AWEI Platinum Project for 2025-2027

s22

Meeting 18/9/25

What does Queer specific data look like?

How is this/learnings generalisable for other groups?

Opportunities to seed something meaningful across groups –

Line from 'longer term recommendations' in DIB Data paper

Co-design

Cogbot – use it to co-design,

External consultation with stakeholders: Queers in Science

ACTIONS:

s22 move stuff to APWG folder

s22   further scoping discussion

s22 – timelines and deadlines working back 1 Dec

Where did we land at the end of our discussion today (17 Sep 2025)?

s22
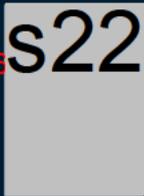
'DIB Data' seems like the best options given:

- We are a science org and quite mature in the data management space so are in a good position to share learnings. Translating our practical steps and journey so far could be helpful for other organisations (combining DCA DIB Data good practice in theory with our practical experience on-the-ground and knowledge on good data management)

- We could structure the write-up via by highlighting running 2 phases in parallel:

  1) Foundational:
  Share our DIB Data Project experience and the next steps to set up strong foundations for good data management and willingness to disclose psych safety. Continue to focus on the things the DIB Paper is proposing as initial steps. (Thought bubble – would be good to speak to other orgs re: how they manage their data, what level of maturity they are at, sharing ideas – we may not actually be the best! Do we have contacts via other platinum employers and/or BOM, orgs that have been on IDAHOBIT panels etc...?)

  2) Current:
  Live building DIB data analysis and interpretation skills (and data management good practice in line with foundational project and knowledge of the project) skills across our APWGs to uplift data maturity across all our attribute groups as per ideas s22 shared on a **Culture data analysis approach**
  - Sharing across APWGS a standardised approach and delivering messages into RUs (modelling, rainbow ceiling)
  - Psych safety results and why (across groups)
  - Our experience with utilising APWG Data Custodians (what that looks like, building capability, analysing the data etc..)

  3) Future: Optional - where to next? What data do we want to collect? How? Why? (not really discussed in session)

Next steps (end of meeting 17/9/25)

- **s22** to set up next meeting with **s22**

- Purpose:
  - Understand the paper further from **s22**
  - help them understand our thinking so far for the AWEI project
  - Scope out DIB Data – chunk it down to something manageable, deliverables, overall objectives in our project write up
  - Map out timeframes and RACI working backwards from 1 Dec
  - Sign-off pathway?
  - Next steps

Today's Agenda (17 Sep 2025)

1) Updates on ideas – sharing what we've done

2) Consider how we might narrow the scope of something to make it manageable for project write-up

3) Resourcing – good will and centralised

4) High level plan and milestones – working backwards from 1 Dec, sign-off pathway

5) AWEI Survey (Go/no go? Resourcing? Decision deadline)

Key dates

- Application to PiD due 1 Dec
- Project development and implementation throughout 2026
- Submission write up due end Feb 2027

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**)

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.**

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3. Key Project Deliverables

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

What have organisations done in the past?

Organisation	Year	Project Topic
Accenture	2025	End-to-end recruitment and onboarding (internal)
Deloitte	2025	Enhancing the experience for trans and gender-diverse staff (internal and external)
NAB	2025	Small business support (external)
QBE Insurance	2025	Intersecting identities: Neurodivergence and LGBTQIA+ (internal and external)
AGL Energy	2024	Making our gender diverse customers feel welcome (internal and external)
Woolworths	2024	Parramatta Local Government Area LGBTQ+ inclusion
Clayton UTZ	2022	Online toolkit for LGBTQIA+ staff working remotely (internal)
PWC Australia	2022	Internal survey for LGBTI community at PWC (internal)
RMIT	2022	RMIT Diverse Genders, Sexes and Sexualities Research Network founded in 2020
Accenture	2021	Developing LGBTQIA+ inclusion (including being an ally) with clients (external)

EY Oceania	2021	"She Starts Out" targeted support for social impact entrepreneurs identifying as LGBTQ women (internal and external)
Lendlease	2021	Researching barriers in the construction industry (internal with some external by sharing the report on request)
Macquarie Group	2021	
Uni WA	2019	Blended learning resource kit for academic and professional staff (internal and external)
Accenture	2018	Reduction of unconscious bias toward LGBTQ+ employees at work – a year-long project to plan, deliver and measure
Lendlease	2018	Inclusive Leadership and Site Network and Awareness Campaign
Westpac Group	2018	Improving inclusion for regional and remote workers
Goldman Sachs	2017	
PWC	2017	Marriage equality, Pride Centre Melbourne, Broad Engagement

https://prideindiversity.com.au/awei/submission/platinum-projects/

See appendix at end for deliverables

Considerations

- What are the top 3 needs reflected in the LGBTQIA+'s culture data and past AWEI Survey data?

- What are we already doing well that we could amplify?

- If we could only do 1 thing, what would be most impactful with minimal resources (and prioritising employee wellbeing in the process)?

- What does resourcing realistically look like for 2026 – good will and centralised resourcing?

- Can we limit the scope of a big initiative to make it manageable for the AWEI project but still impactful for our LGBTQIA+ (and possibly broader) community?

- Alignment to People Priorities, Culture Actions and possibly Research Portfolio work

- LGBTQIA+ Action Plan Deliverables:
    - Awareness, understanding and collaboration: Contribute to the development of a robust pathway for assessing and endorsing DIB initiatives including local events.
    - Idea: could include a standardised format for presenting data about the community (org metrics), Action Plan sharing, key intersectional cultural capability messages, bespoke messages relevant to the specific group
    - Inclusive Data (see DIB Data slide)
    - LGBTQIA+ Capability Development Uplift: Review & update current training and procure new training

Possible Topics

- **DIB Council Strategic Projects (shared across APWGs):**
  - DIB Data
  - DIB L&D Framework / Org Capability including cultural competency
  - Career pathways
  - Organisational Change impacts: restructures

- **Culture Actions:**
  - Embed intersectional case studies, storytelling and inclusive principles into emerging or evolving training offerings aligned to Culture Actions (Leadership Offerings, Call if for Culture, Leading Through Change, Leadership Toolkit (psych safety and team effectiveness), refreshed values resources)
  - Possible opportunities to integrate with culture action - Driving Accountability To Shape our Culture (publish key metrics related to values-behaviours, comms to showcase values-aligned behaviour)

- Comms and awareness: Leadership role models and storytelling (awareness)

- **Culture data analysis approach**
  - Sharing across APWGS a standardised approach and delivering messages into RUs (modelling, rainbow ceiling)
  - Psych safety results and why (across groups)
  - APWG Data Custodians

Possible Topics

- Any externally focused (partnership building) activities? Geosciences, QiS, Universities, Industry?

- WGEA Targets (https://www.wgea.gov.au/sites/default/files/documents/WGEA-Targets-Menu-April-2025.pdf)

Gender equality target—**mechanisms for reporting to employer's CEO, key management personnel and the governing body on sexual harassment**	Action	Add at least 3 of the following:
		a. identified risks of sexual harassment
		b. prevalence of sexual harassment
		c. the nature of sexual harassment
		d. analysis of trends in sexual harassment
		e. action taken by the organisation to prevent and respond to sexual harassment
		f. outcomes of reports of sexual harassment
		g. consequences for perpetrators of sexual harassment
		h. any use of non-disclosure agreements or confidentiality clauses as an outcome of disclosure of sexual harassment.

Gender equality target— **improve supports for employees experiencing or at risk of family and domestic violence**	Action	Add at least 4 of the following:
		a. protection for employees from adverse action or discrimination on the grounds that the employee disclosed family and domestic violence
		b. access to unpaid family and domestic violence leave
		c. access to paid family and domestic violence leave (in addition to the paid family and domestic violence leave provided for by the National Employment Standards)
		d. emergency accommodation assistance to employees experiencing or at risk of family and domestic violence
		e. mechanisms for employees experiencing or at risk of family and domestic violence to request to move to a different workplace location
		f. financial support for employees experiencing or at risk of family or domestic violence
		g. an employee assistance program for employees who are experiencing or at risk of family and domestic violence
		h. training for key personnel in supporting employees experiencing or at risk of family and domestic violence
		i. workplace safety planning to support employees experiencing or at risk of family and domestic violence
		j. procedures for referring employees experiencing or at risk of family and domestic violence to support services.

DIB Data Project (Current vs 1-year scope)

> **4.1. Immediate recommendations for CSIRO DIB Council, Digital Office & CLT**
>
> - Integrate the DIB council & APWGs with the culture survey through community-led iteration of demographic questions and analysis of demographic survey data.
> - Commit strategic resources to:
>   - Perform a gap & needs analysis of current CSIRO DIB data sources & stores
>   - Incorporate DIB data into the CSIRO Data Governance Framework
>   - Development a DIB Data Strategy in alignment with the CSIRO Digital & Data Strategy

- What do these recommendations actually entail (deliverables, resourcing, timeframes)
- What impact will it have for our people (in the short, medium and longer term?)
- For someone who doesn't understand data, why is it important (elevator pitch)?
- What's the imperative for improving DIB data versus what we have now?

PHASES
- What do we need as hygiene and foundation to responsibly manage data
- Current build/improvement: Culture survey, practical things we can do to navigate the data we have,
- What other data do we need, want to collect etc..

Capability (Current vs 1-year scope)

- Current landscape
- What's bespoke for LGBTQIA+
- What could we still do if the L&D Framework doesn't progress in the short term?
- What impact do we want to see? How would we measure it?

Appendix – PiD Platinum Project Summary

Organisation	Year	Project Topic	Deliverables
Accenture	2025	End-to-end recruitment and onboarding (internal)	• Employee Experience Map for recruitment and onboarding • Measure experience against leading practice via interviews, content analysis and survey results • Developed an Action Plan to address areas for improvement
Deloitte	2025	Enhancing the experience for trans and gender-diverse staff (internal and external)	• Extensive consultation with int and ext stakeholders • Action Plan with 3 'Moments that Matter' • Created a Gender Affirmation Policy and Guidelines & doubled leave entitlements • Developed our Building Trans Inclusive Workplaces Report (https://www.deloitte.com/au/en/about/people/social-responsibility/building-trans-inclusive-workplaces.html launched internally and via external event • Improved survey feedback noted • External webpage
NAB	2025	Small business support (external)	• Suite of support materials for anyone to use (250 downloads): glossary, inclusive behaviours, ally guide, DoS, establishing an employee reference group, business case for inclusion, inclusive recruitment guide (very basic) • https://www.nab.com.au/about-us/careers/inclusion-diversity/nab-pride/more-out-and-proud • Launched at Misumma, developed a flyer for audience
QBE Insurance	2025	Intersecting identities: Neurodivergence and LGBTQIA+ (internal and external)	• 4-part podcast series featuring neurodivergent employees who are also part of the LGBTQIA+ community: lived experience, challenges and assumptions • https://www.qbe.com/au/careers/culture/neurodiversity • Promoted through QBE's Linkedin • Neurodiversity guide developed (not specifically LGBTQIA+ focused)

AGL Energy	2024	Making our gender diverse customers feel welcome (internal and external)	- Consultation with customers and internally (multiple teams) - Lobbied industry to change codes to enable system changes to: preferred first name, removal of gendered language, Mx title options - Customer support resources and education on gender diversity (trained 450+ ppl) - Encouraged 3rd party sales channels to update their systems adding Mx - Reduction in mis-gendering complaints received by Dispute Resolution Teams
Woolworths	2024	Parramatta Local Government Area LGBTQ+ inclusion	'Welcome here' across supermarkets for emps and customers (incl visual charter) - Immersive education for leadership teams - Inclusive gender identities in People Systems - Podcast series - Panels with community orgs and Pride Picnic - Parramatta team engagement surveys - Contributing member of Parramatta Queer Forum and encouraging other local orgs to join - Partnering with Council to deliver a local business campaign to encourage Welcome Here + allyship training - Partnership deepening with the Bobby Goldsmith Foundation and Out for Australia - Sponsorship and delivery of the Greater Western Syd LGBTQ+ Forum 2022 in partnership with PiD - Various measures reported
Clayton UTZ	2022	Online toolkit for LGBTQIA+ staff working remotely (internal)	Information for LGBTQ+ employees, managers and allies: mental health, coming out at work, career progression, inclusive leadership, effective allyship, gender diversity and advocacy

PWC Australia	2022	Internal survey for LGBTI community at PWC (internal)	• Partnered with SuperFriend to complete research and develop an internal staff survey focusing on: workplace mental health and wellbeing through the Thriving Workplace Index, psych safety, LGBTQ+ wellbeing at and outside of work and the impact of covid. • 30% of LGBTQ+ community responded (135 responses)
RMIT	2022	RMIT Diverse Genders, Sexes and Sexualities Research Network founded in 2020	Minimal information provided
Accenture	2021	Developing LGBTQIA+ inclusion (including being an ally) with clients (external)	• Offered services to Australia Post, Pexa, ASX, NIB and RioTinto • Included strategic advice, pride ally training and train-the-trainer sessions across various initiatives like establishing employee networks, policy work etc..
EY Oceania	2021	"She Starts Out" targeted support for social impact entrepreneurs identifying as LGBTQ women (internal and external)	• Skilled business mentoring specifically for LGBTQ women (who were under-represented in the EY (external) Unity Network • Program designed internally and launched externally • 450% increase in number of participants in network openly identifying
Lendlease	2021	Researching barriers in the construction industry (internal with some external by sharing the report on request)	• Partnered with UNSW to research barriers to LGBTQ+ inclusion I the construction sector • Lit review, 23 semi-structured interviews • Report available to externals on request
Macquarie Group	2021		• Create a Women of Pride global community of employees using Workplace by Facebook • Engage staff and external allies by hosting events to learn and share stories, lived experience and ask questions • Storytelling and featuring role models

			Feedback and surveys conducted
Uni WA	2019	Blended learning resource kit for academic and professional staff (internal and external)	• Self-paced online education modules for staff to improve LGBTQ+ student experience • Included stories from internal and external collaborators • Increase access and extend ally training content to enable development opportunities for staff and students by providing on-demand learning • Weekly Ally Network newsletter to raise issues and keep staff informed Collaboration to focus on student experience
Accenture	2018	Reduction of unconscious bias toward LGBTQ+ employees at work – a year-long project to plan, deliver and measure	• 4 week campaign held during Pride Month + a plan to deliver comms throughout the year (storytelling, gamification, leadership role modelling and social collaboration) • Clearly define metrics created to measure outcomes of the program
Lendlease	2018	Inclusive Leadership and Site Network and Awareness Campaign	• Out leaders and ally leaders shared personal stories on why LGBTQ+ inclusion is important to them • Mental health and depression in the LGBTQ+ community and why inclusive leadership is important • Manager toolkit • Leader briefing sessions conducted by the LGBTQ+ Employee Resource Group (Q&A, safe space to ask) • Events in over 160 locations around Aust aligning to Wear It Purple Day
Westpac Group	2018	Improving inclusion for regional and remote workers	• Sydney event attended by 250+ staff • New tech and social media enabled for accessibility • Grew our regional membership
Goldman Sachs	2017		No info provided (founding member of PiD)

| PWC | 2017 | Marriage equality, Pride Centre Melbourne, Broad Engagement | • Fact-based evidence and economic modelling on costs associated the 3 parliamentary mechanisms available to change Australia's current definition of marriage in the Act, including a plebiscite
• Strategic advice re: establishing a Pride Centre in Melb – site establishment and business case
• 2 CEO roundtables with PiD and 30 CEOs
• Helped to establish the Executive Allies network
Multiple large media campaigns linked to Mardi Gras and other Exec-level awareness channels |