consulting for special projects, LGBT Train the Trainer or organisational wide initiatives
- Free copies of Pride in Diversity yearly publication and the ability to upload to your intranet.
- Members-only website with resources, research, presentations, videos, photos, workplace guides and a quarterly e-bulletin to keep you up to date and connected
- Targeted recruitment and marketing to the LGBT community via members-only job pages on our website - ability to post jobs and organisational profile.
- Optional entry into the Australian Workplace Equality Index with a tailored feedback meeting, full benchmarking data and full program support for continuous improvement (worth \$1350.00)
- Exclusive use of the Pride in Diversity logo to promote your active participation in the program
- An opportunity to build your brand reputation and leadership on diversity
- An opportunity for your LGBT network group and allies to participate in the Pride in Diversity entry of the Sydney Gay and Lesbian Mardi Gras parade
- Access to Pride and Diversity speaker for company events, launches, diversity celebrations
- Nomination of an internal LGBT Network Leader contact. This person will also have access to support and advice from the Pride in Diversity program and will be our contact for co-ordination of company participation in LGBT networking events.
- Opportunity to participate in Pride in Diversity community fundraising events.
- Meetings to assist with strategy direction and input.
- Unlimited telephone / email support for key organisational contacts.



AUSTRALIAN BENCHMARKING DATA 2011

Pride in Diversity, via the Australia Workplace Equality Index is extremely proud to provide Australia's first set of local benchmarking data on Organisational LGBT inclusivity. We would like to personally thank all of those organisations that participated this year and encourage all Australian workplaces with an interest in diversity and inclusion to participate in the 2012 index.

Membership Comparison

Of the 23 submissions received, 65 per cent were from member organisations. Members scores were on average, 24% higher than non-member scores.

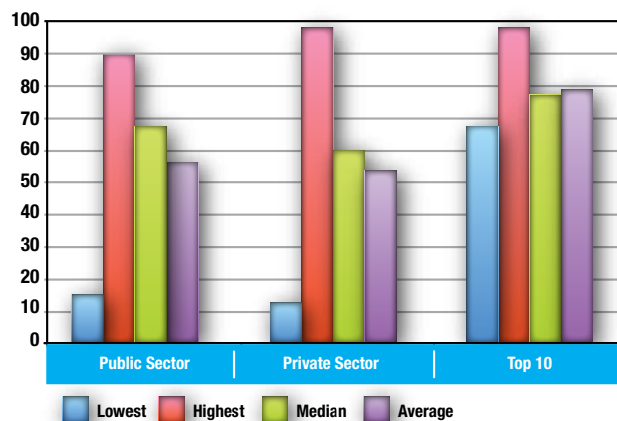
All participating organisations do receive their percentage score with some preliminary feedback to enable them to benchmark progress against next years index results. Pride in Diversity actively encourages all Australian employers to participate for this reason.



Overall Scores

The 2011 Index scores ranged from 12 per cent (organisations just starting with LGBT inclusion) to 98 per cent with a top 10 average of 78.5 per cent.

Overall, the Public Sector performed on average 2.7% higher than the private sector.

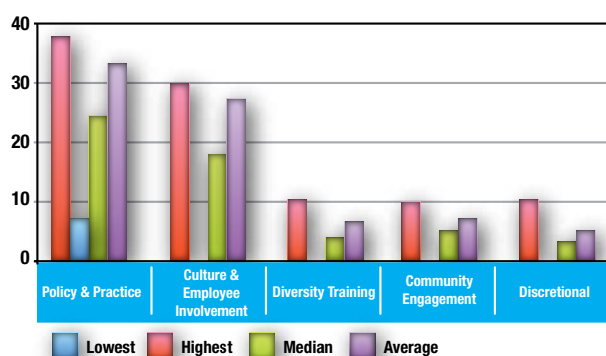


Section Comparison

Policy and Practice was the only section where all submissions received points. Those organisations that did not have an LGBT employee network group lost significant points within the Culture & Employee Involvement section and while organisations conducted EEO training that covered areas of unlawful discrimination, the content was not sufficient in terms of LGBT awareness for many organisations to pick up points within the Diversity Training section.

The maximum number of points available was achieved by leading employers within all sections with the exception of Policy and Practice.

Section comparison:



Maximum scores for each of the sections:

Policy & Practice	40 points
Culture & Employee Involvement	30 points
Diversity Training	10 points
Community Engagement	10 points
Discretionary	10 points

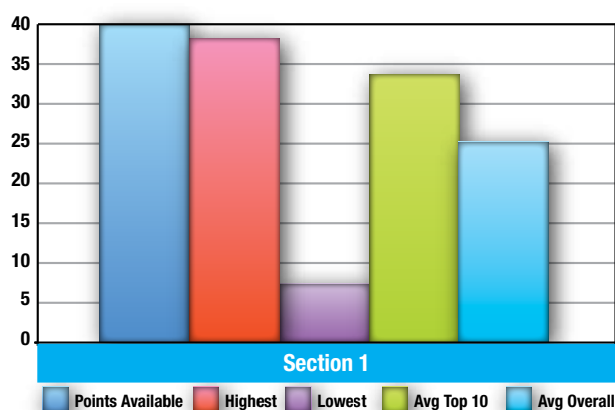
Discretionary points were awarded for evidence of work outside of the areas identified by the Index. A maximum of 2 points allocated for each piece of work submitted for this section.

Policy and Practice

The 2011 Index was heavily weighted towards the Policy and Practice section of the Index, worth 40% of the overall marks allocated. This section covered:

- Strategic Approach to LGBT Diversity
- LGBT Accountability
- LGBT Champions
- LGBT Inclusive Policies and Practice
- LGBT Bullying & Harassment Policies and Processes

Strategic Approach to Diversity looked for diversity strategies over and above any obligatory EEO statements, the link between the diversity strategy and the overarching strategy of the organisation and an LGBT component to the diversity strategy with clearly articulated deliverables.



LGBT Champions also fell into this section. In 2012 the LGBT Champion section will be moved to Section 2 Culture and Employee Involvement. Additional points were gained within this section for the seniority of the Champion.

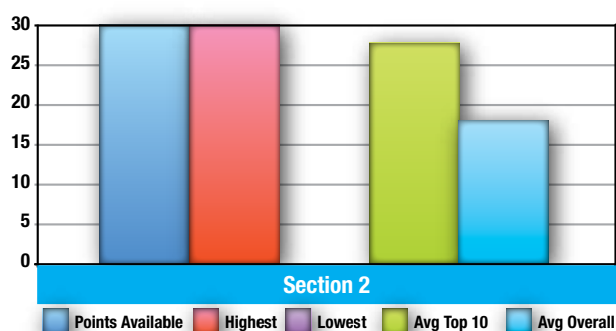
Submissions showed that there is still some work to be done in terms of the wording and language used in organisational policies. In particular, definitions of partner, family and the extension of family benefits to those who do not fit traditional family models in terms of biological parents (eg. Surrogacy). The term partner did not carry points unless partner was clearly defined as being inclusive of same-sex partners within the documentation or accompanying definitions.

Within the Bullying and Harassment Policies, we once again looked for evidence of LGBT inclusivity beyond the obligatory EEO definitions. Good bullying/harassment documentation provided examples of bullying/harassment and processes to be followed. Those that picked up additional points provided homophobic examples within these descriptions and had a dedicated point of contact for LGBT issues.

Culture and Employee Involvement

This section of the submission looked at the structure and involvement of LGBT Employee Networks and organisational wide communication in regard to LGBT inclusion, initiatives and/or events. Worth 30% of the overall points, this proved a significant loss for those organisations that did not have a formal network.

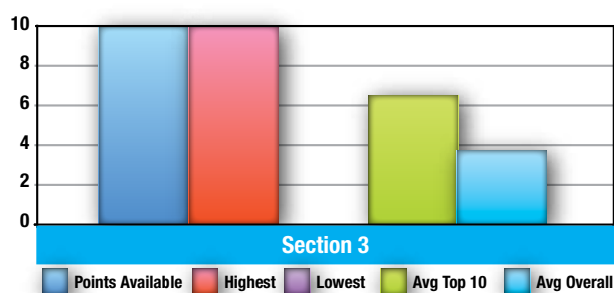
Data accumulated over the years by Stonewall UK shows that effective LGBT network groups are singly the most important factor in creating a culture of inclusivity and are widely supported not only by those who identify as lesbian, gay, bisexual or transgender, but by families and friends of those who do identify as a show of support.



Diversity Training

This section of the 2011 Index was worth a total of 10 marks and required organisations to go beyond any obligatory EEO unlawful discrimination modules to pick up points.

Here we looked for diversity training that gave insight into diverse groups, their culture, stereotypes, myths etc. This did not need to be a dedicated LGBT module and equal points were given if this training was part of a much broader diversity training initiative. However the LGBT component did need to be comparative in the attention given to it and did need to cover off basic terminology, homophobic behaviours and general awareness.



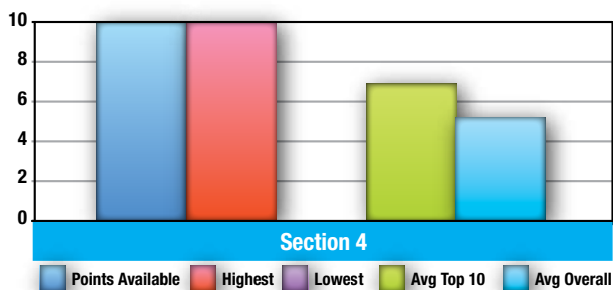
Additional points were awarded for the seniority of people attending the training and the number of people that participated in the training (%).

Submissions revealed that LGBT specific training was generally only carried out by those well established in diversity initiatives and LGBT inclusion, an obvious area of growth for leading practice in this area. Of all the sections, this section had the highest number of "NIL" scores with 7 out of the 33 submissions not scoring at all. This was higher than the number of zero points in the community engagement section which was quite surprising.

Community Engagement

Community Engagement, considered a leading area of LGBT diversity practice had higher levels of participation than Diversity training with only 3 organisations receiving a NIL score.

Covering areas of LGBT organisational partnerships, sponsorships and internal/external promotion, it was evident that leading organisations in LGBT inclusion saw external links to the LGBT community as an important part of their overall diversity strategy and practice.

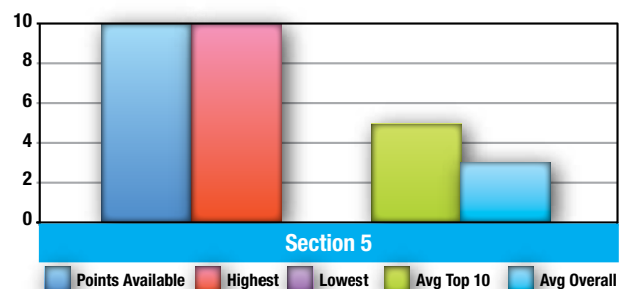


Additional Information

Ten points were available within the 2011 Index for evidence of additional work or contribution to LGBT inclusion not covered by the index questions. The maximum points allocated for one piece of additional contribution was 2 points.

69 per cent of all submissions were awarded points in this section. Examples of work in this area includes:

- Identification of LGBT employees within an engagement or diversity survey
- Monitoring of LGBT engagement
- Supplier diversity initiatives that specifically address LGBT diversity
- Extensive examples of work completed in a particular area, well over and above expectations of the index
- Active external involvement of LGBT Executive Sponsors
- LGBT specific mentoring
- Public acknowledgement of importance of LGBT diversity by CEO or equivalent



THE BEST OF THE BEST TOP EMPLOYERS' GOOD PRACTICE

Policy and Practice

The top three scores in the Policy and Practice section were awarded to:

- IBM
- AFP
- KPMG



IBM's submission In this section was strongly supported by a four year high level LGBT roadmap linked directly to IBM's diversity

strategy, the wider business strategy for IBM and the Global GLBT Council "vital few". Focusing on four key streams: Internal Policy, Internal Community, External Community and External Corporate, the roadmap comprehensively outlined key activities with detailed actions and milestones as well as strong reporting accountability for progress.

IBM's dedicated Diversity Manager held specific LGBT responsibilities working directly with the LGBT strategy, Executive LGBT Sponsor, Recruitment and EAGLE (IBM LGBT employee network) in addition to co-ordinating LGBT roundtables. With a dedicated LGBT diversity budget and resources, the Diversity Manager has direct accountability to members of the Executive Management Group enjoying frequent executive access.

IBM has three executive champions, a Senior Executive Champion, Australia and NZ Champion and an Asia Pacific Champion each reporting directly to the Country General Manager, also the Executive Sponsor of the IBM Diversity Council.

In terms of LGBT inclusive policies, the inclusion of same-sex partners and families were clearly articulated in the wording of policies and family benefits. IBM also had experience and clearly documented kits of information to assist those who were transitioning in the workplace, their teams and their managers.



The Australian Federal Police submission was also accompanied by an extremely impressive 5 year Strategic LGBT plan developed and owned by

the Gay & Lesbian Liaison Officer network. The plan clearly identified the overall purpose of the Network, business plan

alignment, AFP GLLO Partnering relationships and detailed Objectives, Strategies, Areas of Performance, Measures and Outcomes. This plan was clearly linked to the AFP's Workforce Diversity Plan, cascaded from the AFP's People Plan. All strategic plans were designed to embrace the Commissioner's vision via the established planning and reporting framework.

Like IBM, AFP's senior LGBT champion was also actively involved in promoting LGBT inclusion both internally within the AFP and externally. AFP was also very strong and highly commended for their examples of workforce harassment and definitions specifically related to LGBT bullying and harassment. Their Confidant network, whistleblower networks and wellbeing services provide a variety of safe ways in which LGBT employees could confidentially seek advice or lodge concerns.



"Maintaining and encouraging an inclusive workplace is vital for KPMG to attract and retain the best people and to stand apart as an organisation delivering exception value for its clients. We are committed to making KPMG a leader in diversity by facilitating, embracing and utilising difference." **KPMG's Diversity Aspiration**

KPMG's submission clearly outlined the alignment of diversity and inclusion with their business objectives contributing to increased levels of engagement and delivery of business results. Diversity is articulated as a business imperative for KPMG.

"For real and lasting changing, everyone in the firm needs to embrace diversity in all of its challenging complexities and be honest about attitudes to difference. We encourage challenging inappropriate behaviour in the workplace. We aim to educate employees to understand how insensitive attitudes towards subjects such as gender, family responsibilities, sexual orientation, ethnicity and religion can thwart the aspirations of individuals; preventing the firm from becoming its best."

KPMG's LGBT component of their diversity strategy clearly outlined goals, initiatives and progress to date with evidence of active planning sessions driven by the KGEN (LGBT Employee Network) group. Policies were clearly inclusive of LGBT employees.

Culture and Employee Involvement

Full points were awarded to four organisations in this section of the Index:

- IBM
- AFP
- KPMG
- Goldman Sachs

This section of the index focused on the role, structure and activity of an LGBT Employee Network Group and organisational wide communication in terms of LGBT inclusion, initiatives and/or events.



IBM's superb promotion and utilisation of the EAGLE Network, their breadth of communication and impact both internally and externally saw them take out the Employee Network Group of the Year Award. Accompanied by an active and organisational wide promotion of LGBT inclusion and events, it is little surprise that IBM was one of the four organisations to achieve full marks within this section of the index (although six organisations received full marks for their LGBT Employee Network component).

the incredibly detailed honest forthright
fully comprehensive completely blunt
shockingly simple wonderfully helpful
and witty exposition on a topic that
sometimes makes people blanch but
really shouldn't because this compelling
open and straight to the point (no pun
intended) little publication will demystify
the secret world of gay people and be
your tried and trusted

**guide
to being a
straight ally***

Replication of the cover of PFLAG's Straight Ally guide

With detailed networking group strategies, comprehensive reviews, internal celebrations of PRIDE month and other key LGBT community events and a comprehensive guide for straight allies, IBM provided more than enough evidence to convince us of active organisational wide communications when it came to LGBT inclusion.

"IBM's LGBT Networking Group, EAGLE, has an important consultative role. Having a seat on the IBM A/NZ Diversity Council means the Group is able to represent the constituency, share ideas and raise any concerns not only with me as the Executive Sponsor but with all the Council members so it gets the focus and attention that's needed. Members also spend time consulting with other companies on how to establish and sustain employee diversity groups."

Mark Latchford
General Manager, Sales, Integrated Technology Service
Executive Sponsor – GLBT
IBM Australia and New Zealand



The AFP GLLO Network not only achieved full points in the LGBT Employee Network Component of the Index but also provided extensive evidence of internal and external engagement as well as organisational wide communication in terms of LGBT inclusion and the work and purpose of the GLLO network.

The GLLO Network was particularly strong on strategy, with a comprehensive 6 year strategic plan outlining clear objectives, milestones, deliverables and outcomes and an equally comprehensive review of the groups effectiveness and achievements. Instrumental in the delivery of the AFP's LGBT diversity training, the GLLO Network impacted not only internal wellbeing of LGBTI employees, but promoted a strong body of LGBT allies and a strong community presence externally, positively impact LGBTI members within the community.



KPMG provided particularly strong evidence in relation to the organisational wide promotion of LGBT inclusion. Examples included the Firm's diversity & inclusion website, KGEN (LGBT Employee Network) site and KGEN newsletter updates. New starter kits contained a KGEN rainbow postcard and Strength through diversity rainbow posters were put up in the kitchen areas of main office locations. Pride in Diversity newsletters were published on the organisation's intranet site and information in regard to LGBT diversity and inclusion posted on the Firm's external website.



Example of KPMG Posters displayed throughout the organisation. This image is used on both posters to promote KGEN internally (kitchens and common areas) and postcards which are given to all new starters promoting KGEN and KPMG's work on Sexual orientation and gender identity.

"KPMG is delighted to rank 3rd in the inaugural Australian Workplace Equality Index 2011. This achievement, which positions us ahead of our professional services peers, recognises our commitment to attract and retain talented individuals of all sexual orientations.

KPMG is committed to ensuring that our people are able to enjoy a fair and inclusive workplace where they are comfortable in bringing their whole selves to work. We know that in creating an inclusive environment we will get more out of our people and in turn have a more successful and profitable business. We have taken practical steps towards this by creating new policies or revising current ones to ensure inclusion and respect.

For instance, our Respect at KPMG policy challenges the assumptions made about people based on physical appearance or social affiliations, and encourages others

not to enquire intrusively into another's private life or sexual orientation. Our Parental Leave policy has been revised to ensure that all KPMG employees (including members of a couple of either the same or opposite sex who are married, de facto or in a domestic marriage-like relationship) are entitled to the benefits of the policy.

Policies aside, the KPMG employee network KGEN (KPMG's Gay, Lesbian, Bisexual and Transgender Employee Network) - a finalist in the LGBT Network of the Year - regularly organises networking events and support functions for its members and encourages participation in a variety of community based events such as marching at Mardi Gras, volunteering at Melbourne Midsumma and attending fundraising events such as the annual Aurora Gala dinner."

Susan Ferrier, Head of People, Performance & Culture, KPMG

Goldman Sachs

Goldman Sachs also provided an extremely strong submission in relation to their GLaM network and organisation wide communication of LGBT inclusion. With a published charter, official logo, email address, flyers, banners, intranet pages and active involvement by the Co-CEO's Stephen Fitzgerald and Simon Rothery as well as the engagement of high profile LGBT advocates such as the Honourable Michael Kirby to speak at company events, the organisation as a whole is well aware of the importance of diversity and inclusion in relation to LGBT employees.

The GLaM Network holds a dedicated budget, its leadership meets monthly, plans a GLaM event to take place approximately every month and regularly meets with senior leaders within the firm to advise on LGBT related issues.

A standout for Goldman Sachs was the active involvement of the GLaM network with universities in Sydney and Melbourne, in addition to the engagement of international LGBT trainer/speaker Mark Kaplan.



"Goldman Sachs is delighted to be ranked amongst the Top 10 Employers 2011. This recognises our commitment to providing a work environment that attracts, retains and motivates LGBT employees."

"We are particularly proud of our Culture and Diversity Learning curriculum which has a number of LGBT workplace programs embedded, as well as the steps taken by our GLaM (Gay, Lesbians and Mates) network to foster closer relationships with the top tier universities and their respective LGBT networks"

Stephen Fitzgerald, Co-CEO Goldman Sachs



**STAR PERFORMER
NETWORK GROUP**

Australian Workplace Equality Index

This year, six networks scored the highest possible score in the LGBT Employee Network component of this section. Each of these networks were awarded the STAR PERFORMER NETWORK GROUP 2011 recognition.

EAGLE Network – IBM

GLLO Network – Australian Federal Police

GLEE Network – PricewaterhouseCoopers

KGEN Network – KPMG

GLAM Network – Goldman Sachs

SPECTRUM Network – Telstra

Glee @ PwC – From small things, big things grow

From early on in the inception of glee (gays, lesbians and everybody else) @ PwC we realised that this wasn't just about social drinks amongst people who wanted to be part of a fun network. For many of the people involved in the group it was much more than this – we were focused on helping grow understanding of diversity and the issues of being LGBT in a large organisation. To get things started we organised one-on-one meetings with all members of the firm's leadership team (around 20 people) and engaged them in a conversation about the group, its purpose and its value to them and the firm.

Some great things came out of these conversations that have provided the basis for some new and different professional relationships to grow. One executive was keen to learn from our experiences, and see how he could help support other diverse groups within his team. For another it was the ability to hold a networking event in Melbourne for all glee members and clients – creating a new ongoing connection. For our National Managing Partner, Luke Sayers, it is the opportunity to catch up regularly with Jake Wyatt, member of the glee steering group and check in on progress, see what else he can do to help, and most importantly learn more about LGBT issues in the workplace.



Photo used with permission, PwC

Jake Wyatt talks with Luke Sayers, National Managing Partner, PwC Australia.

Diversity Training

Diversity Training was the weakest area of the submissions received this year with many organisations relying only on obligatory EEO training. 21 per cent of submitting organisations did not score at all within this section.

For those who did score, diversity specific training was predominately optional and did not form part of any compulsory staff curriculum, HR training or management education. LGBT diversity training did not need to be a standalone training course to score here, but did need to have equal representation alongside any other strands of diversity training offered.

The only organisation to score full marks in this section was IBM.



IBM conducts annual compulsory training on business conduct which covers IBM's commitment to diversity, equal

employment opportunity and workplace culture. This training references gender identity and expression, sexual orientation and transgender.

IBM also conducts classroom based workshops on Inclusive Leadership for Managers which introduces a framework for understanding diversity dynamics and their effects on individuals, teams and business performance. These workshops include LGBT specific profiles and case studies.

A program on Inclusion in the Workplace for employees is also offered, designed to address local challenges and opportunities associated with diversity and inclusion. More than raising awareness, this learning solution provides employees with specific skills to (1) address diversity related concerns consistent with IBM's philosophy and policy and (2) foster an inclusive climate that improves organisational performance such as speed, efficiency, creativity, innovation, motivation and corporate image.

IBM also offers a live virtual classroom experience for emerging leaders on *Managing Diverse Teams*, and *Inclusive Leadership* in addition to specific training for managers and employees involved in successful workplace (transgender) transitions.



Accenture is focused on ensuring that all employees are educated and supported on different areas of diversity. This is done by creating awareness throughout the entire organisation – from our newest recruits to our most senior executives - via various forums and communications channels.

Accenture has a global focus on inclusion and diversity, led by a dedicated Inclusion and Diversity team who reports directly into the Chief Leadership Officer. This team helps disseminate information to the individual countries, and helps support local teams in development of diversity strategy, training materials and collateral.

All employees who join Accenture attend a two day orientation program, which includes a section on Diversity that covers elements such as gender, cultural, and lesbian, gay, bisexual and transgender (LGBT) diversity. Individuals are also informed of support networks such as the Accenture Australia LGBT network.

Accenture Australia has also developed a diversity training course directed at the most senior leaders within the organisation. This three hour training course covers a range of diversity topics such as gender, flexibility, generational, multicultural and LGBT diversity. This course provides a forum for discussion as well as the opportunity to share experiences across all different levels of diversity, and is delivered by a senior executive who has already completed the course and is supported by a member of the HR Inclusion and diversity team.

Locally, Accenture Australia is very proud to have attended and contributed to the “Sexual Orientation and Gender in the Workplace” workshop developed and run by Pride in Diversity. This three hour workshop has been attended by over 40 members of the HR, Recruitment and office operations functions across Accenture. The workshop focuses on tackling homophobia in the workplace and understanding LGBT issues, which is particularly critical for functions who deal with employees face-to-face every day. The interactive workshop generates a lot of conversation, particularly given the safe environment it creates for questions to be asked, and LGBT network members to share their own experiences in the workplace. The workshop focuses on creating workplaces that are inclusive and that are safe for everybody. It also addresses many issues that stem from lack of awareness, negative stereotypes or myths.

Ultimately it helps Accenture uphold its core values of respect for individual and integrity, at the same time as providing further education at an individual and organisational level.

Monica Browning, Human Resources Manager- Accenture



Over the last 12 months, in an effort to build an LGBT inclusive work environment both internally and in the broader Australian business context, Goldman Sachs has been delighted to be able to host LGBT specialists Mark Kaplan and the Honourable Justice Michael Kirby AC CMG to provide invaluable insight and training to Goldman Sachs team members.

As part of its diversity learning curriculum, Goldman Sachs offers a highly interactive program, Out in the Open, delivered by Mark Kaplan. The program was launched in 2009, and will again be rolled-out in June 2011. The Out in the Open program addresses LGBT specific challenges in the workplace, highlights the inequities LGBT professionals may experience and delves deeply into how non-inclusive behaviours and language can impact job performance. Mark Kaplan's Out in the Open Sessions are organised at every level of Goldman Sachs in Australia, from its graduate recruits and new starters right through to its CEOs and managing directors. The sessions encourage and achieve active participation and debate among all participants, creating lively discussion and thought provocation throughout Goldman Sachs during and well after the sessions are concluded.

In addition to providing internal learning sessions, as part of Goldman Sachs' dedication to assist with shifting thinking in relation to LGBT workplace issues in Australian business, Goldman Sachs also offers Mark Kaplan's Out in the Open sessions to other LGBT business leaders and thought change champions from organisations external to Goldman Sachs. These sessions are conducted by Goldman Sachs free of charge, and all Pride In Diversity member organisations are welcome to take part.

As well as offering workplace diversity training sessions as part of its diversity learning curriculum, in 2010, the Honourable Michael Kirby was invited to Goldman Sachs' offices as a keynote speaker at the firm's "2010 Launch of the Year of Diversity". In what was an enlightening session for the 200+ employees of Goldman Sachs that attended, the Honourable Justice Michael Kirby shared his perspectives on the benefits of diversity in the workplace and his own professional experiences as a gay man in a conservative field of employ. The Honourable Justice Michael Kirby managed to resonate with attendees in Melbourne and Sydney leaving a significant impact on Goldman Sachs.

By engaging with such diversity specialists, Goldman Sachs has exposed a significant number of its team members to the importance of LGBT inclusivity and support, and has helped to maintain the significant momentum gained in addressing the unconscious biases often displayed to the detriment of LGBT employees in Australian business environments. Goldman Sachs looks forward to continuing its forward thinking on LGBT issues by hosting its LGBT diversity training leadership for a long time to come.

Community Engagement

Three Top 10 Award Winners achieved full points in the Community Engagement section of the Index:

- IBM
- AFP
- Telstra



With many years of active involvement within the LGBT community and alliances with LGBT organisations, IBM displayed an impressive list of current associations and fundraising initiatives across both the diversity and LGBT community sectors. Those include Pride in Diversity, Joy 94.09, SGLBA, Midsumma, Aurora. IBM was also very active in promoting the LGBT inclusivity of their business and their LGBT commitments via magazine and newspaper articles, radio interviews and advertisements.



And something of which IBM is very proud ... a rainbow logo! Anyone that has ever worked with branding guidelines will know what an achievement this is !!!

Extract from the IBM submission:

"At IBM, business and corporate responsibility are not two distinct worlds. To us, they are a part of one integrated business strategy, fuelled by one of our core values; innovation that matters for our company and for the world.

We are committed to helping the communities in which we do business and to applying our expertise and technology to help remove barriers that impede progress."



The Australian Federal Police also received full marks in this section, providing an impressive array of community engagement and fundraising activities. These included involvement in Pride Fair Days across several states to work with local AIDS councils, a dedicated float in the Sydney Gay and Lesbian Mardi Gras, member profile in the Wear it With Pride (same-sex legislative change campaign) through to regular speaking engagements on LGBT inclusion at government and corporate conferences.



Dee Quigley, GLLO Network Lead



Australian Federal Police at Sydney Mardi Gras



Australian Federal Police at Sydney Mardi Gras



Telstra also scored full marks in this section of the Index. Telstra during the last year hosted the Pride in Diversity Melbourne Launch, supported the Melbourne Midsumma Festival and provided fundraising support to the AIDS Trust via their virtual red ribbon campaign. Telstra was also a Premium Sponsor for the World Aids Day Dinner held to benefit the Bobby Goldsmith Foundation.



"Being recognised as one of Australia's leading employers for gay, lesbian, bisexual and transgender people is a source of great pride for our company, because having a culture of inclusion and connecting people is at the heart of who we are at Telstra."

"I am particularly proud of our success in the first Australian Workplace Equality Index, where we were acknowledged for our work in eliminating discrimination and encouraging workplace inclusion. Receiving this acknowledgement is only a milestone on our journey though. We know that there is more work to be done across all businesses in Australia to increase acceptance of diversity and to leverage the strengths it delivers."

"I am delighted that Telstra has taken a leadership position in this area. We want to be known for three things: 1) offering outstanding customer service; 2) providing an array of industry leading products and services; and 3) creating a great place to work for a diverse and multi-talented team"

David Thodey,
Telstra CEO

Telstra's CEO David Thodey and his executive team, took a very public stand against homophobia and an LGBT inclusive culture on the This is Oz site in May celebrating International Day against Homophobia.



Additional Information

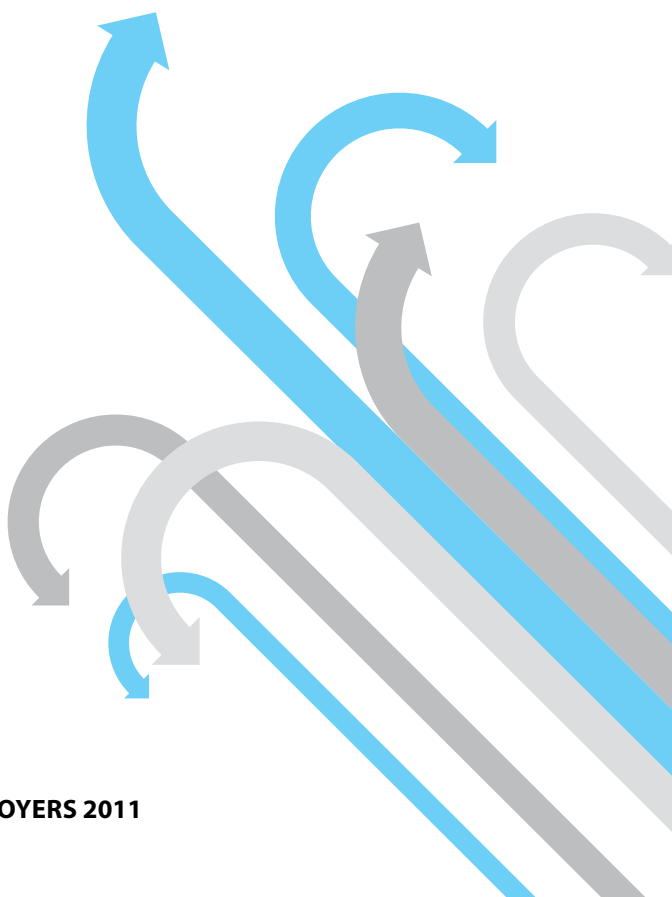
The final section of the Index asked for additional information on work carried out over and above that which was identified by the Index questions.

Two organisations scored highly in this area:

- IBM
- Telstra

The following provides an example of some of the work recognised within this section for both employers:

- Both IBM and Telstra invite employees to identify their sexual orientation or gender identity in surveys
- Both organisations utilise this information to determine engagement levels specific to their LGBT populations. This is undertaken in accordance with privacy-related obligations.
- Both organisations are involved in LGBT specific mentoring
- Both organisations extensively promoted LGBT inclusion externally.



University Contributions

This year four universities made the Top 10 employers list with comprehensive evidence of inclusive policies, active LGBT (Ally) Networks and comprehensive LGBT training.

All four universities were able to show:

- Evidence of inclusive definitions around partner and family within university policies
- Active Staff/Student ALLY network
- Contact points for staff and students in relation to LGBT Harrassment / Bullying
- Education via the ALLY Training on LGBT awareness and culture
- Involvement within the LGBT community and promotion of the university to LGBT students
- Increasing awareness via the celebration of LGBT significant dates such as May 17, International Day against Homophobia, World Aids Day and local Pride Events

The four universities acknowledged within the Top 10 were:

- Macquarie University
- University of Queensland
- University of Western Australia, and
- Curtin University (WA)

Macquarie University



Ally Network at Macquarie University

"The Australian Workplace Equality Index is a great initiative, and we were very keen to participate this year. It gave us the opportunity to evaluate just how inclusive our policies, procedures and practices are, reflect on what we are doing well to support sexual and gender diversity, and identify those areas that need more attention."

"At Macquarie we celebrate diversity, and we are very pleased that the University has been recognised for its efforts to actively engage and support all our staff and students. The Pride in Diversity award affirms our shared commitment to making the university a truly inclusive community"

Daniel O'Neill, Senior Equity & Diversity Officer and Coordinator of the University's LGBTI 'Ally Network'



"The most recent staff survey showed that equity and diversity is one of the most significant drivers of staff engagement at Macquarie. They are important core values to staff and students. Diversity makes life rich and interesting. It should be celebrated rather than feared."

Kate Wilson, Director, Equity and Diversity Unit

The University of Queensland

"The University of Queensland is delighted to have been nominated as one of the top ten performing organisations by Pride in Diversity. Developing an organisational culture that values all its members is a primary objective for UQ and in combination with appropriate policies, and awareness-raising programs, our UQ Ally program ensures that The University is a welcoming and supportive environment for staff and students identifying as LGBT/I. The recognition of our achievements towards this end makes us very proud, however, as new staff and students come to UQ we acknowledge we must continue to be proactive in making UQ a Queer-friendly environment for work and study for everyone in our University community. The Pride in Diversity Award is an important opportunity to raise awareness of The University's commitment to this end."



University of Queensland ALLY Network

Curtin University

"The recognition honours Curtin's commitment to a University environment that values the diversity of its staff, students and community, including sexual and gender diversity; and upholds its values of integrity, respect, fairness and care. Through Curtin's Ally program, valuing diverse sexuality and gender identity, staff have commented that it is great not to need to leave their identity in the carpark. Students have expressed that the Pride flag flying on campus during the month of October has conveyed that they are welcome and accepted on campus."

University of Western Australia



University of WA Ally Network

"UWA is delighted by this award. We understand staff only realise their full potential when they are not forced to leave some aspect of their identity at home. We also understand how vitally important it is for our students to study at a campus where all feel included. Since our students will be the leaders of tomorrow it is critical they develop an awareness of and appreciation for diversity, and stand up for the rights of all."

Senior Deputy Vice-Chancellor, Professor Bill Loudon, University of Western Australia



Curtin University's Vice-Chancellor Professor Jeanette Hackett

Looking Ahead 2012 Index

The 2011 Index results provided us with valuable information on areas of leading LGBT practice within Australia and on areas of work that still needs attention. The Index not only provides Australia with the first set of LGBT workplace benchmarking data but also allows Pride in Diversity to review its offerings in light of where LGBT diversity practice currently lies within Australia, ensuring maximum value for Pride in Diversity members.

Our 2012 Index will:

- Maintain the same line of questioning as the 2011 Index with improvements to the clarity of the questions asked and general appearance/layout of the index and participation guides.
- Move the LGBT Champion Questions from Section 1 to Section 2.
- Re-weight some of the existing questions within the index towards the areas of progressive practice.
- Streamline the breakdown of some of the existing questions asked and re-adjust points within the breakdown.
- Add 2-3 new questions.
- Reduce the additional points within the discretionary section from 10 points to 5 points.
- Add a new optional section of 5 points (taken from the discretionary section) that enables employees of organisations to participate in an anonymous survey. Points will be awarded for participation and overall responses.

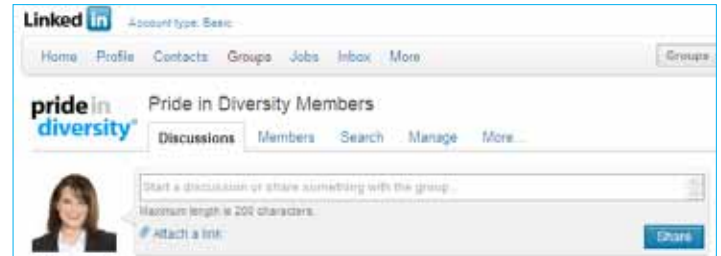
For information on the 2012 Australian Workplace Equality Index or Pride in Diversity Membership Benefits, please contact:

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Or visit our website: www.prideindiversity.com.au/awei

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Linked In



Find us on linked in – not only will you hear all the latest Pride in Diversity news, but you will be able to connect up with other Pride in Diversity members for online networking and discussions. Open to members only.

Facebook



Join us on the Pride in Diversity facebook site. Keep informed of all the latest news, publications, articles of interest and happenings in the world of PID.

WANT TO RECEIVE THE E-BULLETIN DIRECTLY TO YOUR INBOX?

Currently reading this on your intranet? Or forwarded via your LGBT network leads?

If you wish to receive the quarterly e-bulletin directly to your inbox, please go to www.prideindiversity.com.au and click on the **NEWS SIGN UP** menu option to sign up.

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- IBM
- KPMG
- Goldman Sachs
- Australian Federal Police
- PricewaterhouseCoopers
- Telstra
- National Australia Bank
- Lend Lease

Patron of the Pride in Diversity program: **The Honorable Michael Kirby**

Speakers at our awards luncheon:

- The Hon. Michael Kirby
- Olympic Diver and Telstra Sporting Ambassador Matthew Mitcham
- Stephen Walker, Australian Federal Police
- Mark Latchford, IBM
- Liz Forsyth, KPMG
- Stephen Fitzgerald, Goldman Sachs
- Angela Priestley, Lawyers Weekly (MC)



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PRIDE IN DIVERSITY TOP 10 EMPLOYERS 2011