



Department of Agriculture, Water and the Environment

AUSTRALIAN WORKPLACE EQUALITY INDEX 2021

AWEI STANDING SUBMISSION

Section 1: Standing Submission: HR Policies & Practice			Score	Index	Notes
1	Foundation	Removal of the terms 'Sexual Preference' or 'lifestyle choice/s'	2	2	
2	Foundation	LGBTQ Inclusivity within Policies and Benefits	2	2	
3	Advanced	New Parent Leave Inclusive of LGBTQ Families	3	3	
4	Advanced	Travel Advice for Employees	2	2	
5	Advanced	Third Party Policies	1	2	No evidence where LGBTQ inclusion is stated on their website.
6	Advanced	LGBTQ Inclusive Domestic & Family Violence Policy	3	5	
7	Advanced	Communications on LGBTQ Inclusive and Offensive Language	3	4	Can't see any evidence of offensive language
Total HR Policies & Practice Score			16	20	
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support			Score	Index	Notes
8	Foundation	LGBTQ Training HR / Grievance Officers	0	3	Only EAP is evidenced
9	Intermediate	Behavioural Examples of what constitutes Bullying / Harassment	0	4	No examples given for LGBTQ bullying and harassment
10	Intermediate	EAP Provider	3	3	
11	Advanced	Tracking of incidents	4	4	
Total LGBTQ Bullying / Harassment & Support Score			7	14	
Section 1: Standing Submission: Trans / Gender Diverse Inclusion			Score	Index	Notes
12	Intermediate	Gender Affirmation Policy and Process Documentation	3	5	The role of the manager is not expanded upon much.
13	Intermediate	Dress Codes and Uniforms	4	4	
14	Advanced	Gender Affirmation Leave	3	4	Nothing about documentation required
15	Advanced	Gender Neutral Bathrooms and Facilities	4	4	
16	Advanced	(Forms) Non-Binary Gender Options for Employees	0	2	Evidence is not for employees and X is no longer appropriate. Points given in Q 23
17	Advanced	(IT Systems) Non-Binary Gender Options for Employees	2	2	
18	Advanced	Trans and Gender Diverse Applicants	0	6	While LGBTQ diversity and inclusion is front and centre, there is nothing specifically for TGD applicants.
Total Trans / Gender Diverse Inclusion Score			16	27	
Section 1: Standing Submission: Strategic Focus			Score	Index	Notes
19	Foundation	External Web LGBTQ Workplace Inclusion Promotion	2	2	
20	Intermediate	HR/Diversity Professional accountabilities	2	2	
21	Advanced	Executive Sponsor	2	4	No accountability mechanism evidenced
22	Advanced	Senior Management Diversity Accountability	4	4	
23	Advanced	Customer-facing LGBTQ Inclusion	3	3	
24	Advanced	Customers Information: Changing Gender Markers	3	3	Ambiguous evidence customer vs employee
Total Strategic Focus Score			16	18	
Total Standing Submission Score			55	79	

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Section 2: Strategy & Accountability			Score	Index	Notes
1	Foundation	External LGBTQ Expertise	2	2	
2	Foundation	Documented Strategy	3	3	
3	Intermediate	LGBTQ Advisory Group	4	4	
4	Intermediate	LGBTQ Inclusion Reporting	2	2	
5	Intermediate	Media Coverage	0	2	Evidence was for their own LinkedIn account and our awards publication. No external media.
6	Advanced	Strategic Work in Recruitment, Supplier Policy or Service Provision	0	3	Not enough evidence here to give points
7	Advanced	Executive Leadership Representation	2	2	
8	Advanced	LGBTQ Inclusion Promotion	2	4	Polar Pride Day
Total Section 2 Score			15	22	
Section 3: LGBTQ Employee Networks / Resource Groups			Score	Index	Notes
9	Foundation	LGBTQ Employee Network	2	2	
10	Foundation	Network Leadership Structure	2	3	Not very specific
11	Foundation	Network Strategy / Work Plan	3	3	
12	Intermediate	Orientation / On-boarding	2	2	
13	Intermediate	Strategy and Goals	2	2	
14	Intermediate	Sustainability Plan	2	2	
15	Advanced	Allies of Trans / Gender Diverse People	2	3	Points for the QLD Trans @ Work guide.
16	Advanced	Visibility of LGBTQ Women	0	3	Insufficient documentation to provide points
17	Advanced	Intersectionality	3	3	
18	Advanced	Intersex Allies	4	4	
19	Advanced	Broader Inclusion	2	3	Points for Antarctic work
20	Advanced	Network Reporting	4	4	
Total Section 3 Score			28	34	
Section 4: Visibility of Inclusion			Score	Index	Notes
21	Foundation	Days of Significance	2	2	
22	Foundation	Visibility in the Workplace	3	3	
23	Intermediate	Ally / Champion Reference Guides	3	3	
24	Intermediate	Individual LGBTQ Inclusion Work Acknowledgement	2	2	
25	Foundation	Confidential Contacts	2	2	
26	Foundation	Communication of LGBTQ Support Information	0	2	Nothing specifically for LGBTQ employees.
27	Intermediate	LGBTQ Social Media Streams	2	2	
Total Section 4 Score			14	16	
Section 5: Training, Awareness & Professional Development			Score	Index	Notes
28	Foundation	Face-to-Face Training	2	2	
29	Foundation	Online Training	2	2	
30	Advanced	Professional Development for LGBTQ Employees	0	2	Nothing LGBTQ specific
31	Advanced	LGBTQ Inclusion Training Plan	2	4	No plan provided but progress tracked on training
32	Advanced	LGBTQ Conferences, Events and Seminars	0	2	None attended
Total Section 5 Score			6	12	
Section 6: Executive Leadership & Engagement			Score	Index	Notes
33	Intermediate	Executive Sponsor or Champion	2	2	
34	Advanced	Executive Advocacy	2	2	
35	Intermediate	CEO or Equivalent Communications	2	2	
36	Intermediate	CEO or Equivalent Speaking at Events	2	2	
Total Section 6 Score			8	8	

Section 7: Data Collection & Reporting			Score	Index	Notes
37	Intermediate	Employee Data Analysis	3	3	
38	Advanced	LGBTQ Analysis	0	3	No evidence presented
Total Section 7 Score			3	6	
Section 8: Community Engagement			Score	Index	Notes
39	Intermediate	Employer Branded Participation at Community Events	x	2	
40	Intermediate	Pro-Bono or Financial Support: LGBTQ Charities / Organisations	2	2	Donation to ACON
41	Intermediate	Fundraising	0	2	Points given above
Total Section 8 Score			2	6	
Section 9: Optional Survey			Score	Index	Notes
42	Optional	Survey Participation	2	2	
Total Section 9 Score			2	2	
Section 10: Additional Work			Score	Index	Notes
43	Network	Non-binary Day	1	1	
	Network	Vet Affairs help	1	1	
	Additional	Item Name	x	1	
	Additional	Item Name	x	1	
	Additional	Item Name	x	1	
	Additional	Item Name	x	1	
	Additional	Item Name	x	1	
	Additional	Item Name	x	1	
	Additional	Item Name	x	1	
	Additional	Item Name	x	1	
	Additional	Item Name	x	1	
	Additional	Item Name	x	1	
	Additional	Item Name	x	1	
	Additional	Item Name	x	1	
Total Section 10 Score			2	15	
Total Annual Submission Score			80	121	
AWEI TOTAL SUBMISSION SCORES					
Total Standing Submission Score			55	79	
Total Annual Submission Score			80	121	
Total AWEI Score			135	200	
ORGANISATIONAL ACTIVITY SCORES					
Core Network Activity			28		
Additional Network Activity			2		
Network Activity - Total Score			30		
Core Activity - Inclusion of Trans/Gender Diverse Employees			21		
Additional Activity - Inclusion of Trans/Gender Diverse Employees			0		
Inclusion of Trans/Gender Diverse Employees - Total Score			21		
GENERAL SUBMISSION COMMENTS					