

		CSIRO	
AUSTRALIAN WORKPLACE EQUALITY INDEX - ADVANCED SUBMISSION 2025			
LGBTQ+ Bullying, Harassment & Support		Score	Index
1	Tracking of Incidents	6	6
		6	6
Inclusion of Trans and Gender Diverse Employees		Score	Index
2	Gender Affirmation Leave	3	3
3	All-Gender Bathrooms	3	3
4	Trans and Gender Diverse Applicants	2	4
		8	10
Strategic Focus & Accountability		Score	Index
5	Personal Accountability for Inclusion	4	4
6	Documented LGBTQ+ Inclusion Strategies and Accountabilities	8	8
7	External-facing Social Media Communications	2	2
8	Strategic LGBTQ+ Inclusion Promotion	3	4
		17	18
LGBTQ+ Employee Network		Score	Index
9	Network Leadership Succession and Sustainability	3	4
10	Research into under-represented LGBTQ+ Populations	4	4
11	Visibility of under-represented LGBTQ+ Populations	3	3
12	Broader Inclusion Support	3	3
13	Network Reporting	5	5
		18	19
Visibility of LGBTQ+ Inclusion		Score	Index
14	LGBTQ+ Days of Significance	4	4
15	Visibility in the Workplace	4	4
16	Individual LGBTQ+ Inclusion Work Recognition	0	3
		8	11
Training, Awareness & Professional Development		Score	Index
17	LGBTQ+ Training Delivered	4	4
18	LGBTQ+ Training for People Managers	4	6
19	LGBTQ+ Training for Critical Functions	4	4
20	LGBTQ+ Content in Leadership Training	2	2
21	Professional Development for LGBTQ+ Employees	x	2
		14	18
Executive Leadership & Engagement		Score	Index
22	Internal Executive / Senior Leadership Advocacy	3	3
23	Internal CEO (or equivalent) Advocacy	3	3
24	External Senior Leadership Advocacy	3	3
25	Peer Support for Senior Leadership	3	3
		12	12
Data Collection & Reporting		Score	Index
26	LGBTQ+ Employee Data Analysis	4	4
27	LGBTQ+ Employee Data Review	0	4
		4	8

Community Engagement		Score	Index	Notes
28	Employer Branded Participation at Community Events	2	2	
29	Pro-Bono or Financial Support: LGBTQ+ Charities / Organisations	4	4	
		6	6	
Optional Survey		Score	Index	Notes
30	AWEI Employee Survey Participation	x	4	Did not participate
	Total Section 9 Score	0	4	
Additional Work		Score	Index	Notes
31	Additional	0	1	Covered in Q28
31	Additional	1	1	If going to include a project please make clearer the extra work beyond what is covered in the submission already.
31	Additional	1	1	
31	Additional	1	1	
31	Additional	1	1	
31	Additional	x	1	
31	Additional	x	1	
31	Additional	x	1	
	Total Section 10 Score	4	8	
	Total Advanced Submission Score	97	120	
ORGANISATIONAL ACTIVITY SCORES				
	Core Network Activity	18		
	Additional Network Activity	0		
	Network Activity - Total Score	18		
	Core Activity - Inclusion of Trans and Gender Diverse Employees	8		
	Additional Activity - Inclusion of Trans and Gender Diverse Employees	0		
	Inclusion of Trans and Gender Diverse Employees - Total Score	8		
GENERAL SUBMISSION COMMENTS				
Well done CSIRO on a fantastic Gold submission. Look forward to working together in 2023.				