

PRIDE IN DIVERSITY'S
AUSTRALIAN WORKPLACE EQUALITY INDEX
PLATINUM PROJECT SUBMISSION – PROPOSAL AND OUTCOMES
FOR LONG TERM GOLD TIER EMPLOYERS



EMPLOYER / ORGANISATION DETAILS	
Organisation Name:	<p>CSIRO</p> <p>Please check this carefully, as Pride in Diversity will not take any responsibility for organisation names if different to the above. In all circumstances, we will revert to the name entered here for any publications, announcements, trophies.</p>
Contact Person for the Index:	<p>Name: s22</p> <p>Phone number: s22</p> <p>Email: s22</p>

NEGATIVE PRESS / COMPLAINTS DISCLOSURE
<p><input type="checkbox"/> We have received negative press that could impact our reputation as an LGBTQ+ inclusive employer within the assessed year. <i>In relation to the above (maintaining required confidentiality), please outline your course of action or response internally or externally to this negative press:</i> Click or tap here to enter text.</p> <p><input type="checkbox"/> Formal complaints have been lodged against us for LGBTQ+ discrimination, bullying or harassment (Fair Work Ombudsman, Human Rights Commission, Sex Discrimination Act) within the assessed year; OR <input type="checkbox"/> A complaint has won an LGBTQ+-related case against us within the assessed year. <i>In relation to the above (maintaining required confidentiality), please outline your course of action or response/outcomes of any formal complaints lodged:</i> Click or tap here to enter text.</p> <p>We understand that our Proposal may not be accepted if we have received a significant amount of negative press regarding an anti-LGBTQ+ incident where our organisation was responsible and insufficient action was taken to rectify this; or we were found <i>at fault</i> for a lodged complaint regarding LGBTQ+ individuals and this was not acted on.</p>

ACCURACY STATEMENT

We confirm that at the time of submission, details provided for all criteria identified within this document is true and accurate. We understand that should any claims be found to be false; points and rankings will be adjusted accordingly.

Name of person signing off accuracy:	s22 [REDACTED]
Position within organisation:	s22 [REDACTED]
Contact Email:	s22 [REDACTED]
Contact Phone:	s22 [REDACTED]

Congratulations on achieving Platinum Tier Status within The Australian Workplace Equality Index (AWEI).

What is AWEI Platinum Tier Status?

Annual Platinum Tier Status is the highest obtainable recognition within the AWEI. It acknowledges the highest levels of performance within the AWEI over a sustained period of time.

In order to obtain this prestigious recognition, organisations must be acknowledged as those whose commitment to LGBTQ+ workplace inclusion is for the long-term. This can be achieved by:

- obtaining Gold Tier Status within the Australian Workplace Equality Index (AWEI) for four out of the last five years of submissions; or
- by winning Employer of the Year twice within the same five-year period

Once an organisation qualifies for Platinum Employer recognition, they may choose to maintain their Platinum status by continuing the AWEI submission process indefinitely, or alternating AWEI submissions with a workplace Platinum Project. While an organisation is in a Platinum Project cycle, they are not required to also complete an AWEI submission. However, a full Index Submission (including the Foundation and Advanced) must be completed at least once in every 3-year iteration with Gold Tier obtained.

Platinum status is ongoing across different iterations of the AWEI, as long as organisations achieve the criteria to maintain it.

What is a Platinum Project?

A Platinum Project cycle covers 2 years. It allows an organisation to do a deep dive into a particular area of interest; it must still have an LGBTQ+ workplace inclusion focus. In the first year, the organisation determines the focus and scope of their Project and submits a Proposal. In the second year, the organisation completes the Project work, assesses the outcome and prepares a Project report. While an organisation is in a Platinum Project cycle, they are not required to also complete an AWEI submission.

A Project Proposal is submitted to Pride in Diversity by 1st December in the year an organisation has qualified for this tier. This would be the year prior to the Platinum Project commencing. Once accepted, the organisation has the following year to work on their Platinum Project; with a report then submitted to Pride in Diversity within the normal AWEI submission period (January – February, annually).

If the Project is successful, Platinum Tier Status will be maintained and announced at the annual LGBTQ+ Inclusion Awards in May (of the year the Project report has been submitted). These Projects can be used by Pride in Diversity to distribute to existing and new members to assist with their internal initiatives. In these instances, such donated work will be co-branded as 'Pride in Diversity Platinum Project,' alongside the submitter's organisational branding. Other promotional opportunities will be provided for the employer throughout the first year.

THE PLATINUM PROJECT consists of 4 parts:

1. **Part I: Proposal:** the first part of this Submission, where you will detail planned objectives, outcomes, and other deliverables
2. **Part II: Outcomes:** the second part of this Submission, where you will detail the results of the Project
3. **Report:** a detailed 4 – 8-page Report of you Project and all relevant and essential items (to be included within **Part II**)
4. **Summary:** a 1-page summary of the Report (to be included within **Part II**)

We wish you all the best with your Platinum Project.

Note: Only in exceptional circumstances will an employer be permitted to change their Project once it is approved. Further, depending on the timing of that change, the employer may forfeit a year within the '5 consecutive year' band.

PLATINUM PROJECT PROPOSAL

Part I: AWEI Platinum Project Proposal

This proposal should be submitted by **1 December** of the year in which you obtain Platinum Tier Recognition.

PID member organisations may work with their Relationship Manager to design the Project and ensure it fulfils all requirements, and to prepare the Project proposal.

SUBMITTING YOUR PROPOSAL:

Soft copies are to be sent via large file transfer systems to: awei@acon.org.au

- Note: Pride in Diversity will not accept attachments sent via email.
- We will contact you should we have any difficulty accessing or downloading your files.

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- Portions of this document have been locked for security purposes.
- Any AWEI submissions made on altered documents, or in any other format will not be marked.

Please select: ***We accept these terms and conditions; and understand that changing this document or submitting in another format will result in our submission not being assessed.***

Note: Only in exceptional circumstances will an employer be permitted to change their Project once it is approved. Further, depending on the timing of that change, the employer may forfeit a year within the "5 consecutive year" band.

1. Required LGBTQ+ Workplace Inclusion Focus

PROPOSAL

Our Platinum Project will address area(s) of LGBTQ+ workplace inclusion.

Please provide a summary paragraph identifying the area to be addressed by the Project, ensuring that there is a clear link between your Project and LGBTQ+ workplace inclusion.

Answer: Purpose: This project seeks to improve the safety, privacy and informed participation of the LGBTQIA+ community in CSIRO by describing, demonstrating and promoting the ethical governance of data and information about LGBTQIA+ staff's identities and experiences. This work will enable similar outcomes for other marginalised communities. **Context:** The collection and use of CSIRO staff's sensitive personal information is required to support individuals and track progress toward inclusion. However, this sensitive personal data presents a high risk to the safety and trust of those who experience marginalisation, such as the LGBTQIA+ community. No formal policies currently exist in CSIRO for the management of sensitive personal data specifically relating to marginalisation, nor is consultation with affected marginalised communities a required or regular part of CSIRO activities/procedures where such data is collected and used. CSIRO's LGBTQIA+ community is well-placed and prepared to provide input into such activities and support the project team. **Activity:** Using best-practice principles, we will design and document a model for ongoing, activity-specific consultation with the LGBTQIA+ community, and trial it in two relevant CSIRO activities/procedures (i. Culture Survey and ii. Gender Affirmation Leave procedure). A novel technological solution will be developed and tested to facilitate the consultation and support best-practice throughout the trial. Outputs will inform future work with other marginalised communities.

2. Contribution of Project

PROPOSAL

Decide if this is an 'internal-only' Project which will address an identified internal need, or if your organisation is happy to make this an 'external contribution' project, which may be of value to other organisations.

The outputs of 'external contribution' projects will be donated to Pride in Diversity to be shared with other PID member organisations and will be co-branded with your organisation's branding and 'AWEI Platinum Project'.

Please select one of the following:

- This is an internal contribution focus, only addressing an identified internal need.**
- This is an external contribution focus**

Both of the above apply to this Project.

No evidence required.

3. Key Project Deliverables

PROPOSAL

Our Platinum Project will aim to produce deliverables in up to four key areas.

Please identify up to four key deliverables for this Project and provide an outline of each.

Answer: (1) Prepare and share a document that provides high-level guidance for DIB Data governance in CSIRO activities & procedures, including a generalised model for DIB community consultations. (2) Develop, test and share a novel technological solution that facilitates an LGBTQIA+ community consultation, with associated software and documentation. (3) Perform and share a case study in which the DIB community consultation model is tailored for the LGBTQIA+ community and trailed within two CSIRO activities/procedures (Culture Survey and Gender Affirmation Leave procedure), utilising a novel technological solution. (4) Synthesise a set of recommendations from the LGBTQIA+ community consultation trial that are specific to each activity/procedure and present them to the relevant CSIRO leaders/committees.

File name/s as evidence for this question:

File 1: Click or tap here to enter text.

File 2: Click or tap here to enter text.

4. Project Assessment

PROPOSAL

Our Platinum Project will use measurable performance indicators to assess its success.

Please identify up to four measurable performance indicators you will use to assess the success or otherwise of your Project.

Answer: Metrics (short-term):

- Publication of guidance document and case study report [knowledge sharing]

File name/s as evidence for this question:

<ul style="list-style-type: none"> - Development & documentation of technological solution and code [attribution & potential for reuse] - Delivery of recommendations to, and engagement with, relevant areas of CSIRO [potential for near-term system change] - Number of community members consulted [confidence in collected data] <p>Metrics (long-term):</p> <ul style="list-style-type: none"> - Updates to CSIRO activities & procedures occur (if required) as a result of DIB community consultations [changes to system] - Other marginalised communities are consulted using the model [model applicability & robustness] - Number of CSIRO activities & procedures with a formalised community consultation process [potential for ongoing system change] - Increase in Culture Survey engagement and results from the LGBTQIA+ and other marginalised community members [community safety & attitudes] 	<p><i>File 1:</i> Click or tap here to enter text.</p> <p><i>File 2:</i> Click or tap here to enter text.</p>
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5. Project Timelines	PROPOSAL
<p>We have identified potential timelines of this Project including:</p> <ul style="list-style-type: none"> • key persons involved; and their responsibilities and/or deliverables • OUTCOMES period(s) applicable • challenges expected • executive sign-off • planned date of submission <p><i>Please provide an outline of the potential timeline(s), including:</i></p> <ol style="list-style-type: none"> a) <i>the items listed above</i> b) <i>an estimation of hours or dates anticipated required for each part of the Project</i> 	

Answer:

- **Key persons involved; and their responsibilities and/or deliverables**
 - LGBTQIA+ Action Plan Working Group:
 - ♣ Project lead
 - ♣ Technical lead
 - ♣ Data governance lead
 - ♣ Action Plan Working Group supports
 - ♣ Executive sponsor
 - CSIRO People staff
 - CSIRO Digital Office staff
- **OUTCOMES period(s) applicable**
 - Outcomes measured by short-term metrics are expected during project life
 - Outcomes measured by long-term metrics are expected post-project
- **Challenges expected**
 - Resourcing & staff capacity limitations
 - Organisational resistance to uptake of recommendations
- **Executive sign-off**
 - Chief People Officer – January 2027
- **Planned date of submission**
 - February 2027

File name/s as evidence for this question:

File 1: Click or tap here to enter text.

File 2: Click or tap here to enter text.

Milestone/Activity	JAN 26	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	JAN 27	FEB
Project Set Up	Planning & kick-off													
Deliverable 1: DIB guidance & consultation model		Design & drafting		Socialisation & feedback	Incorporation of feedback					Revisions (if required)		Distribution		
Deliverable 2: Tech solution		Design & development			Beta testing	Trial support & documentation drafting		Analysis of trial results		Finalisation of software & documentation		Distribution		
Deliverable 3: Trial consultation & case study				Preparation (privacy review, model tailoring, participant recruiting)		Conduct trial		Initial assessment of model & methodology		Case study write-up		Distribution		
Deliverable 4: Consultation recommendations										Synthesis from trial results		Delivery & engagement		
AWEI Report write-up & sign-off												Drafting	Finalisation & sign-off	
Report Submission														Submission

6. Executive Endorsement		PROPOSAL
Name of person signing off accuracy:	s22	
Position within organisation:	s22	
Contact Email:	s22	
Contact Phone:	s22	

PLATINUM PROJECT OUTCOMES

Part II: The AWEI Platinum Project Outcomes

This Platinum Project should be submitted between in February 2027.

PID member organisations may seek guidance from their Relationship Manager during the preparation of the Project Submission to ensure it meets all requirements.

SUBMITTING YOUR REPORT:

Soft copies are to be sent via large file transfer systems to: awei@acon.org.au

- Note: Pride in Diversity will not accept attachments sent via email.
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7. Key Learnings

OUTCOMES

Our Platinum Project report covers each of the selected criteria below, including:

- key project deliverables, including those non-delivered
- insights learned as a result of this Project
- OUTCOMES of Project measurements, successful or otherwise
- timelines and overall investment
- any additional work that was not originally anticipated, including amendments or changes made

No evidence required.

8. Project Report

OUTCOMES

We have completed our Platinum Project Report, based on our planned proposal.

Please provide the 4 – 8-page Report of your Platinum Project as an attachment (and include any relevant URLs below, if applicable).

Answer: Click or tap here to enter text.

File name/s as evidence for this question:

File 1: Click or tap here to enter text.

9. Project Summary

OUTCOMES

We permit Pride in Diversity to use a summarised overview of our Platinum Project for any member-based and/or public-facing promotion on the AWEI website, social media, libraries, resources, and other relevant communications.

<p><i>Please provide:</i></p> <p>a) <i>the summarised overview, equivalent to 1 typed page</i></p> <p>b) <i>any relevant branded or recorded/digital materials, resources and public links highlighting your work that may be freely distributed (branded with your organisation’s branding, along with branding showing the materials are part of an AWEI Platinum Project)</i></p>	
<p>Answer: Click or tap here to enter text.</p>	<p><i>File name/s as evidence for this question:</i></p> <p><i>File 1:</i> Click or tap here to enter text.</p> <p><i>File 2:</i> Click or tap here to enter text.</p>

10. External Project Approval	OUTCOMES
<p><input type="checkbox"/> We permit Pride in Diversity to share the output of our external-facing contribution with other member organisations</p> <p><input type="checkbox"/> Not applicable (our Project was not external-facing)</p>	
<p>No evidence required.</p>	

11. Executive Endorsement	OUTCOMES
Name of person signing off accuracy:	
Position within organisation:	
Contact Email:	
Contact Phone:	