

**From:** [Lizzie Olive](#)  
**To:** 47F  
**Subject:** RE: Hello from ATO [SEC=OFFICIAL]  
**Date:** Tuesday, 1 February 2022 4:00:00 PM  
**Attachments:** [image001.png](#)  
[image002.png](#)  
[image003.png](#)  
[image004.png](#)

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H 47F ,

No worries let me know how you go.

Thanks for the update on the survey responses, agreed.

Talk soon,

Kind regards

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**Lizzie Olive** (she/her)  
Human Resource Officer  
Workplace Diversity | ATO People  
Australian Taxation Office  
P 02 6216 6560  


**ATO. Working for all Australians**

*We acknowledge the traditional owners and custodians of country throughout Australia and their continuing connection to land, waters and community. We pay our respect to them and their cultures, and elders past, present and future.*

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**From:** 47F  
**Sent:** Tuesday, 1 February 2022 4:24 PM  
**To:** Lizzie Olive <Elizabeth.Olive@ato.gov.au>  
**Subject:** RE: Hello from ATO [SEC=OFFICIAL]

**\*\*\*EXTERNAL EMAIL ALERT – EXERCISE CAUTION\*\*\***

Hi Lizzie,

22

BTW, you have 159 responses to the AWEI Employee survey so far. We have extended the closing date to 25t February. It would be really good if we could get more completions, especially from allies in regional centres. The data will be useful in your project.

Thanks 47F

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**From:** 47F  
**To:** [Lizzie Olive](#)  
**Subject:** Automatic reply: FINAL AWEI Survey Reminder [SEC=OFFICIAL]  
**Date:** Friday, 18 February 2022 10:28:03 AM

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**\*\*\* EXTERNAL EMAIL ALERT – EXERCISE CAUTION \*\*\***

Hi folks

The Pride in Diversity team have entered the marking period for the AWEI / HWEI and PSI indicies for 2022.

During this time I may be slow to respond to emails. If it is urgent please call me on 47F 47F

If you are following up on an Index submission, you will receive a formal receipt via email once we know we have been able to access all of your documents.

The AWEI Survey has been extended for responses and will close on the 25th February.

We have a list of all organisation who have submitted, please email 47F Member Support Services 47F if you are concerned that we did not receive your email.

**Kind Regards**

47F  
[Redacted], ACON's Pride Inclusion Programs  
[Pride in Diversity](#) | [Pride in Sport](#) | [Pride in Health + Wellbeing](#)

47F  
[Redacted]

**Website:** [www.prideinclusionprograms.com.au](http://www.prideinclusionprograms.com.au) | [www.pid-awei.com.au](http://www.pid-awei.com.au)

**Twitter:** [PrideinDiversity](#) | [Prideinsportau](#) | [PrideinHealth+Wellbeing](#)

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Australian Taxation Office

**Leigh Swift**

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**From:** 47F  
**Sent:** Wednesday, 25 May 2022 2:55 PM  
**Subject:** 2022 AWEI Survey Results Delay

**EXTERNAL EMAIL: EXERCISE CAUTION**

Dear members,

As part of our rigorous survey review process, we have this year engaged an academic to review and assist with the data cleansing of the 2022 AWEI Employee survey.

As part of this process, we have also been reviewing the extent to which data needs to be de-identified for smaller survey response sets and the extent to which we meet our obligations under privacy and research ethics.

As a result, from this year the following changes have been implemented:

- You will receive your summarised response set as per usual (no other data sets will be distributed)
- For those who have requested your raw data response set, we will need to further de-identify this by removing additional demographic data.

We received over 45,000 responses this year and as a result, the process of data cleansing will take time to ensure accurate and complete responses.

To enable us to do this properly, ensuring that your data is not impacted by outliers or 'intentionally misleading' responses, response sets will not be sent out with index result notifications this year. You can expect to receive these no later than June 10.

**SO, WHAT WILL YOU RECEIVE AND WHEN?**

On the 27<sup>th</sup> May at the conclusion of the awards you will receive badges regarding your AWEI Index submission, and the LGBTQ Inclusion Awards which are appropriate to you/your organisation. These include:

- Tier recognition badges
- Organisation Award badges
- Individual Award badges

On the 30<sup>th</sup> May you will receive

- AWEI index scorecard
- AWEI Tier Certificate (if requested)
- AWEI individual award Certificates

By the 10<sup>th</sup> June you will receive

- Your organisations AWEI Survey Summary Results (PDF)
- Your organisations AWEI de-identified raw data (if requested)

We apologise for this delay, though we are sure that you understand that the accuracy, privacy and integrity of the data is of paramount concern to us.

Should you have any questions please do not hesitate to get in contact.

Regards,

47F  
ACON's Pride Inclusion Programs

47F

Website: [www.prideinclusionprograms.com.au](http://www.prideinclusionprograms.com.au) | [www.pid-awei.com.au](http://www.pid-awei.com.au)

Twitter: [twitter.com/pridediversity](https://twitter.com/pridediversity) [twitter.com/prideinsportau](https://twitter.com/prideinsportau)

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**From:** 47F  
**To:** [Lizzie Olive](#)  
**Subject:** 2022 AWEI Survey Results  
**Date:** Friday, 10 June 2022 7:25:23 PM  
**Attachments:** [image001.png](#)  
[2022 AWEI Survey Results - AustralianTaxationOffice.pdf](#)

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**EXTERNAL EMAIL: EXERCISE CAUTION**

Thank you for your organisations participation in this years AWEI Survey.

We had just under 45,000 results this year from over 160 participating organisations. We thank you for your patience in receiving your data this year.

As previously advised, with support of an academic we have reviewed the survey results and cleansed the data to ensure the most accurate and complete results were available to your organisation for the 2022 AWEI Employee survey. This has been a slightly more detailed process than first thought due to some constraints with the platform we use to conduct the survey.

Please find attached your summarised survey results.

As part of this process, we have also been reviewing the extent to which data needs to be de-identified for smaller survey response sets and the extent to which we meet our obligations under privacy and research ethics. Further consideration to individual raw (excel) data sets will take place and these will be sent in the next 2 weeks to those who have previously requested them. We need to ensure that we do not deidentify the data in such a way that it is unusable to your Organisation, but that no one person who responded from your organisation is able to be identified by a combination of their demographic data. Due to the diversity of organisations, locations and the differing number of individual responses received for different organisations this is a intricate process which we will have reviewed by our academic prior to distribution of these excel files.

**Kind Regards**

47F  
47F, ACON's Pride Inclusion Programs  
[Pride in Diversity](#) | [Pride in Sport](#) | [Pride in Health + Wellbeing](#)

Please note: While I may send emails outside of your working hours, there is never any expectation for you to either read these or respond during this time. Thank you.

47F

**Website:** [www.prideinclusionprograms.com.au](http://www.prideinclusionprograms.com.au) | [www.pid-awei.com.au](http://www.pid-awei.com.au)  
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