pridein
diversity
10
YEARS
2020

pride in diversity 10 YEARS 2020

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In our work with Pride in Diversity in Australia we should, without delay, be considering how we can help Australian and other multinational companies to take the lead in neighbouring regions. To spread the word that homophobia and transphobia are bad for business and bad for human rights.

Increasingly, we must look beyond Australia. We should insist on equality in our own country. But we should also reach out to promote and support equality and good example beyond our borders. Pride in Diversity's message must reach the four corners of the planet.

THE HON. MICHAEL KIRBY
AC CMG

ACON'S PRESIDENT AND CEO

JUSTIN KOONIN AND NICOLAS PARKHILL

While many will remember 2020 as a year of upheaval and change, we hope to remember it also as a time to honour Pride in Diversity's extraordinary achievements over the past ten years.

Pride in Diversity was launched in 2010 as an ACON program to support employers in making their workplaces more inclusive and safer for LGBTQ employees. Ten years on, it has achieved that and so much more.

In 2010 Pride in Diversity started with 8 foundation members. In 2020 (at the time of writing), the program has a membership of 320.

Today, Pride in Diversity stands as Australia's leading national not-for-profit employer support program for LGBTQ workplace inclusion specialising in HR, organisational change and workplace diversity.

Pride in Diversity publishes the Australian Workplace Equality Index, Australia's national benchmarking instrument for LGBTQ workplace inclusion from which the top employers for LGBTQ people in the country are determined, and coordinates participation in the accompanying survey that continues to go from strength to strength each year.

Pride in Diversity also hosts the annual Pride in Practice conference, Australasia's leading summit exploring diversity and inclusion in the workplace, sporting organisations and healthcare settings.

No longer is LGBTQ inclusion absent from the diversity agenda – Pride in Diversity has helped ensure LGBTQ people are welcome, accepted and included in all aspects of the workplace.

We'd like to pay tribute to the incredible leadership and hard work of our member organisations, and all employers that have participated in the Index and the employee survey over the years. It not only allows us to acknowledge employers that are really making a difference but also enables us to annually measure and benchmark LGBTQ inclusive practice within Australian workplaces.

Such progress would not be possible without the commitment and dedication of leaders and those within our member organisations who are passionate about inclusion, the difference it can make to individuals and the benefits it can bring to organisations, across all sectors and industries.

We would also like to acknowledge the contribution of our other 'Pride Inclusion' programs including Pride in Sport and Pride in Health + Wellbeing for their ongoing commitment and dedication.

It remains vital that in all aspects of Australian working life that we have leaders, advocates and allies within Australia's major business, governmental, educational, health, and sporting institutions who know the importance of LGBTQ inclusion.

We believe that with the continued efforts of our 'Pride Inclusion' programs and all of their members, the appetite for fostering greater inclusion practices will continue to grow over the next decade.

We thank employers for their rigorous and passionate work compiled annually in submitting for the AWEI and our other indices. We are very proud to be working with all of our incredible members.

We look forward to another 10 years of establishing new relationships, and continuing with those whom we have worked over the past decade to change the landscape of every workplace so that all Australians are welcomed, and sexuality and gender identity are no longer barriers to success and achievement.

DIRECTOR

DAWN HOUGH

Director, ACON's Pride Inclusion Programs

What an honour it is to reflect on the last ten years and see the extraordinary work of countless executives, leaders, LGBTQ people, allies, role models, diversity managers and HR teams furthering the work of LGBTQ inclusion within Australian workplaces.

When I think back to the early days, we were so far behind our international counterparts. Diversity practice was not widely adopted, LGBTQ inclusion – the work of very few.

Now LGBTQ inclusion initiatives boast some of the most passionate and productive employee networks, our membership has grown to around 320 (at the time of print) and our index has been acknowledged as an international gold standard. Our assistance and insights have also been sought from like-organisations in the UK , Ireland, Hong Kong, Canada, US, India, Japan, New Zealand, Singapore, Israel and Malaysia.

ACON is committed to the reduction of stigma, isolation and discrimination. It's foresight in introducing this program led the way to one of the fastest growing areas of diversity and inclusion practice in Australia.

While recognising the extraordinary contribution of each and every person out there who is working towards a more inclusive workplace, I would also like to acknowledge my team past and present.

Throughout the last ten years, our team members have made an enormous contribution to the success of Pride in Diversity.

Previous Relationship Managers:

- Ashleigh Sternes
- Brayden Crane
- Gerry Meleady
- Daniel O'Neil
- Lin Surch
- Ross Wetherbee
- Ishwar Singh
- Jon LeBreton
- Sarah Cox
- Sarah McCarthy
- Shai Feniger
- Jack Meehan
- Samantha Webster

Operational Support:

- Kate Arnold
- Stephanie Mellor
- Lauren Francis

PRIDE INCLUSION PROGRAMS TEAM 2020

DAWN HOUGH

Director, ACON's Pride Inclusion Programs

What an absolute honour and privilege it has been to launch and build the Pride in Diversity program and now, to work alongside this amazing team of people. Could there possibly be any greater job satisfaction when you look at the work that is currently being done within Australian workplaces?

MARK LATCHFORD

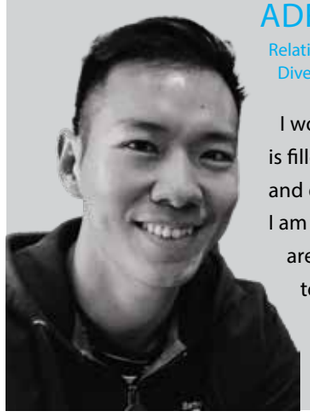
Associate Director, Pride in Diversity

After a corporate career that has spanned 35 years and the whole world, it has been a joy to work somewhere that consistently helps so many Australians work and live better lives.

ELAINE CZULKOWSKI

Associate Director – Operations, Events & Partnerships, ACON's Pride Inclusion Programs

Coming into work each day where everyone cares and is doing something to make someone's life just that little bit better means everything to me. Working alongside our members who are also striving towards making the workplace a safe place for our LGBTQ community is the best job I could wish for.



ADRIAN FANN

Relationship Manager, Pride in Diversity

I work in an environment that is filled with purpose, passion and determination. Every day I am inspired by people who are the change they want to see in the world and am humbled by the resilience of the human spirit.

BEAU NEWELL

National Program Manager, Pride in Sport

Integrity, inclusion, and diversity in Australian sport is achieved by many factors, not least through influential leadership. By taking one step at a time, I join an array of significant individuals in collectively improving Australia's sporting community health, safety and wellbeing for all to enjoy.

All people, regardless of sexual orientation or gender identity, deserve a safe and supportive environment in which to achieve their full potential. Quoting Heather Smalls: "What have you done today to make you feel proud?"

ANDREW GEORGIOU

Senior Relationship Manager, Pride in Diversity

ALYCE SCHOTTE

Relationship Manager, Pride in Diversity

What an opportunity, I am excited to be welcomed into the Pride in Diversity team. I have seen the fantastic work that happens in the inclusion space and have been privileged to engage with the organisation and their support over the last three years. Now I get to pay it forward!

I have become a vocal ally as I have witnessed the vulnerability of many community members when seeking care. People access services when they are in crisis, so to have additional barriers to care and significant health disparities to manage at the same time is inequitable. I help services provide inclusive care.

CLAIRE ALLEN

National Program Manager, Pride in Health + Wellbeing

ELLIE WATTS

Senior Relationship Manager, Pride in Diversity

The most important thing I've learned from the Pride in Diversity team is to be courageous. "Courage starts with showing up and letting ourselves be seen. Courage is contagious. Every time we choose courage, we make everyone around us a little better and the world a little braver" (Brene Brown).

I joined Pride in Diversity recently to help people make a difference in the places where we spend so much of our time, our workplaces. To be who you are in your personal and professional life, with no editing is the key to being authentic.
We help make businesses a better place to be.

BRETT ATKINSON

Relationship Manager, Pride in Diversity

CHRIS NELSON

Senior Relationship Manager, People Manager, Pride in Diversity

As you progress through your career, there comes a time when you wonder what your legacy will be. I have always loved the work I have done in diversity & inclusion, but the work we do at Pride in Diversity changes people's lives and is a great legacy of which I am extremely proud.

FINLAY LONG

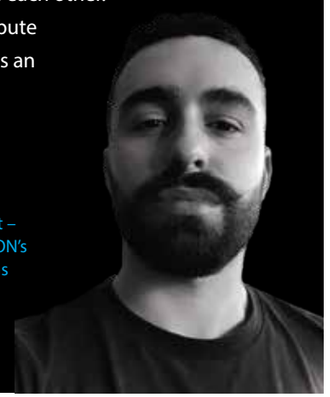
Design & Communications Coordinator, ACON's Pride Inclusion Programs

I get to harness my design skills to a team and organisation passionately working to better the lives of my community – it's an awesome privilege and I'm proud of the work we do.

Being able to participate in an initiative that actively, positively engages with my community – and effectively enacts change for it – is a meaningful and affirming opportunity. I am fortunate to be part of a team that believes in their mission, and each other.
The ability to contribute to that shared goal is an ongoing pleasure.

LUCA MARONGIU

Administrative Assistant – Strategic Initiatives, ACON's Pride Inclusion Programs



JESSICA MAYERS

Senior Relationship Manager, Pride in Diversity

"There will not be a magic day when we wake up and it's now okay to express ourselves publicly. We make that day by doing things publicly until it's simply the way things are."
– Tammy Baldwin, Millennium March for Equality

For me, working for Pride in Diversity is helping to make that day.

KOSAKU MAKINO

Graphic Marketing Producer, ACON's Pride Inclusion Programs

I joined ACON and the team recently. I came to Sydney around 20 years ago and I feel that I finally have work that matters to me. In an organisation that supports diversity, pride and acceptance. Also I get to create design work that is interesting and makes a difference to people's lives.

WILL REILLY

Index Project Manager, ACON's Pride Inclusion Programs

I love making a difference in promoting inclusion and equality within our work, especially as we continue to represent often overlooked demographics within our LGBTQ communities. Few people get to do work they are passionate about. I am full of gratitude and pride for what we do.

NICKI ELKIN

Senior Relationship Manager,
Content Specialist, Pride in Diversity

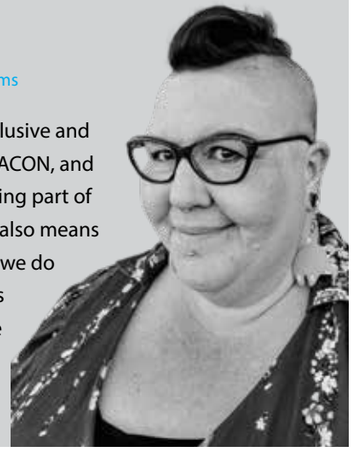
"There is only one way to see things, until someone shows us how to look at them with different eyes"
– Pablo Picasso.

I love to be able to help people see through different eyes, because then they want to make a better world.

TAM HALLS

Team Assistant,
ACON's Pride Inclusion Programs

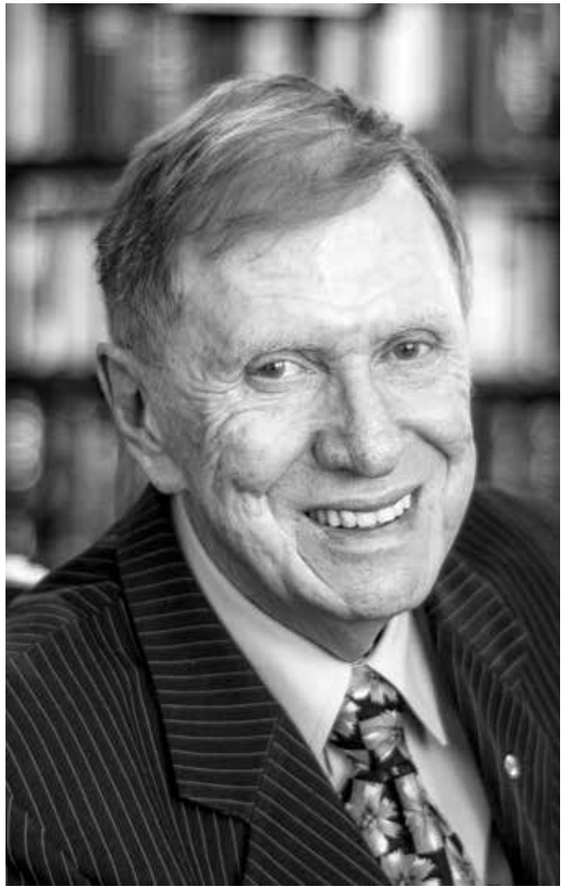
I love being part of an inclusive and welcoming workplace at ACON, and it's very satisfying that being part of Pride Inclusion Programs also means I get to support the work we do to make other workplaces just as inclusive to people of diverse sexualities and genders.



As the Events Manager, I always say I have the 'fun job'! It is such a heart-warming feeling knowing people enjoy themselves at these events and are looking forward to the following year. As an ally, I am so happy and proud to contribute to LGBTQ diversity and inclusion.

MICHELLE BLOM

Events Manager, ACON's Pride Inclusion Programs



OUR PATRONS, PAST & PRESENT

INAUGURAL PATRON

The Hon. Michael Kirby AC CMG
Inaugural Patron,
Pride in Diversity 2010 – 2017

I know from my own life, growing up in Australia after the 1950s, that the accepted ethos of Australian, and community life, was total silence about sexual orientation and gender identity on the part of LGBTIQ employees. Essentially, this arose from the inherited provisions of criminal law; religious views held by the major denominations; and social pressure steeped in shame and insistence of silence and denial.

Very few people until the 1980s were willing to stand up and acknowledge themselves to themselves, to their families or their fellow Australians.

With the advent of the AIDS epidemic in the 1980s, the AIDS Council of New South Wales (ACON) set out to change this. Since the earliest days of the AIDS epidemic, ACON responded in a very intelligent way. Based upon leadership from the World Health Organisation, UNDP and later UNAIDS, ACON sought to tackle HIV by reaching out to people in the communities that were most at risk. This appeared to be a paradox. However, experience in Australia and worldwide showed that such outreach was the most effective way to reduce the toll of infections with HIV. So law reform coincided with good epidemiology.

ACON launched the 'Pride in Diversity' (PID) program ten years ago. I did the honours at the office of KPMG in Sydney on 10 February 2010. At that time, PID only had 8 members: The Australian Defence Force (ADF); Australian Federal Police; Goldman Sachs; IBM; ING Australia; KPMG; Lendlease; and Telstra.

The launch succeeded beyond our expectations. Under the energetic and inspiring leadership of Dawn Hough there were countless engagements; major luncheon events; ever expanding new activities; and the growth of particular sub-groups, including: 'Pride in Sport'; and 'Pride in Health + Wellbeing'.

From 8 members in 2010, PID has since expanded to 320 members at the time of printing. Enlarged activity now covers Australia. It reaches out to LGBTQ Women; Regional/Rural Reach; Trans and Gender Diverse Recruitment; Executive Allies; CEO Annual Round Table; International Reach; and LGBTQ Intersectionality. PID had to expand from Sydney enthusiasts into an increasingly committed nationwide group to a body with a focus extending beyond Australia to employment overseas, especially in the Asia Pacific region.

In 2010 ACON created the Australian Workplace Equality Index (AWEI), launched in October 2010 at AFP Headquarters in Canberra. This initiative established criteria for designating employment in the public and private sectors as LGBTIQ friendly and diversity accepting. Participation in the national benchmarking instrument has grown from 23 in 2011 to 155 in 2020.

Over the past 10 years PID has grown its staff from one officer (Dawn Hough) to a present staff of 19 permanent employees, with 2 additional major special programs: sport and health. This growth was needed to service the increasing role of PID in stimulating widespread workplace change.

Three years ago, believing that organisations need constant turnover of personnel, I stood down as Patron of PID. New Patrons of great accomplishment have taken the helm: Alan Joyce AC (CEO of Qantas) and Jennifer Westacott AO (CEO of the Business Council of Australia). This also is another indication of the growth and ongoing innovation of PID.

PID has really helped to impact the lives of countless thousands of LGBTIQ fellow citizens in their employment. As a consequence the Australian workplace has become a more accepting and welcoming environment. The advent of COVID-19 is presenting new and unexpected challenges. But ACON and PID are equal to them. Their work goes on. It has meant that increasing numbers of Australians who are LGBTIQ are now, at last, themselves at work.

This is good for them. But it is also good for the shareholders and employers. And for Australia. This has been a revolution, peaceful but profound. It is still going on.

ALAN JOYCE AC

Co-patron, Pride in Diversity
Chief Executive, Qantas
2018 – present

Pride in Diversity has achieved a lot in a relatively short period of time, so I was delighted to be asked to become a Patron three years ago alongside Jennifer Westacott. It is no surprise that it took two people to fill the shoes of inaugural Patron, the indefatigable Michael Kirby.

Whether in business, sport or the broader community, this country has taken amazing strides forward for LGBTI equality in recent years. The successful Marriage Equality campaign showed just how far we've come.

Pride in Diversity deserves much of the credit for ensuring that there are many more businesses where everyone is treated with dignity and can reach their full potential.

More and more, we're seeing that Australians want to buy from, and work for, companies with a social conscience.

Companies that go out of their way to champion diversity and inclusion. Qantas is a longstanding supporter these principles.

Together, we've made great progress in recent years and the broader community is better for it. But there are still many challenges.

Creating inclusive workplaces isn't straightforward, especially when you are trying to change decades of ingrained culture.

Last year we ran a survey on discrimination in the workplace, in which at least one staff member reported an underlying current of homophobia in some parts of our business. So, it's clear we still have some work to do – and we're doing it.

Pride in Diversity has been an invaluable source of advice for our organisation as we navigate complex policy challenges and strive to implement best practice.

It should be extremely proud of its Australian Workplace Equality Index, which has been instrumental in driving change in the business community. Over the past 10 years it has become the definitive benchmark on LGBTI inclusion in the workplace.

No organisation likes to find out that it is underperforming relative to its peers, which is what makes the Index such a powerful tool for change.

I was delighted that Qantas doubled its AWEI score last year, but I know there is still much we can do to raise the bar.

I wish Dawn, Mark and the rest of the team all the best as you mark your 10th anniversary. It's a deserved milestone worth recognising and I look forward to working closely with Pride in Diversity over the next decade to reach true equality.

JENNIFER WESTACOTT AO

Co-patron, Pride in Diversity
2018 – present
Chief Executive, Business Council of Australia

In recent years, we've been fortunate enough to witness a cultural shift in the broader Australian society to openly embrace fairness, decency and inclusion.

The high point of this sea-change in national attitudes was, of course, the successful marriage equality vote. But prejudices don't magically disappear. It takes the courage, dedication and hard work of deeply committed people, movements and organisations such as Pride in Diversity to chip away at them one block of bigotry and homophobia at a time. And, it requires constant vigilance.

I'm immensely proud and honoured to serve as a co-patron of Pride in Diversity alongside Alan Joyce AC and continue the progress made by the great Michael Kirby AC CMG. Pride in Diversity's transformational work, including the annual Australian Workplace Equality Index which benchmarks the nation's most inclusive workplaces, deserves our congratulations. The importance of these efforts cannot be overstated.

I never want another person to be in the isolating and lonely situation where colleagues don't ask what they did on the weekend because they don't want to hear the answer.

I never want another person to be the only one at work who isn't asked how their loving partner of more than three decades is going.

I never want someone's sexuality to inhibit their potential, irrespective of anti-discrimination laws.

From experience, I know the emotionally and intellectually exhausting toll that living a dual and secretive life can take.

I deeply believe that every single person has the right to go to work and be accepted as themselves. Every single person has the right to safe and inclusive workplaces where they feel respected, engaged and supported without fear of harassment, exclusion, prejudice or stigma.

It is heartening to see that through Pride in Diversity's employer support and workplace inclusion programs over the past decade this is now becoming a reality for more and more LGBTQ Australians.

There is nothing more liberating than being valued as your true self.

And let's remember, inclusive workplaces are not just a moral imperative, they are also good business. When we feel a sense of belonging at work, it fosters so much more collaboration, innovation, creativity and loyalty.

The unsung heroes of LGBTQ inclusion are Australia's biggest corporations and I am proud to represent them through the Business Council of Australia and Pride in Diversity. Since becoming a co-patron in 2018, I'm proud to say the number of companies that have signed up to Pride in Diversity has reached (at the time of print) 320.

Pride in Diversity is helping change attitudes in Australia, especially in workplaces, but the battle is not yet won. Discrimination persists.

A long journey still lies ahead and with our continued and combined support, the next ten years for Pride in Diversity can surpass the previous decade of achievement and usher in greater levels of respect, tolerance and equality.

THE BIRTH OF A PROGRAM

PROGRAM BEGINNINGS

LEADING UP TO THE LAUNCH OF PRIDE IN DIVERSITY

By 2007, the 'war for talent' was top of mind for most large Australian employers. Employee value proposition, employee engagement and the organisational culture played a key role in both the attraction and retention of employees. Budgetary investments were made, diversity roles started to become a little more common place (albeit mostly part-time) and workplace inclusion and engagement initiatives increased to create a winning brand not only for the market, but also for prospective employees.

It was the large global employers that lead the way. IBM set the gold standard at this time and regularly received accolades for their early implementation of diversity programs, having driven a civil rights focus in the early 1960s followed by gender diversity programs that not only worked on desegregation but also equal pay and rights for women. At the time of the launch, IBM also had sexual orientation in its Diversity and Inclusion policies for over 20 years.

For IBM, this work proved to be the launching pad for several other diversity programs. As early adopters of LGBTI inclusion work, Mark Latchford (currently Associate Director for Pride in Diversity) was responsible for navigating the complex challenges of the first international relocation of an IBM employee and his same-sex partner from the U.S. to Australia in 1998.

Australian Universities were also amongst the early adopters of LGBT inclusion initiatives via their Ally programs, typically targeting the student body. University of Queensland and University of Western Australia were considered leaders within Higher Education at the launch of the Pride in Diversity program; both of which were quick to engage with the program and support its national growth.

Australian Federal Police's Gay and Lesbian Liaison Officers (GLLOs) was also active at the time having launched in 1996. Originally being ACT focused, the program, now national, was not without its own early acknowledgements. The AIDS Action Council at their 2003 October AGM presented AFP GLLOS with a Community Award acknowledging their assistance in advancing HIV/AIDS issues in the community and the President's Award in 2004 in recognition and appreciation of its ongoing commitment, education and support of the AIDS Action Council and people living with HIV/AIDS.

Congratulations Dawn and the Pride in Diversity Team!!! 10 years helping organisations forge a path to inclusion. Your considered and compassionate approach, whether it's supporting simple 'aha' moments or celebrating major statement actions of inclusion, is your trademark.

I am so pleased that I was a member of one of your foundation organisations and look forward to continuing to partner with you.

ELLEN SWAVLEY

Diversity Specialist, University of Canberra (formerly Department of Defence, Pride in Diversity Foundation member)

DIVERSITY COUNCIL OF AUSTRALIA

Diversity Council Australia (DCA), formerly known as the Council for Equal Opportunity in Employment Ltd, was established in 1985 as a joint initiative of the Australian Chamber of Commerce and Industry and the Business Council of Australia to demonstrate the business community's commitment to equal opportunity for women. The Council's focus has since expanded to cover all aspects of diversity in employment changing its name in 2005 to Diversity Council of Australia. DCA was very active in workplace diversity prior to the launch of Pride in Diversity; former DCA CEO Nareen Young would play a significant role in early program discussions, in the recruitment of foundation members and in promotion of the new program to DCA members.

Nareen Young

ACON CEO STEVIE CLAYTON

It is against this backdrop that in November 2007 ACON CEO Stevie Clayton and Nicolas Parkhill (now CEO of ACON, but then Director of Operations at ACON) attended a Freehills session on rethinking the Diversity Agenda. At the time, LGBT inclusion was not on the Australian corporate diversity agenda which gave rise to the question as to whether ACON could play a leading role in the provision of education via an Australian workplace program. ACON was Australia's largest LGBT not-for-profit community health organisation with a growing focus on social inclusion and the mental health and wellbeing of LGBT people. This program would not only broaden ACON's work but provide employers with a community led response to the lack of attention within strategic workplace inclusion.

Stevie Clayton

STONEWALL UK

Stevie Clayton set out to the UK to meet with Stonewall, a "like" LGB advocacy organisation based in London that supported employers in LGB inclusion via their Diversity Champion's program.

The British program had been underway for several years and had proven to be a successful model of an LGB charity making inroads into both the government and corporate sectors. The program was having a positive impact not only in broadening the charity's reach in terms of advocacy but also in positively influencing the broader social inclusion agenda. It was clear that one of the key outcomes of the program was the positive influence it was having on the health and wellbeing of LGB people at work. The program influenced change by focusing on key advocacy support, benchmarking and employer recognition with a strong initial emphasis on educating employers as to why LGB inclusion needed to be a critical pillar of all corporate and government diversity work.

> *It's been my privilege and pleasure to be around PID from the start and now, as often happens in the fullness of time, am delighted to be working with PID again on the Workplace experiences of Aboriginal and Torres Strait Islander LGBTIQ+ project.*
>
> *This is an exciting, innovative piece of intersectional work that goes to our respective areas of expertise and to positive collaboration. Congratulations PID, I have always thought that it was fundamentally important that you're there and I have been proved correct!*

NAREEN YOUNG
Professor, Indigenous Policy (Indigenous Workforce Diversity), Jumbunna Institute, UTS Sydney

> *As a founding member of Pride in Diversity, we are heartened to see the progress made by PID across the Australian marketplace over the past decade. At Goldman Sachs, we have benefited greatly from our relationship with PID, from sharing thought leadership and best practices, to collaborating on creative and impactful projects. We look forward to growing this relationship, and seeing even more progress made for LGBTQ+ inclusion over the next 10 years and beyond.*

SIMON ROTHERY
CEO, Goldman Sachs

EARLY DISCUSSION: ACON, STONEWALL, DIVERSITY COUNCIL AUSTRALIA

Stevie Clayton and David Scamell (ACON) met with Nareen Young, CEO Diversity Council Australia to discuss plans for developing the program on 6 June 2008. The following month both Stevie and David attended a Diversity Council Australia event "*Making workplaces inclusive for gay and lesbian employees*". Between October and December 2008, Stevie Clayton, Nareen Young and David Scamell met regularly to discuss the program and potential foundation members.

The ACON Board agreed to fund bringing David Shields, Director of the Diversity Champions program to Australia to assist with the initial feasibility study and to help establish a strawman for an Australian program. While it was critical that the Australian program be self-funded and not draw on any of the ACON funds, this initial input was necessary to kick start the program.

On 3 August 2009 and again in October the same year, ACON board members attended an in-depth presentation by David Shields and David Scamell on what would be the development of the Pride in Diversity Program (PID) and its accompanying benchmarking tool The Australian Workplace Equality Index (AWEI). Then President, Adrian Lovney agreed to chair the program's Advisory Group that would bring together ACON, DCA and representatives from the eight foundation members.

Mid August, 2009 ACON's David Scamell and Gerry Meleady spent two weeks with David Shields (Stonewall UK) developing what would become a proposed working model for the Pride in Diversity Program while outlining projected growth for the program based on the UK model. Over a three week period David Shields (Stonewall UK), Stevie Clayton (ACON), David Scamell (ACON) and Nareen Young (DCA) pitched the idea to both government and private sector employers known to be active in diversity. It was critical to obtain the support of at least eight high profile foundation members that would not only engage with the early program but assist with seed funding allowing ACON to hire a person to head up the program, cover the cost of a launch and contribute to preliminary collateral for the initiative.

The program was to be named Pride in Diversity, a name that would be generic enough to promote the growing area of diversity practice but also infer the added inclusion of an LGBT focus via the incorporation of the word "Pride" within its name.

PRIDE IN DIVERSITY SIGNS UP EIGHT FOUNDATION MEMBERS

In seeking foundation members, diverse representation was particularly important. With LGBT inclusion still being such an untapped area of diversity and inclusion practice in Australia, it was going to be difficult to secure organisations representative of diverse sectors and industries.

However through the tireless efforts of Nareen Young, Stevie Clayton, David Scamell and David Shields, the signed list of foundation members not only represented global and local organisations but in addition showcased a diverse range of industries within both the public and private sectors (Defence, Federal Police, Professional Services, Financial Services, Construction, Telecommunications and Technology).

Towards the end of 2009, eight foundation members signed up to the program each contributing $20,000 to start-up costs. The leadership shown by these founding members was a testament to their values and their desire to see a program in Australia that would focus on the inclusion of people of diverse sexuality and/or gender in the workplace. For global organisations on this list, the benefits of this work were already evident, particularly in the UK and US. For the Australian organisations, it was a great leap of faith. To this day, and to their credit, all foundation members are still active members of Pride in Diversity.

The eight foundation members were (in alphabetical order)

- Australian Federal Police
- Department of Defence
- Goldman Sachs
- IBM
- ING Australia
- KPMG
- LendLease
- Telstra

Launch of Pride in Diversity, February 10 2010. Inaugural Patron The Hon. Michael Kirby with ACON CEO Nicolas Parkhill, DCA CEO Nareen Young, The Hon. Catherine Branson, QC, President and Human Rights Commissioner, Program Director Dawn Hough and representatives of the program's 8 foundation members (IBM, Australian Federal Police, Department of Defence, ING Australia, Telstra, KPMG, Goldman Sachs and LendLease).

We would like to acknowledge the significant efforts of those representing our foundation members during this time, the time it took to build and argue the business case and the confidence that each were able to generate in a program for which the appetite was still relatively unknown here in Australia. Key negotiators for their respective organisations were Mark Latchford and Robert Orth (IBM), Stephen Walker (AFP), Peter Sullivan (Department of Defence), Kate Aitken (Goldman Sachs), Dawn Hough (ING), Troy Roderick (Telstra), Chris Lamb (LendLease) who after much negotiation, was able to bring property and construction representation into foundation membership – an industry group that Stonewall UK found particularly difficult to bring on board; Delia (Dee) Quigley (Australian Federal Police) who was key to bringing both the Australian Federal Police and Department of Defence on board as foundation members and Amelia Britton (KPMG) for securing the first foundation membership and offering KPMG as hosts for the Pride in Diversity launch.

Congratulations to ACON and Pride in Diversity for celebrating ten years of social impact. It has been a privilege to see the program grow from strength to strength over that time. Pride in Diversity's approach to supporting organisations live their values more fully is an important contribution to making the world a better place for everyone. I am proud to have been part of Pride in Diversity throughout its lifetime, and look forward to celebrating many more decades of its success.

MARK ORR AM
Chief Executive Officer, Flourish Australia
ACON President, 2008-2015

In the 10 years since Pride in Diversity and Lendlease started our shared journey for LGBTI workplace inclusion we have learnt a lot from each other. The thought leadership and introductions from Pride in Diversity to other best practice organisations has been instrumental in helping us maintain our leadership position in LGBTI inclusion.

MICHAEL VAVAKIS
Chief People Officer, Lendlease

Congratulations to the Pride in Diversity team for the difference you have made over the last ten years and continue to make, guiding Corporate Australia to be more inclusive of our LGBTIQ+ colleagues.

Being involved as a foundation member of Pride in Diversity is still to this day a career highlight for me. I couldn't have anticipated how this movement would grow and with such impact far wider reaching than the corporate world. Well done to Dawn and the team who continue to inspire us to do more and to fight harder for equality.

AMELIA BRITTON
Head of Diversity & Inclusion Norton Rose Fulbright
(ex KPMG, Foundation member of PID)

PROGRAM DIRECTOR HIRED TO HEAD UP THE PRIDE IN DIVERSITY PROGRAM

With most Foundation members having now signed on to the program, then ACON Board President Adrian Lovney and CEO Stevie Clayton interviewed INGA's Head of Talent & Diversity, Dawn Hough for the role of Program Director on 24 September 2009. Dawn officially started at ACON as the first official employee for Pride in Diversity on 28 October 2009.

The Program Director for Pride in Diversity would be responsible for building the program, developing its resources, growing membership and developing the national benchmarking index (AWEI) based on the proven methodology of Stonewall's Workplace Equality Index. The immediate focus of the role would be to finalise foundation memberships, develop initial membership collateral, consult with current foundation members, establish an advisory council, launch the program and build membership.

ADVISORY GROUP ESTABLISHED

The Pride and Diversity Advisory Council was established just prior to the program's launch in February 2010. The council comprised of ACON leadership, DCA Leadership and representatives from each of the foundation members in addition to ACON's outgoing CEO and President.

While the ACON board provided governance for the program, the advisory group was established to ensure that the program would focus on meeting the evolving needs of its members and align with diversity best practice both nationally and internationally.

The advisory group comprised:

- Stevie Clayton, former CEO, ACON
- Nicolas Parkhill, current CEO, ACON
- Adrian Lovney, former President, ACON
- Nareen Young, CEO, Diversity Council Australia
- Dawn Hough, Program Director, Pride in Diversity
- Chris Lamb, Executive Representative, LendLease
- Mark Latchford, Executive Representative, IBM
- Stephen Walker, Executive Representative, Australian Federal Police
- Peter Sullivan, Executive Representative, Department of Defence
- Kate Aitken, Executive Representative, Goldman Sachs
- Amelia Britton, Diversity Manager, KPMG
- Troy Roderick, Diversity Manager, Telstra
- Adam Buxton, Diversity Manager, ING Australia

At KPMG we strive for an inclusive workplace and one of equal opportunity. Leading the array of activities, initiatives and emotions associated with LGBTQ+ inclusion is incredibly rewarding. However, driving any organisational change is complex and tough. The team at Pride in Diversity provide both the technical and emotional support needed to keep us on track. They encourage us to try new programs and push us to be better. They remind us of the value in inclusiveness.

As a founding member of Pride in Diversity, we know that without them beside us over the past 10 years we could not have made the progress we have.

IAN HANCOCK
National Managing Partner – Management Consulting, KPMG

PRIDE IN DIVERSITY LAUNCHES IN SYDNEY

On February 10, 2010 at the offices of KPMG, Pride in Diversity was officially launched by the Hon. Michael Kirby who would later become inaugural Patron of the program. The launch was attended by 140 people from both corporate, government and community organisations and included speeches from the Hon. Catherine Branson, QC, President and Human Rights Commissioner, the Hon. Michael Kirby AC CMG, Dawn Hough newly appointed Program Director and three foundation member representatives from IBM, KPMG and Australian Federal Police.

Left to Right; Naureen Young, CEO Diversity Council of Austraila. Mark Orr, President, ACON. The Hon. Michael Kirby, Patonr. The Hon. Catherine Branson, QC, President and Human Rights Commissioner, Dawn Hough, Director, Pride in Diversity, ACON, Nicolas Parkhill, CEO, ACON

As a founding member of Pride in Diversity Australia and as Australia's first Employer of the Year, it's an honour to mark this 10-year anniversary and celebrate the great progress we've achieved together towards removing discrimination against the LGBTQ+ community and continuing our leadership in all areas of inclusion & diversity.

KATRINA TROUGHTON
General Manager, IBM Australia

The AFP is a proud founding member of Pride in Diversity (PID). In 2010, this relationship was cemented further when the AFP sponsored the development and launch of the Australian Workplace Equality Index (AWEI) at AFP National Headquarters, Canberra. PID has continually provided invaluable insight that has influenced and driven change in line with the organisation's annual AWEI benchmarking exercise results. As the AFP's Gay and Lesbian Liaison Officer (GLLO) Network Champion, I have received continual support and guidance and I look forward to continuing, and building on, our relationship with PID for many years to come.

RAY JOHNSON
Chief Police Officer, Australian Federal Police

Looking through our comparatively progressive 2020 lens, it's easy to forget what a bold and potentially risky step it was to be actively involved in starting PID. I believed then, as I do now, that an organisation that's a great place to work for LGBTIQ+ employees is a great place to work – period. The opportunity to create that, and to help others create it in their organisations, was too important to let slip.

CHRIS LAMB
Global Head of Talent and
Organisational Development, Lendlease

THE AUSTRALIAN WORKPLACE EQUALITY INDEX (AWEI)

A FORCE FOR CHANGE

LAUNCH OF THE AUSTRALIAN WORKPLACE EQUALITY INDEX (AWEI)

Launch of the Australian Workplace Equality Index, AFP offices in Canberra. 1 November 2010. From left to right, David Shields, Stonewall UK; Delia Quigley, AFP, Stephen Walker, AFP, Dawn Hough, Pride in Diversity, Shalini Dantan, AFP.

Now that Pride in Diversity had officially launched, it was time to look at the development of an Australian Workplace Equality Index, a much-anticipated deliverable of the program.

The index had to not only benchmark current practice in Australia but also needed to be a tool that employers could use to plan, measure and report on progress annually. The instrument had to be robust and flexible enough to benchmark employers across very different sectors and industries, in addition to having a mechanism by which the impact of the work being undertaken could be gauged. Finally, the index needed to commit to a comprehensive three-year international review cycle that would ensure that once international best practice had been met, it would be maintained and where possible, see Australian organisations leading the way.

In 2010, Australian Federal Police sponsored the development of the index allowing ACON to once again engage Stonewall UK to assist with the utilisation and customisation of their highly successful Workplace Equality Index methodology and scoring rubric. While Pride in Diversity conducted the initial research into the breadth and depth of current practice and any emerging trends here in Australia and the United States (Corporate Equality Index), Stonewall passed on their UK expertise and experience while guiding Pride in Diversity in the development of a methodology that would drive LGBT inclusion here nationally.

After several months of development and consultation, the draft index was presented to the Pride in Diversity Advisory Group and officially launched on 1 November 2010 at Australian Federal Police Headquarters in Canberra.

Both David Shields (Stonewall) and Dawn Hough (ACON) spoke at the launch attended by AFP key stakeholders Stephen Walker, Shalini Dantan and Delia Quigley.

By March 2011, the first 23 submissions were ready to mark.

To ensure the academic rigour, equity and sound methodology of the index, Pride in Diversity engaged Dr. Raymond Trau, then of University of Queensland to assist in the first year of marking.

> *It has been my honour to assist with the validation of the scoring methodology used for the Australian Workplace Equality Index. As an academic researcher, I am impressed by the depth, breadth and vigor of this index. The questionnaire not only adopted quantitative measures to ensure objectivity, it also incorporated quality responses to verify and enhance its objectivity. In addition, the markers have taken rigorous steps to ensure that the result is fair, equitable, transparent and objective.*
>
> DR. RAYMOND TRAU
> 2010

Participants in the first Australian Workplace Equality Index for 2010 (results announced May 2011) were (alphabetical order):

- Accenture
- American Express
- Australian Broadcasting Corporation
- Australian Federal Police
- Chevron Australia
- City of Sydney
- Credit Suisse
- Curtin University
- Deakin University
- Department of Defence
- Department of Health & Ageing
- Deutsche Bank
- Goldman Sachs
- IBM
- ING Australia
- KPMG
- LendLease
- Macquarie University
- PwC
- Suncorp
- Telstra
- The University of Western Australia
- University of Queensland

Pride in Diversity has supported us in strengthening our approach to LGBT+ inclusion, including through our participation in the Australian Workplace Equality Index since 2018, and through Jasper, our LGBT+ employee inclusion group, which has grown from a few members in 2017 to over 1,100 today.

We have made meaningful progress in a short time – something we can all be proud of. When we turn our minds to it we can affect big, positive change, quickly. I have heard from employees who now feel freer to be their true selves at work due to the visible support for LGBT+ inclusion we are now demonstrating. Pride in Diversity has supported us on this journey and together we have changed lives for the better.

MIKE HENRY
CEO, BHP

3 YEAR INDEX ITERATIONS: A WINNING FORMULA

The success of the AWEI in shifting Australian practice in LGBT inclusion from a place well behind international counterparts to being on par with the best of international practice, and in some cases, leading the way, can be attributed to the 3 year iteration process.

Every three years the methodology and questions within the submission process are reviewed for:

- Shifts and emerging trends in domestic practice
- Shifts and emerging trends in international practice
- Areas of poor performance, areas of low activity that are critically important
- Feedback from membership regarding ease of use, transparency of scores and recognition

Key changes for every three-year iteration can be summarised as followed:

- Iteration 1 (2011-2013): Top 10 leader board : 100 point Index
- Iteration 2 (2014-2016): International and domestic review, questions updated. Top 10 leader board becomes a Top 20 leader board. 100 point index changed to a 200 point index.
- Iteration 3 (2017-2019): International & domestic review, questions updated. Leader board replaced with Recognition Tiers: Participating / Bronze / Silver / Gold. Platinum tier introduced based on the need to recognise long-term high performance and provide long term high performers with a project-based bi-annual alternative to index submissions. Submissions separated into standing (carry-over) submissions for work unlikely to change and annual submissions for work within the assessed year. Separate Index for Small Employers introduced for employers with 150 or less employees.
- Iteration 4 (2020 – 2022): International and domestic review, questions updated. Comprehensive Guidelines developed for the submission of evidence. New automatic scoresheets created for greater score transparency on scorecards reducing dependency on Relationship Managers to communicate score breakdown. Small Employer index extended to 500 employees and index extended to include both standing and annual submissions as per the full AWEI. New focus on LGBTQ with promotion of intersex allyship.

INTERNATIONAL REPUTATION & STANDING

The Australian Workplace Equality Index now stands as the definitive national benchmark for the inclusion of people of diverse sexuality and gender in the workplace. It comprises the largest annual survey specifically designed to gauge the overall impact of LGBTQ inclusion initiatives on both an organisation's culture and its employees.

The index methodology and survey is highly regarded by international counterparts. As a result, over the last ten years Pride in Diversity has been asked to provide input, advice and/or guidance in comparative indices:

- UK (ongoing Corporate Equality Index – Stonewall)
- Hong Kong (LGBT+ Index)
- US (Corporate Equality Index)
- Rainbow Tick (New Zealand)
- Workplace Index (Pride at Work, Canada)
- GLENN Index, Ireland
- Workplace Pride Global Index, Amsterdam

In addition, we have provided start-up advice to groups within:

- Tel Aviv
- South Africa
- Japan, and
- Italy

Pride in Diversity has played such an important role in encouraging organisations public and private, big and small, to keep raising the bar of inclusion in the workplace and have been an important partner to Coles in our "Better Together" program. On a personal note, I always look forward to the Executive networking meetings run by Pride in Diversity, not just for the networking with others that share the same passion but also for the insights on trends and hot topics that Pride in Diversity continues to bring to the table to help us all evolve our understanding and effectiveness.

GENEVIEVE HAWKINS
General Manager, Coles Group Insurance

10 YEARS OF AWEI PARTICIPATION

The first year of the AWEI, 23 Australian employers participated. In 2020, that rose to 155.

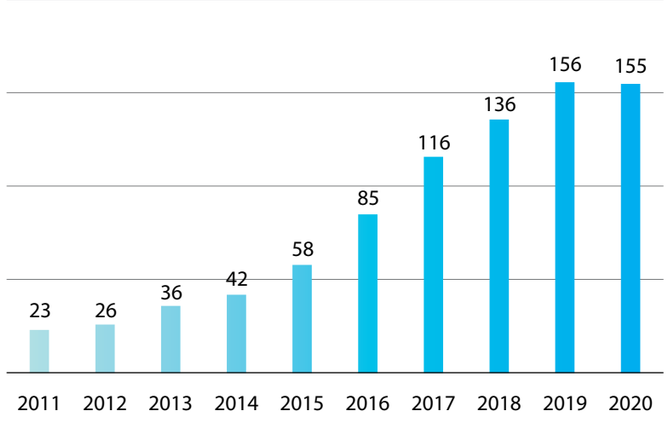


Figure 3 – 10 year participation growth in AWEI

FREQUENCY RECOGNITION FOR PARTICIPATION WITHIN THE AWEI:

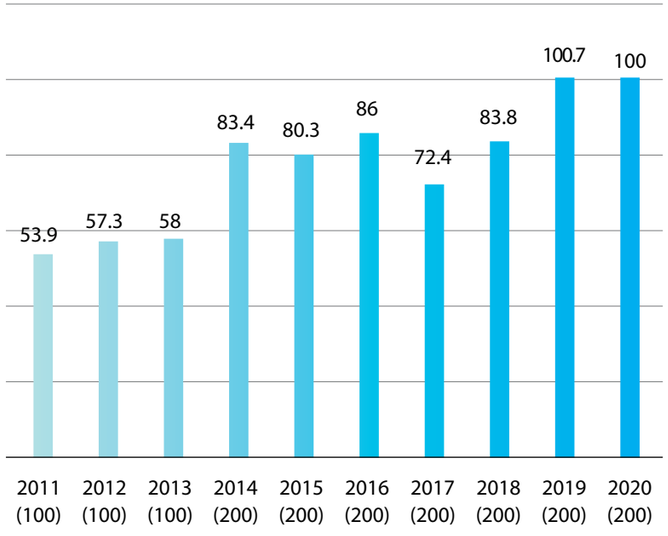
The following employers have participated in the AWEI since it's launch in 2011 (alphabetical order):

- Accenture
- Australian Federal Police
- Deakin University
- Deutsche Bank
- EY
- KPMG
- LendLease
- Macquarie University
- University of Western Australia

10 YEAR EVIDENCE OF AWEI SHIFTING PRACTICE

The true test of an instrument such as the AWEI is not only the extension of its reach over time, but its ability to bring about long-term, sustainable change. The AWEI has, without a doubt, achieved that. While it would be expected that each new three year iteration would bring about a change in score patterns, due to the deliberate nudging of practice towards higher goals and greater achievements, the constant climb in average scores and the entry point of each of the recognition tiers is a testament to the change that the index has helped drive, particularly as it is widely regarded as the blueprint for strategic mapping of LGBTQ diversity practice and workplace activity.

AVERAGE SCORES – AWEI



Climb in average scores shows significant shifts in practice over a 10 year period. It is usual to see a dip in average scores every three years due to the launch of a new iteration, in which the bar has been raised. The exception is in 2014 – attributed to the movement from a 100 to a 200 point index.

ENTRY POINTS: RECOGNITION

	BRONZE	SILVER	GOLD	Highest
2011	45	56	68	98
2012	50	60	70	97
2013	50	65	84	99
2014	68	91	121	163
2015	70	107	130	169
2016	70	114	145	181
2017	73	105	127	174
2018	80	117	139	170
2019	98	133	167	184
2020	101	130	160	194

Lowest score entry points into each of the recognition tiers likewise shows significant practice shifts

As an Executive Sponsor of Jasper, our LGBT+ network, I've seen at first hand both the challenges we face in making LGBT+ inclusion a reality, and the fantastic progress we're making towards that goal. Pride in Diversity have partnered with us from the start, providing a 'safe space' for us to seek guidance, challenging us to do better and helping us to secure meaningful change for our LGBT+ employees.

Personally, I've found Pride in Diversity instrumental in increasing my understanding of the challenges faced by LGBT+ people and in devising practical ways to enable our people to bring their whole selves to work. We wouldn't be where we are today without them.

LAURA TYLER
Executive Sponsor of Jasper, BHP

10 YEARS OF AWEI RESULTS & RECOGNITION

10 YEARS OF EMPLOYER OF THE YEAR

"I am extremely proud that IBM has been awarded this accolade. IBM has included references to sexual orientation in its Diversity and Inclusion Policies for over 20 years. Diversity is an integral part of IBM's talent make-up from the very top down, considered essential to our future success"

MARK LATCHFORD
Executive Sponsor, IBM

2011

"At PwC Australia we pride ourselves on delivering value to Australia's communities and business networks. We recognise that people are the key to our success as a business, which is why we are committed to building a culture that empowers every individual and celebrates difference.

Being recognised as the 2012 AWEI Employer of the Year was therefore a great honour, and a well-deserved recognition of the efforts of our GLEE network, which was also awarded the LGBT employee network of the year.

Our LGBTI employees and many of their straight colleagues, through the GLEE network, have launched a number of initiatives that have made our workplaces more inclusive, supporting and empowering. Already, these initiatives are being adopted by our clients and other firms in the global PwC network.

While we still have progress to make, PwC is proud to be making a difference to the lives of LGBTI employees and members of our wider Australian community. We look forward to building on our momentum and the sharing the journey with others."

2012

LUKE SAYERS
CEO, PwC Australia

"We are very pleased to receive this award in recognition of Accenture's demonstrated commitment to inclusion and diversity. Providing a positive, inclusive and safe work environment where individual difference are honoured and valued is part of the way we do business.

Respect for the individual is one of Accenture's core values. By living this value and leveraging the power of diversity our people feel supported and can perform to the best of their ability, as a result, we can provide first-class service to our clients.

This ranking contributes to our recognition as an employer of choice in Australia of which we are very proud"

JACK PERCY
Chairman & Managing Director, Accenture

2013

"At Goldman Sachs, we are committed to ensuring we offer an inclusive workplace that embraces all forms of diversity. As a firm, we believe people have the right to a welcoming, respectful workplace where employees can bring their whole selves to work. We believe clients' best interests can only be served if organisations fully utilise the insights, talent and judgements of a diverse talent pool.

This year we are extremely proud to be ranked first place as the 2014 AWEI Employer of the Year for LGBTI inclusion. It is very gratifying to know that the dedication of our senior leadership, GLAM (Gays, Lesbians and Mates) Network and Human Capital Management team has been recognised. We are also grateful for the sharing of best practices across the Pride in Diversity member organisations that has helped us to learn and grow.

We are delightful to see continued progress being made across Australia with regard to LGBTI inclusion and we look forward to building on our success with Pride in Diversity and those who support the national benchmark for LGBTI inclusion.

2014

SIMON ROTHERY
CEO, Goldman Sachs Australia and New Zealand

"I am really proud that PwC was named Australia's 2015 Employer of the Year for workplace support for LGBTI people for the second time. More importantly though, it was great to see approximately 60 companies participating in the Australian Workplace Equality Index.

The growing level of participation is a great sign of the commitment more and more businesses are making to LGBTI equality and inclusion. But in reality, we are still early on in the journey – there is still plenty of work for all of us.

Perhaps, best of all, we can learn from each other and hep our organisations grow. As the saying goes, "we're better together"

LUKE SAYERS
CEO, PwC Australia

2015

2016

"We are extremely proud that Westpac Group has been recognised as the number one employer in the AWEI.

In conjunction with GLOBAL our employee action group for LGBTI inclusion, our senior leaders, and our Diversity and Inclusion team, we have built an engaged, welcoming and respectful workplace where our customers can be themselves. We are both excited and honoured that we have come from 9th place when we entered the AWEI 4 years ago, to 3rd, to 2nd and now first.

We are encouraged by the amazing progress our Pride in Diversity partners are also making with regard to LGBTI inclusion, and are grateful for their support.

As Australia's oldest company, Westpac Group supports you being you."

BRAD COOPER
CEO, BT Financial Group,
Executive Sponsor of GLOBAL

2017

"On behalf of ANZ's Pride Network, congratulations to all employers for their inclusion in the Australian Workplace Equality Index (AWEI). ANZ is proud to be 2017 Employer of the Year as well as being recognised for Transgender Inclusion and Out Role Model for one of our team members.

Diversity support networks are key to how organisations operate, design products and services, and respond to customer needs. They also reflect the values and beliefs that a strong inclusive and diverse workplace motivates people to deliver better results, and in turn, better commercial outcomes. AWEI and the awards demonstrate best practice diversity and inclusion activities for staff and customers. They also reflect the values of socially progressive organisations who respect their people and the communities in which they operate.

Showing respect is one of ANZ's core values, and supporting inclusion and equality is a long-standing part of who we are – together they have proven time and time again as being good for our people, customers and community. All organisations should be in a place where their staff and customers are proud to work and do business, where they feel safe to be themselves and to contribute, and where they can bring out the best in every person. Because everything we do in this space can only make us better companies if we're living our purpose in visible and meaningful ways."

SHANE ELLIOT
Chief Executive Officer, ANZ

2018

"I am excited and humbled that EY was named Australia's Employer of the Year for LGBTI inclusion in 2018, including Gold Employer recognition. At EY we are committed to building high-performing teams, through inclusive leadership and the unique differences each person brings. We continue to work hard to ensure that everyone has access to the same opportunities, no matter the sexual orientation, gender, ability or cultural background they have.

Our top ranking in the AWEI recognises our determination to create a work environment where everyone can be comfortable bringing their whole selves to work. It also reflects the encouragement and reassurance our LGBTI people and allies receive from our supportive policies and practices. Change in this area requires business leaders to take bold and persistent action. I'm proud that EY took a stance on marriage equality in 2015, and continued to support our people through the Marriage Law Postal Survey in 2017. It also requires everyday commitments by our people to make EY a more inclusive place, which is why we recognise the importance of the role of straight allies."

TONY JOHNSON
EY Oceania Chief Executive Office & Regional Managing Partner, EY

GELINA TALBOT

Assistant Commissioner – Professional Standards Command, and Corporate Sponsor – Sexuality, Gender Diversity and Intersex NSW Police Force

NSW POLICE FORCE STATEMENT:

Since joining Pride and Diversity in 2013, the NSW Police Force has continued to work towards embedding best practice into our training, policies and procedures, to foster a more inclusive and supportive workplace for our LGBTIQ staff and to better serve the people of NSW.

In 2020, we celebrate 30 years of our GLLO (LGBTIQ Liaison Officer) Program, continuing to grow its reach, particularly in rural and remote NSW. We have engaged in significant reforms, recently culminating in our first Transgender and Gender Diverse Policy Statement, which importantly provides staff wishing to transition in the workplace paid leave to do so. In 2019 we expanded our Ally Program and released our new online LGBTIQ training module for all staff to complete by mid-2020. The expertise and assistance provided by Pride and Diversity has been crucial in helping us achieve these objectives. The NSW Police Force looks forward to furthering our engagement with Pride and Diversity as we continue to strive towards excellence.

2019

"I'm incredibly proud that RMIT has been awarded the Employer of the Year for LGBTI inclusion, recognising our commitment to being a genuinely inclusive and supportive environment for our staff and students. Along with recognition as a Gold Employer for the second year in a row, I'm humbled that RMIT has also received the Trans and Gender Diverse Inclusion Award.

As a global university with over 10,000 staff and nearly 90,000 students, we pride ourselves on the diversity of our community and recognise the extraordinary value this adds to our workplaces and learning environments. RMIT aims to be known first for our values-led culture and our achievements second.

Guided by our organisational values of inclusion and courage, we expect all voices to be heard with equal resonance. We're committed to creating an environment where all our people feel safe and have a sense of belonging.

Our achievements reflect the passionate engagement and hard work of our leaders, staff and students, serving as allies for inclusion. So many of our people have undertaken professional development, contributed to improved practices and have demonstrated their commitment by having the courage to advocate for what is right. As a leader, I have had the privilege to witness our organisational culture, values and behaviours continue to shift to truly embrace diversity, and our University flourishes because of it. I look forward to seeing what we can accomplish in 2020 and beyond."

MARTIN BEAN
CBE, Vice-Chancellor and President,
RMIT University

2020

"I'm incredibly proud that RMIT has been awarded Employer of the Year for LGBTQ inclusion for the second consecutive year. Along with the recognition of qualifying for Platinum, our achievement of Gold Employer for the third year, demonstrates our continued progress. These achievements recognise our commitment to be a genuinely inclusive environment for our staff and students who identify as diverse genders, sexes and sexualities (DGSS). They reflect the passionate engagement and hard work of our leaders, staff and students, who celebrate diversity. This is at the durrung (heart) of who we are as a community.

Our DGSS Staff Network, RMIT Ally Network and DGSS Working Group are made up of hundreds of individuals who serve as visible and active advocates for our value of inclusion and provide support for our DGSS staff and students. This includes exploring new ways to embed DGSS inclusion into our culture and community, taking a stand against homophobia and transphobia in sport and providing tailored support for trans and gender diverse people.

It has been a privilege to witness RMIT's organisational culture, values and behaviours continuing to shift towards a true appreciation of diversity, and our University flourishes because of it. I look forward to seeing what more we can accomplish in the years to come."

MARTIN BEAN
CBE, Vice-Chancellor and President,
RMIT University

10 YEARS OF GOLD RECOGNITION

The following employers achieved Gold Recognition 5 or more times within the last 10 years (alphabetical order)

- Accenture – 5 years + Platinum Projects
- AFP – 5 years
- ANZ – 5 years + Platinum Projects
- CBA – 5 years + Platinum Projects
- Goldman Sachs – 5 years + Platinum Projects
- PwC – 5 years plus Platinum projects
- University of Western Australia – 7 years + Platinum Projects

The following employers have all been achieved Gold Recognition Status within the last ten years:

- Accenture
- Australian Federal Police
- AGL Energy
- Allens
- ANZ
- Australian Taxation Office
- BankWest
- Blackrock (Small Employer)
- Brisbane City Council
- Capgemini
- CBA
- Chevron Australia Pty Limited
- Clayton Utz
- CSIRO
- Curtin University
- Deakin University
- Deloitte
- Department of Agriculture
- Department of Education, Queensland
- Department of Prime Minister & Cabinet
- Deutsche Bank
- EY
- Goldman Sachs
- IBM
- Initiative Media (Small Employer)
- JP Morgan
- Key Assets (Small Employer)
- KPMG
- LendLease
- Macquarie Bank Limited
- Macquarie University
- Mercer
- MinterEllison
- National Australia Bank
- NSW Police
- Oliver Wyman (Small Employer)
- PwC
- QBE
- RMIT University
- SBS
- Telstra
- Uniting
- University of Western Australia
- University of NSW
- University of Queensland
- Westpac
- Woolworths Group

GROWING NUMBERS OF PLATINUM EMPLOYERS

Platinum recognition was introduced in 2015 to recognise longevity in Gold Tier performance within the AWEI and to introduce an alternative to annual submissions for those employers who have consistently obtained high scores on the index.

While Employer of the Year recognises the highest-ranking employer that year, Platinum Tier recognition requires an employer to have obtained gold or higher 4 out of the last 5 consecutive years or Employer of the Year twice within that period. Once Platinum has been obtained, employers may choose to alternate AWEI submissions with project work – this essentially means that an employer need only submit the AWEI once every three years.

However, the requirements for Platinum must be maintained for ongoing recognition.

The following employers qualified for Platinum within this period:

- Accenture
- ANZ
- Clayton Utz
- Commonwealth Bank
- EY
- Goldman Sachs
- LendLease
- Macquarie Bank Limited
- PwC
- RMIT University
- UWA
- Westpac

We are proud to have been a member of Pride in Diversity for 9 years. The forum and resources they provide have enabled many organisations to proactively grow their commitment to LGBTIQ inclusion in the workplace – we have learnt a lot from other members over the years and have been a part of some fantastic discussions. Thank you to everyone at Pride in Diversity for the difference you make every day.

LUKE SAYERS
CEO, PwC Australia

10 YEARS OF HIGHEST RANKING SMALL EMPLOYER

Prostate Cancer Foundation

2013

"While small businesses are not put through the rigour of the full AWEI (nor would it be fair to do so) there is a very strict minimum criterion that must be met in order to receive an award.

The Prostate Cancer Foundation not only exceeded all criteria set for this award but have shown substantial leadership for small business via their concentrated efforts to ensure that their workplace is inclusive, that all internal polices have been audited and amended where need be and that all relevant communications both internal and external explicitly reference and include LGBTI people.

This charity group has also actively incorporated this level of inclusion and awareness through to their external service provision and actively engaged external groups in awareness training and initiatives.

Prostate Cancer Foundation of Australia (PCFA) is honoured to be the winner of the Small Employer Category (less than 50 employees) for LGBTI workplace inclusion in the 2013 Australian Workplace Equality Index (AWEI). The Award is reflection of our commitment to promoting inclusive workplace polices and practices that foster dignity, respect and acceptance amongst all workers".

DR. ANTHONY LOWE
CEO, Prostate Cancer Foundation of Australia

Youth Action NSW

2014

"Providing a workplace that is not only inclusive, but supportive of LGBT employees is not even a choice to make, particularly in the not-for-profit sector. We spend hours of work dedicated to supporting the communities we live in, so it makes sense to support our hard-working staff in ways that matter to them. Being recognised as "Small Employer of the Year" is something Youth Action is immensely proud of. Too often, as a peak body, we witness the disadvantages members of the LGBT community face. Providing a safe space to do work we love doing, and to encourage others to do the same, means we're doing our part in fighting this discrimination."

EMILY JONES
Managing Director, Youth Action

Key Assets – The Children's Service Provider

2015–2018

"Our organisation is built around an identity which values the contribution that people make to the lives of others and a belief that people are more than labels. Key Assets – The Children's Services Provider is proud to be associated with a movement committed to valuing diversity and the equal treatment of all citizens. Our name 'Key Assets' epitomises this – people are our assets and they are key to achieving this commitment.

We are thrilled to be the recipient of the 2015 Small Employer Award for LGBTI workplace inclusion, this inclusion happens naturally in our workplaces and to have this recognised publicly through the AWEI benchmarking tool is amazing. I would like to thank our Australian team for their continuing efforts in communicating our commitment to diversity and inclusion for the LGBTI community, our employees, carers and young people. The next 12 months will see us continue to grow our commitment locally and further develop LGBTI inclusion in the workplace and the community"

ESTELLA ABRAHAM
CEO, Key Assets – The Children's Services Provider (2015 – first year recognised)

Initiative Media

"It has been a massive highlight in our year for Initiative to be awarded Australia's Small Employer of the Year for LGBTIQ inclusion in 2019. More pointedly it is a very proud moment for the people across our national business who enthusiastically endorse our efforts and programs to provide a genuinely welcoming and inclusive workplace for people from all sectors of our community.

We are a national marketing and communications agency, directing media investments for many of Australia's marketers. As such, it is vital that the people in our business are a true cross-section of our national population and brilliant diversity. Initiative's determined steps on inclusiveness are core to our culture, with our commitment to LGBTIQ inclusion driven through the business "Rainbow Elephant" program. I'm very proud of the inspirational leaders who develop and drive our programs and for Initiative to be recognised as a corporate leader supporting LGBTIQ inclusion.

MELISSA FEIN
CEO, Initiative Media

2019

Dentons

"Dentons is deeply committed to diversity and inclusion both in Australia and globally. We work hard to ensure that we have policies in place to support a diverse, inclusive and flexible workplace; one where all of our employees feel valued and connected. LGBTQ inclusion is one of our core focus areas, along with gender, culture, disability, reconciliation and flexibility. In just three years, Dentons Australia has moved from Bronze to Gold status and Small Employer of the Year.

With the support and commitment of our LGBT+ network in Australia, GLOW, Dentons has been focusing on implementing actions to create tangible change. It is very gratifying to know that our initiatives are making a positive difference to the lived experience of LGBTQ people and their Allies.

As part of the world's largest law firm, we know how important it is to embrace all aspects of diversity. We know there is more work to do, and this award strengthens our commitment to furthering diversity and inclusion in Australia.

DOUG STIPANICEV
Australia Chair and Australasia Region CEO, Dentons

2020

SMALL EMPLOYER GOLD ACHIEVEMENTS

Since the separation of Small Employers from the standard AWEI in 2017, the following Small Employers have achieved Gold:

- Adssi HomeLiving Australia
- BlackRock
- Boston Consulting Group
- Clifford Chance
- Dentons
- Initiative Media
- Key Assets
- McCullough Robertson Lawyers
- Oliver Wyman
- Page Group

10 YEARS OF ACHIEVEMENT AWARDS

MOST IMPROVED

This award is given to the organisation that has the largest score variance between the current and previous years.

2011 N/A

2012 Deusche Bank

2013 National Australia Bank

2014 Herbert Smith Freehills

2015 HSBC

2016 Clayton Utz

2017 EnergyAustralia

2018 TAL

2019 Department of Prime Minister & Cabinet

2020 John Holland

10 YEARS OF EMPLOYEE NETWORK AWARDS

LGBTQ Employee Network of the Year

This award is given to the network with the highest score within the AWEI across all network related activity.

2011 Eagle, IBM

2012 Glee @ PwC

2013 BFS Allsorts, Macquarie Banking & Financial Services Group

2014 GLLO, Australian Federal Police

2015 Global, Westpac

2016 Unity, Commonwealth Bank

2017 Unity, Commonwealth Bank

2018 Prism, EnergyAustralia

2019 LendLease LGBTI ERG

2020 Joint: JP Morgan & RMIT

Network Leader of the Year

In 2017 we introduced the Network Leader of the Year Award to acknowledge the dedication, work and tenacity of outstanding individuals within the leadership team of employee networks.

2017 Dane Renner, Woodside Energy

2018 Mark Hodgson – Alcoa of Australia

2019 Cameron Tirendi – BHP

2020 Joint Winners: Nathan Eastwood, Clifford Chance and Ben Brown, QBE

10 YEARS OF ANCILLARY ORGANISATIONAL RECOGNITION AND AWARDS

The ancillary organisational and individual awards have changed over time, often to reflect a change in focus or to recognise within a given year extraordinary achievements by way of AWEI results. Some of the organisations and individuals listed over the following pages have been acknowledged by way of a formal submission process, resulting in an award being presented on stage, while others reflect a less formal but equally impressive achievement of obtaining the highest sector score within that years AWEI.

HIGHEST RANKING PUBLIC-SECTOR EMPLOYER

2011 Australian Federal Police

2012 Australian Federal Police

2013 Australian Federal Police

2014 Australian Federal Police

2015 Joint: Australian Federal Police and Department of Defence

2016 Australian Federal Police

2017 Australian Federal Police

2018 Australian Federal Police

2019 Brisbane City Council

2020 Department of Agriculture

HIGHEST RANKING UNIVERSITY

2011 Macquarie University

2012 Joint: Macquarie University and The University of Western Australia

2013 Curtin University

2014 Curtin University

2015 Curtin University

2016 The University of Western Australia

2017 The University of Western Australia

2018 RMIT University

2019 RMIT University

2020 RMIT University

HIGHEST RANKING NOT-FOR-PROFIT

2013 UnitingCare Ageing NSW/ACT

2014 Children & Young People's Mental Health

2015 Australian Red Cross Blood Service

2016 Uniting

2017 Key Assets – The Children's Services Provider (Australia) Limited (Small Employer)

2018 Uniting

2019 Uniting

2020 Uniting

AWARD FOR INCLUSION OF INTERSEX EMPLOYEES

2017 NSW Police Force

AWARD FOR INCLUSION OF TRANS & GENDER DIVERSE EMPLOYEES

2017 ANZ

2018 Uniting

2019 RMIT University

2020 RMIT University

TRAINING IMPACT AWARD

2017 Australian Federal Police

We would like to thank our dedicated team members, volunteers and service users for their efforts every day to advocate for the broader LGBTI community and their allies. The Gold Employer award and the 2018 Trans and Gender Diverse Award from Pride in Diversity are a testament to their hard work.

This recognition reconfirms our ongoing commitment to LGBTI communities and continues to inspire the work we do every day.

UNITING

Tracey Burton, Executive Director

INNOVATION & ENGAGEMENT AWARDS

2014 American Express (Small Shop LGBTI Campaign

2015 ANZ – GayTMS

2016 Accenture – Network App

2017 Medibank – "I Am Better" Campaign

EXTERNAL MEDIA CAMPAIGN AWARD

2018 "Hold Tight" Campaign - ANZ

2019 "The Road to Broken Hill" - AAMI

2020 No award

REGIONAL AWARDS

2013 Northern Rivers Social Development Council

2014 No award

2015 Children and Young People's Mental Health – Central Coast

The AFP was delighted to receive Gold Employer recognition and the Training Impact award in 2017.

Our success can be attributed to strong support from our senior leaders and members of the Gay and Lesbian Liaison Officer (GLLO) Network who work tirelessly, year after year, to advance an ethical, values-driven workplace culture that embraces diversity, inclusion, and mutual respect.

These awards tell us that we are doing well in the area of LGBTI inclusion, but we also acknowledge that we still have work to do to facilitate maximum contributions from our LGBTI employees and the community, now and in the future.

AUSTRALIAN FEDERAL POLICE

Andrew Colvin APM OAM, Commissioner

10 YEARS OF INDIVIDUAL AWARDS

CEO OF THE YEAR

The CEO of the Year Award was launched in 2016

2016 Greg Ward, Macquarie Bank

2017 Cindy Hook, Deloitte Australia

2018 Luke Sayers, PwC

2019 No Award given

2020 No Award given

Deutsche Bank congratulates Pride in Diversity on its 10th anniversary of incredible work in driving LGBTIQ inclusion across Australia's workplaces. We recognise that an organisation can only create value through building talented and diverse teams free from prejudice and discrimination. That's why we are proud to be involved with Pride and Diversity and the Australian Workplace Equality Index.

RECHELLE PARKER

Vice President, Employee Relations & HR Business Partner, Deutsche Bank

EXECUTIVE LEADERSHIP AWARD

The Executive Leadership Award was launched in 2014

2014 Tony Wood, Herbert Smith Freehills

2015 Brad Cooper, The Westpac Group

2016 Supt Tony Crandell, NSW Police Force

2017 Lynn Kraus, EY

2018 James Collins, PwC

2019 Andrea Kenafake, Brisbane City Council

2020 Alicia Albury, Maddocks

Having Pride in Diversity create safe spaces for open and honest conversations about LGBTI issues allowed me to learn from my peers about what did and didn't work in their organisations.

KYLIE RAMPA

Chief Executive Officer, Property Australia, Lendlease

LGBTQ CHAMPION AWARDS (ALLIES & ROLE MODELS)

The LGBTQ Champion Award was launched in 2013 in order to recognise the contribution of passionate individuals to LGBTQ workplace inclusion.

Over the years, this award has been replaced by additional awards that allow us to highlight the unique role that out role models and allies play, the valuable contribution of regional champions and the amazing people who champion those who identify as, or are perceived as women of diverse sexuality and/or gender.

LGBTQ CHAMPION AWARD

2013 Dade Bailey, Commonwealth Bank

2014 Joint Winners: Squadron Leader Vince Chong, Australian Air Force and Sally Webster, Curtin University

2015 Jason Burubu, LendLease

2016 Brad Cooper, BT Financial Group

OUT ROLE MODEL AWARD

2016 Rhiannon Kop, Aurizon

2017 Dave Beks, ANZ

2018 Angus Lonergan, YMCA NSW

2019 Nicholas Steepe, Charles Sturt University

2020 Cathy Grassick, AFP

REGIONAL INCLUSION CHAMPION AWARD

2013 Dean Field, The Westpac Group

2014 Flight Sergeant Ronald Kelly, RAAF, Department of Defence

2015 Roxanne / Bobby Thomson, Deakin University

2016 Steve Reiniets, AGL

SALLY WEBSTER ALLY AWARD

2015 Kristina Bennett, The Westpac Group

2016 Melissa Tandy, ANZ

2017 Lori Turner, Medibank

2018 Melissa Tandy, ANZ

2019 Joint Winners: Supt Richard Roberts, Australian Federal Police, and Ian Bennet, PwC

2020 Belinda Young, AGL Energy

SAPPHIRE INSPIRE AWARD (LGBTQ WOMEN)

2015 Maz Rahman, Curtin University

2016 Suzi Russell-Gilford, PwC

2017 Tracy Taylor, Accenture

2018 Kimberly Olsen, Uniting

2019 Caitlin Monnery-Korving, ANZ

2020 Joint winners: Alix Sampson, AGL and Meri Machin-Roberts, KPMG

I am proud of AGL's progress in building a supportive and inclusive environment for our LGBTI employees.

Historically, the energy sector has not had a strong record in this area, which is why I'm pleased that AGL, has taken a leadership role in driving change in our industry.

Breaking down barriers and stereotypes is incredibly important, and we are proud of Steve Rieniets, General Manager of our Loy Yang power facility, who won the 2016 Regional Inclusion Champion Award for his dedication to LGBTI inclusion in his regional Victorian community.

AGL ENERGY

Andy Vesey
Managing Director and Chief Executive Officer

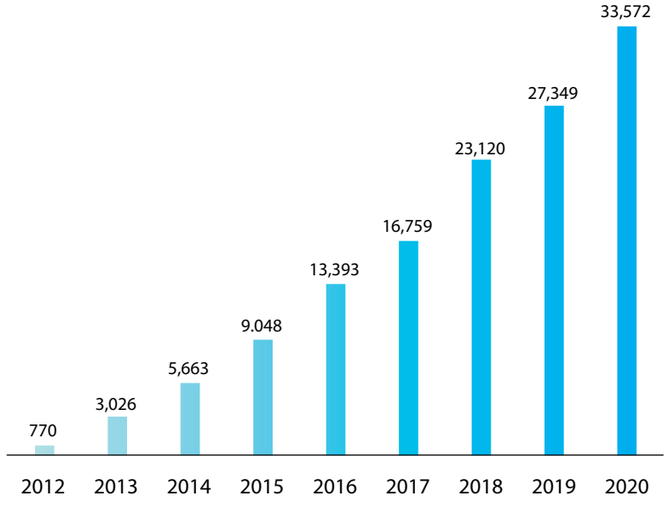
10 YEAR EVIDENCE OF AWEI SHIFTING PRACTICE

The first optional employee survey to accompany the AWEI was launched in 2011 with 770 people responding.

While the AWEI instrument allows employers to document progress and measure activity, the index in and of itself does not provide any information regarding the impact that this work has on employees or the culture of the organisation.

By pairing the work of the AWEI with the optional employee survey, employers are able to obtain a much clearer picture of not only their progression in this work but of how their employees are responding to it.

AWEI SURVEY RESPONSE



Since its launch in 2012, the number of survey respondents has increased annually to form what is the only national annual dataset of the lived experience of employees of diverse sexuality and/or gender within organisations active in this space; their allies and the employee population overall.

By participating at the time of the AWEI, individual employers can gauge the views and perceptions of their employees, identify issues that may otherwise be hidden, gather consensus on the positive aspects of culture and identify areas that may need to be addressed. Collectively the data not only informs our practice at Pride in Diversity in determining where we need to focus but allows us to output snapshots of data that employers can use to inform their decision making and planning, create business cases, celebrate results, gauge perceptions both negative and positive and better understand some of the unique challenges faced by sexuality and gender diverse employees.

Over the last ten years, results from the survey have:

- Informed us of the need to develop ally programs, provide more ally training and equip allies with the confidence and skills to challenge negative commentary and stereotyping;
- Compelled us to spend more time on regional initiatives, understand the unique challenges of being someone of diverse sexuality and/or gender within regional and rural areas, even if head office has made great strides in LGBTQ inclusion;
- Better understand the unique challenges of cis-gendered gay women and those who are gender diverse but perceived as women in the workplace, resulting in multiple stigma; also to understand why current network activity may not be as appealing for women and those of diverse gender;
- Determine the need to better understand the unique challenges that people of diverse sexuality and/or gender face when they also identify with a culturally and linguistically diverse background;
- The need to better engage C-suite, executive and leadership teams in the conversation, provide forums and discussion points with peers and where required prepare briefings to equip leadership with essential information;
- Better understand some of the significant challenges faced by trans and gender diverse people in the workplace; not only around gender affirmation but also around better recruitment practices and the need for us to break down some of the barriers that stop so many with a trans history or diverse gender finding ongoing meaningful, inclusive employment.

10 YEARS OF AWARDS CELEBRATIONS

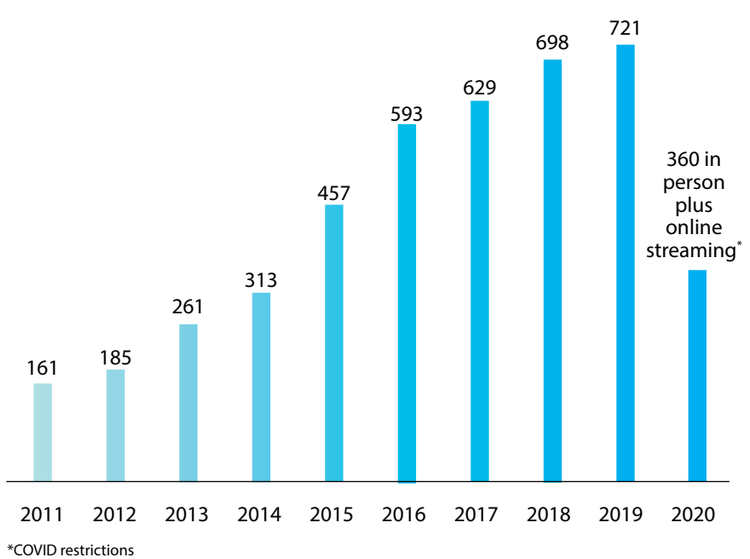
The Australian LGBTQ Inclusion Awards has become one of the biggest events on the LGBTQ calendar with tickets selling out within weeks, more recently within days of the them going on sale.

It's a golden ticket that promises not only an exquisite lunch and entertainment but a significant celebration of all the hard work that goes into making our Australian workplaces more inclusive.

Over the past 10 years we have been fortunate enough to have the following people join us:

- Jackie Weaver, Australian Actress
- Matthew Mitcham, Olympic Diver
- Alex Blackwell, Australian Test Cricketer
- Christine Anu, Entertainer
- Deni Hines, Entertainer
- Greg Gould, Entertainer
- Bob Downe, Entertainer
- Alfie Arcuri, Entertainer
- Cate McGregor, Writer & Activist
- Ricardo Goncalves, SBS
- Anton Enus, SBS
- NSW Police Band
- Sydney Gay & Lesbian Choir

LGBTQ INCLUSION AWARDS – 10 YEARS OF ATTENDANCE



*COVID restrictions

JOCELYN MACEDO

Vice President, Human Resources – Asia Pacific Japan, Dell Technologies

Dell Technologies congratulates Pride in Diversity on its 10th anniversary and the important work the organisation has done to bring together the LGBTQ community in Australia. Working with leading organisations in the LGBTQ community, such as Pride in Diversity, is critical to ensuring that we continue to build the most open and inclusive work environment for our people.

Our commitment to inclusiveness at all career levels, in all corners of the world, helps us to continue our tradition of forward thinking and differentiates us as a great place to work – no matter who you are.

CAM TIRENDI

Founder and Leader of Jasper, BHP
2019 Network Leader of the Year, AWEI

In 2017 a few people got together in Melbourne to discuss the formation of what became Jasper, BHP's LGBT+ network. Pride in Diversity were with us from the start, and have helped us to grow Jasper into a mature network of over 1,100 employees from around the world. Their awareness training to our senior leaders, and to our operations across Australia, have been instrumental in changing mindsets and enabling our people to be themselves at work.

As winner of the 2019 Network Leader of the Year award, Pride in Diversity's guidance and support was instrumental. The use of the Australian Workplace Equality Index (AWEI) as a benchmark on LGBT+ inclusion helped me lead, guide and grow Jasper, BHP's LGBT+ network to focus on what mattered most – creating an environment where our employees can truly bring their whole self to work.

While we still have some way to go, I could not have imagined BHP participating openly in Pride events across Australia, running global awareness campaigns and events to mark key dates such as IDAHOBIT and deploying resources to changing our policies and practices. Pride in Diversity's involvement and support has been critical in getting us to where we are today, and we're looking forward to continuing that partnership well into the future.

PRIDE IN DIVERSITY IN ACTION

INTERSEX INCLUSION & THE EXPANSION OF TRAINING DELIVERY

In the early days, Pride in Diversity's training predominately focused on the establishment of a business case for LGBT inclusion; LGBT Awareness 101 and the set up of network groups.

As Pride in Diversity then moved to LGBTI inclusion, we partnered with OII (Organisation Intersex International now IHRA) to include Keynotes by OII at our Conference on "Understanding Intersex and Intersex Inclusion". This led to the authoring of a joint publication with OII on Intersex Workplace Inclusion. In 2019, Pride in Diversity signed up to the Darlington Statement supporting the wishes of the key intersex bodies in supporting Intersex led organisations in the delivery of this important work.

Since then, our training has expanded significantly to incorporate:

- LGBTQ Awareness Training
- LGBTQ Awareness Training for HR and Diversity Professionals
- LGBTQ Awareness Training for Recruiters
- Executive/Board/Senior Leadership Awareness Sessions
- Let's Talk Gender Training focusing on inclusion of Trans and Gender Diverse people
- Empowering Allies
- Tailored training to suit member requirements

Senior Relationship Manager, Andrew Georgiou running member training.

10 YEARS OF CONSULTING AND SUBJECT MATTER EXPERTISE

While Pride in Diversity has offered a wide range of training solutions to build awareness, the core of our value-add to members has always been our subject matter expertise and consultation around strategy and change.

This has always pivoted around the current Australian Workplace Equality Index as this is monitored closely annually for shifts in Australian practice and calibrated every three years for alignment with international progress.

Sitting in the heart of ACON, Pride in Diversity staff are surrounded by specialist expertise in all aspects of LGBTQ health and wellbeing. With teams in policy, social inclusion, counselling, health, advocacy and trans inclusion, we are able to draw from the latest academic research and climate to jointly inform our work ensuring a strong evidence base for all we do and impart.

In my mind, the Australian corporate landscape for inclusion has changed forever. And I'm glad to have been some part of it – in my own workplace, but also on the Advisory Group for PID. In my 15 years in the Australian workforce I've experienced a real shift in language, acceptance and openness from employers. I don't think early in my carer that I thought this would be important to me, until you experience it – and you don't want to lose it again (or let it go back in the closet).

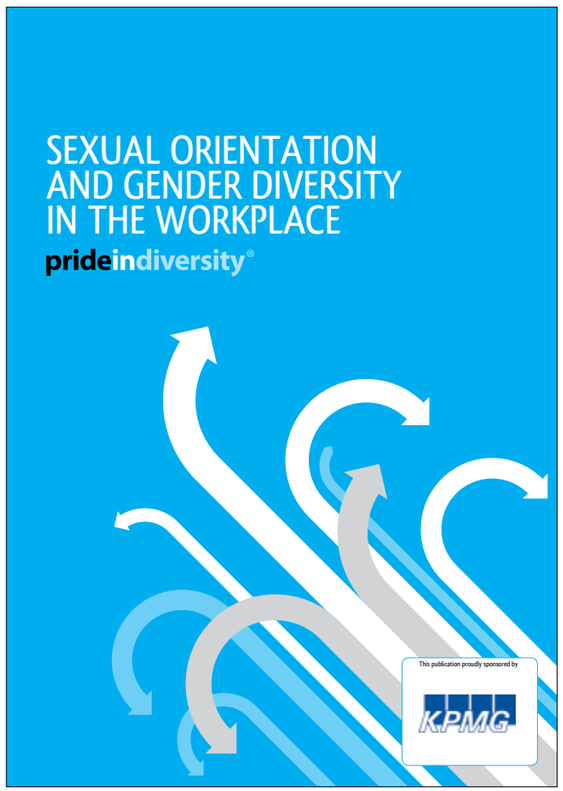
I'd sat as a guest at one of the early Pride in Diversity Awards ceremonies, observing all the major Australian corporates being lauded for their great work in LGBTI inclusion – but I knew my company wasn't on the radar, but that just inspired me more. I experienced first hand the power of what like-minded, passionate people and pride groups can achieve. Banks and other corporates were 'moving the dial' for inclusion of LGBTI language, policies and acceptance in the workplace – supported all the way by PID.

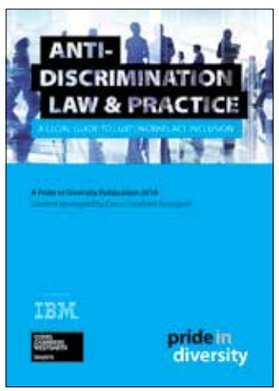
DAVID BRINE
PID Advisory, Member Interbank

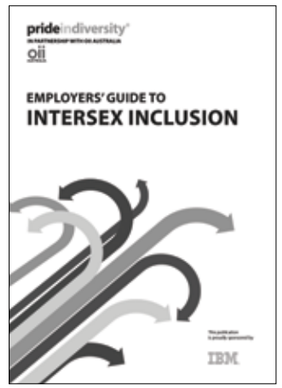
10 YEARS OF PUBLICATIONS

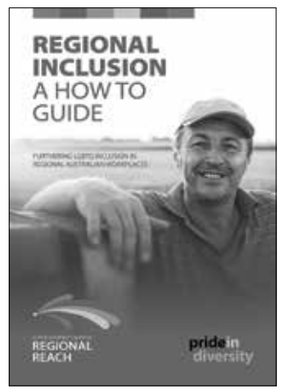
With many thanks to those partners and sponsors who made these publications possible over the years:

- Corrs Chambers Westgarth
- Diversity Council Australia
- Goldman Sachs (10 years of AWEI sponsorship)
- IBM
- KPMG
- Norton Rose Fulbright
- OII (now IHRA)
- PwC









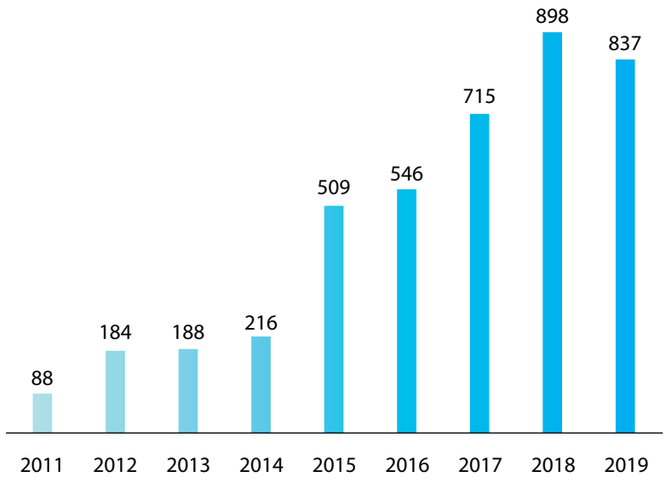
10 YEARS OF PRIDE IN PRACTICE

Our first conference was held in 2011 with just over 140 people attending. Since then we have continued to grow, stretching conference venues to capacity, moving bi-annually between Sydney and Melbourne.

In 2018 we topped almost 900 participants across the three days in Melbourne. In 2019, due to limitations on venue capacity, we saw 837 delegates attend. Our 2020 conference will be our first virtual conference due to COVID-19 restrictions but with that comes the opportunity to include speakers from across Asia Pacific and beyond. The online format for the 2020 conference will also allow for repeat viewing of sessions post conference providing a unique opportunity for attendees to attend all sessions as opposed to the single-opportunity breakouts typical in our face to face event.

The Pride in Practice conference now spans all three programs with a breakout "Sports Hub" and Health + Wellbeing sessions intertwined within the main conference program. The annual program showcases best practice, latest trends, local data and above all an opportunity to learn, grow, network and engage regardless of your starting point.

CONFERENCE ATTENDANCE



Senior Relationship Manager, Ellie Watts running member training.

PRIDE IN DIVERSITY ENDORSED TRAINER PROGRAM

As the demand for Pride in Diversity training increased, a Pride in Diversity Endorsed Trainer program was developed to equip staff within member organisations to train Pride in Diversity content. The program, a rigorous 3 day curriculum incorporating pre and post work was rolled into a modular online training program in 2020 as a result of the COVID pandemic. This program has proved to be both practical and popular with the ability to reach into regional and rural areas and organisations where travel and accommodation budgets were not able to accommodate training attendance. The program continues both as a classroom offering and online initiative.

10 YEARS OF KEY INITIATIVES

QUARTERLY EXECUTIVE ALLIES FORUM

The Forum is a joint venture between PwC and Pride in Diversity that recognises the need for a space where non-identifying executives within member organisations can come together to learn, ask questions and discuss how they can better role model inclusive behaviour and drive LGBTQ inclusion within their workplaces. The forum has grown significantly under the leadership of PwC's Ian Bennett and Pride in Diversity's Mark Latchford and remains one of the key value add offerings to Executives within our member organisations.

ANNUAL CEO LUNCHEON EVENT ON LGBTQ INCLUSION

In addition to the Executive Allies Forum, we have since 2015 held a CEO Luncheon within our annual Pride in Practice Conference. This invite only private luncheon, brings together CEO's from some of Australia's largest and most influential organisations to discuss their role in inclusion, seek input and advice from the peers, providing an opportunity to ask questions in a safe environment. Sponsored by PwC since its inception, this luncheon has been instrumental in engaging our most senior leaders in the work of LGBTQ inclusion and has proved to be a popular and valued ticket on the CEO calendar.

STRATEGIC INITIATIVES

An additional value add to members is the work that Pride in Diversity does in areas of current interest to members. PID's Strategic Initiatives extends research and investigation into areas of practice that are not only highly topical but critical to the ongoing work of inclusion. Strategic Initiatives, past and present have included:

- **Setting up effective LGBTQ Employee Networks**: During the early days of Pride in Diversity, there were very few LGBTQ Employee Networks in existence, and the majority of those that did exist focused purely on social activity. Looking at the role and impact of effective LGBTQ networks internationally Pride in Diversity worked with member organisations to focus on the development of a business case for executive buy-in; develop a strategic plan for the network that contributed to diversity or people strategies and the establishment of formalised roles and responsibilities. In doing this, Pride in Diversity regularly held 1–2 day planning sessions with members on the establishment of their networks and provided training on strategies that would assist with buy-in and support. This work resulted in one of our earliest publications, that while now dated, still serves as a roadmap for many start-up networks. Sponsored by IBM.

- **Engaging Workplace Allies**: In researching effective LGBTQ practices internationally, it was evident that Pride in Diversity needed to play an active role in introducing programs that specifically looked at the need for visible workplace supporters of LGBTQ inclusion.

  This work resulted in a roadmap for the engagement, training and promotion of LGBTQ Allies and Executive Champions. Extensive training was conducted across our member base and two publications "xxx" Allies for Change, sponsored by IBM and a pocket sized guide "xxx" equipping allies with information and tips on how to be an effective ally at work were produced.

- **Intersex Inclusion:** When ACON as a whole introduced Intersex into the LGBT acronym and started to incorporate Intersex Inclusion in its work at the request of leading Intersex bodies, Pride in Diversity received many requests for information. In response, we invited OII (now IHRA) to present annually at our Pride in Practice conference and worked with Morgan Carpenter from OII to jointly develop a world first publication on the support and inclusion of Intersex people within the workplace. Sponsored by IBM.

  More recently, at the request of leading Intersex Organisations, ACON signed on to the Darlington Statement. While we still cover a brief introduction to Intersex within our training when talking about Gender, Sex, and Orientation; and promote IHRA principles of allyship within the AWEI benchmarking tool to be within the AWEI benchmarking tool, we now actively encourage members to seek the support of intersex led organisations for more comprehensive information and support in this area.

- **LGBTQ Domestic & Family Violence (DFV):** Recognising the growing workplace focus on Domestic and Family Violence policies and the absence of LGBTQ specific information for employers, Pride in Diversity undertook to develop a publication that would specifically speak to these issues. A call was made for HR practitioners and developers of workplace policies to specifically address the unique challenges faced by LGBTQ people and to ensure that these challenges were both visible and addressed in workplace policies.

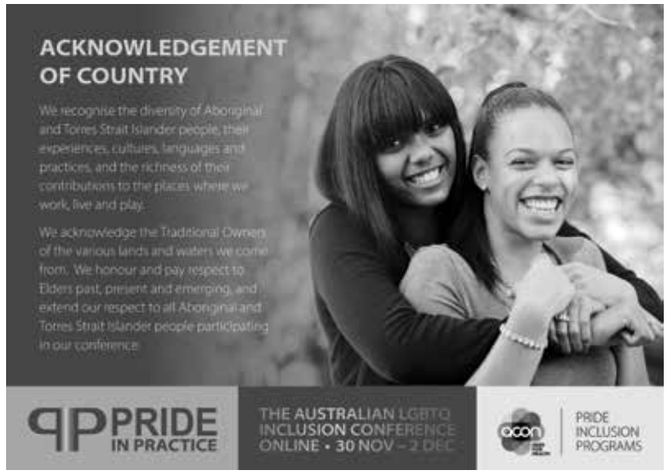
  This was later incorporated as a standard within the AWEI benchmarking instrument. Working with a group of key stakeholders, both legal and DFV, this project resulted in a joint venture with Norton Rose Fulbright to write an Australian first workplace specific publication on the incorporation of LGBTQ Domestic Violence within workplace polices. Sponsored by IBM.

- **LGBTQ Discrimination Law:** Recognising this as a complex area not yet covered by Pride in Diversity but highly beneficial to employers, we sought a legal partner to assist with the compilation of a workplace guide on LGBTQ discrimination law. Corrs Chambers Westgarth generously assisted with the production of a legal publication that could be referenced by members in terms of LGBTQ discrimination law and how it pertains the workplace. Sponsored by IBM.

- **Sapphire – Engaging LGBTQ Women in Workplace Inclusion:** The invisibility of LGBTQ women within LGBTQ employee network activity has long been noted by Pride in Diversity. As a result the "Sapphire Initiative" was born. Sapphire was set up to look at how we can better engage LGBTQ women within workplace initiatives and promote the visibility of role models to inspire young LGBTQ women entering the workforce with a view to increasing visibility of 'like people' within organisational hierarchies. Work has continued on this initiative for the last six years. More recently, Pride in Diversity partnered with PwC, using AWEI data and PWC's survey esponses to produce the publication *"xxx"*

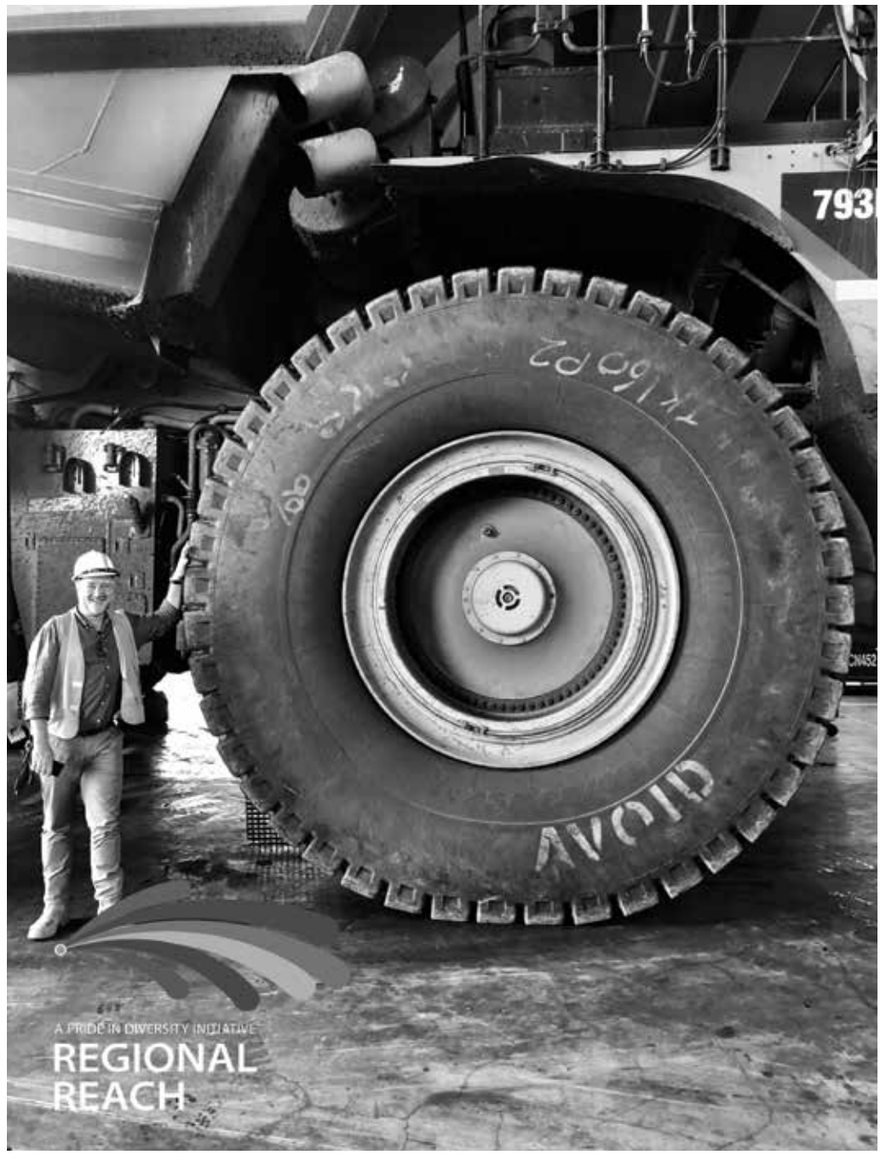
- Sapphire updated its target audience to include non-binary people who may be perceived as women within the workplace and therefore experience the same or similar challenges.

Sapphire Co-Convenor Nicki Elkin running a session on LGBTQ+ Women



- **Intersectionality of LGBTQ Identities & Other Diversities:** Early in 2016, Pride in Diversity started to interview people who were not only of diverse sexuality and gender, but identified with other aspects of diversity such as being culturally and linguistically diverse, Aboriginal and Torres Strait Islander, a person of faith or someone living with a disability. This work resulted in diverse panels talking of shared challenges at our conferences, a series of videos where people discussed the challenges and more recently, a partnership with Diversity Council Australia to produce a publication on *Intersections at Work: Understanding the experience of culturally diverse LGBTQ talent.*

- **Aboriginal & Torres Strait Islander Project:** In addition to delivering against ACON's Reconcilation Action Plan, Pride in Diversity has worked on a number of initiatives to promote a greater awareness and understanding of LGBTQ Aboriginal and Torres Strait Islander people in the workplace. This project resulted in simple actions such as visibility through the inclusion of Aboriginal and Torres Strait Islander flags at events, incorporating one page graphics and powerpoint slides acknowledging the Traditional Owners of the land in all publications and training to incorporating questions within the AWEI survey and drawing on that data to understand some of the unique challenges faced. Currently Pride in Diversity is working on a strategic project with the Jumbunna Institute, University of Technology Sydney (UTS) which includes researching the lived experiences of Aboriginal and Torres Strait Islander LGBTQ+ people in diverse workplaces across Australia, so as to capture common challenges as well as better practices. This work, in turn, will lead to a substantive resource for our members as they continue both their Aboriginal and Torres Strait Islander and LGBTQ inclusion strategies.



Senior Relationship Manager Chris Nelson working at a regional BHP site

- **Regional Reach**:
  Members approached Pride in Diversity within its early years seeking advice on reaching employees within regional and rural office/branches in response to what was seen to be city-driven and head office focused inclusion work. Bringing members within regional areas together in multi-organisational forums allowed Pride in Diversity to deliver collective training and promote local networks. Over the last 3–4 years, our AWEI data has also collected information from employees working within regional and rural areas and as a result been able to identify areas of focus for regional work. Pride in Diversity continues to move out into regional areas bringing together member employees, local community groups and local government representations to discuss and address LGBTQ inclusion. As a result of this ongoing work, Pride in Diversity produced a publication *Regional Reach: A How To Guide*, identifying the work that needs to be done while showcasing some great examples of how members are reaching regional and rural teams.

- **Trans and Gender Diverse Recruitment:**
  Pride in Diversity has long acknowledged the unique recruitment challenges faced by trans and gender diverse people. In response, Pride in Diversity has over the years worked on a number of initiatives to support the recruitment and inclusion of trans and gender diverse employees within member organisations. Initiatives include a one day trans and gender diverse inclusion training for Recruitment Professionals, training on inclusive language and the surveying of trans and gender diverse employees within the AWEI to ascertain the most pressing challenges faced.

  As a result, requirements have now been added within the AWEI benchmarking tool to support trans and gender diverse inclusive recruitment practices. In addition we have developed fact sheets for employers available on the Inclusive Employers Website that focus on trans and gender diverse recruitment challenges alongside general information sessions and training. Pride in Diversity has engaged trans and gender diverse people to speak on these issues and is currently engaged in a research project with Curtin University that will incorporate both AWEI data and Curtin interviews that will result in an academic paper and a resource for employers.

RO ALLEN
Commissioner for Gender & Sexuality

In my role as Commissioner for Gender and Sexuality in Victoria, I am proud to have worked closely with Pride in Diversity for many years. Through their AWEI Benchmarking and LGBTQ Trainer program, Pride in Diversity has provided enormous value to many organisations, businesses and services, with many flow on positive effects for the broader LGBTIQ community. Happy 10th Anniversary.

- **Inclusive Employers:**
  In the early years of Pride in Diversity an annual Recruitment Guide was published to showcase employers who were active in this area, promoting their organisation and their work to prospective LGBTQ talent. This led to the development of an Inclusive Employers website whereby any Pride in Diversity member, or non-member reaching a minimum of Bronze within the AWEI could showcase their inclusivity and provide prospective LGBTQ talent with information on their organisation, their culture and their inclusion work. This website is updated annually with AWEI participation and can be updated at any time by those employers showcased. Moving forward Pride in Diversity will be doing a lot more to promote this website and the benefit of LGBTQ talent seeking employers with a track record in this space.

- **International Reach:**
  At the time of print, a new project is being scoped to look at the role Pride in Diversity plays in the international reach of Australian inclusion initiatives. This will include a case study of overseas best practice affiliated with Australian organisations. It is anticipated that a supporting publication will be developed to outline how current conversations around LGBTQ inclusion occur within global organisations; discuss the role of Executive Champions and CEOs in influencing change offshore and identify off-shore PID-like partner organisations that can be utilised to assist with local work.

GROWTH OF WHOLE OF GOVERNMENT STRATEGIES

The Federal and various State and Territory governments are some of the largest employers in Australia, with over two million employees across the various public service departments and agencies.

From the very earliest days of Pride in Diversity work, we have worked with government organisations to progress LGBTQ workplace inclusion. Defence and the Australian Federal Police were, in fact, foundation members. Many have relied on the AWEI as a roadmap, a benchmark and a survey vehicle for their work. They have often leveraged our enablement, our resources and our advice to progress their individual departmental strategies. Moreover, by their very nature, the Public Sector allows for a more systemic, consistent 'whole of government' approach to workplace inclusion. This is particularly the case, in advancing inclusive polices for their workforce, but also in the development of employee networks, ally communities and executive support.

As such, Pride in Diversity has worked intensely with federal and state Public Sector Commissions and most government departments and agencies to ensure those who choose public service as a profession, are working and moving within inclusive and welcoming environments.

PRIDE IN DIVERSITY ADVISORY GROUP

Established pre-launch, the Pride in Diversity Advisory Group initially comprised Foundation Members and was established to assist with the growth and development of the program in its early years.

Today, although the membership has changed, the Advisory Group, comprising invited executives from a diverse range of member organisations, continues to provide insight, counsel and support for the program. Engagement with our Advisory Executive ensure that we not only continue to meet the needs of employers, but also utilise in driving the program forward.

THE BIRTH OF TWO NEW PRIDE INCLUSION PROGRAMS

PRIDE IN SPORT

In April 2014, in the lead up to the 7th Bingham Cup (the Gay Rugby World Cup) in Sydney, the CEO’s of five of Australia’s most significant National Sporting Organisations; Australian Rugby Union (ARU), National Rugby League (NRL), Australian Football League (AFL), Football Federation of Australia (FFA) and Cricket Australia (CA) signed an Anti-Homophobia & Inclusion Framework Statement of Commitment.

The sports commitment to the development and implementation of policies and practices consistent with the Anti-Homophobia Inclusion Framework marked the first real steps taken to eradicate homophobia within these sports.

On May 10, 2015 Out on the Fields[1], the first international study of its size focusing on homophobia in sport was released. The study was commissioned by the Bingham Cup Sydney 2014 and a coalition of other sporting organisations. The study focused on issues of sexuality in team sport and was overseen by a panel of seven international experts from six leading universities. The study uncovered widespread homophobic behaviour in sport, particularly in youth sport and amongst fans.

[1] Out on the Fields was released May 10, 2015 and now sits within the pubic domain

PRIDE IN DIVERSITY COMMISSIONED TO DEVELOP THE PRIDE IN SPORT INDEX

It is against this backdrop that the Australian Human Rights Commission and Bingham Cup Sydney 2014 engaged Pride in Diversity, already successful in shifting practice in LGBTI workplace inclusion via the Australian Workplace Equality Index (AWEI) to develop a similar index to drive LGBTI inclusion within Australian Sport.

A Sport Advisory Group was established to work with Pride in Diversity to develop the first iteration of this index. Foundation members included the Australian Human Rights Commission, the Australian Sports Commission and Bingham Cup Sydney. Foundation Sports contributing to the index including Australian Rugby Union (ARU), Australian Football League (AFL), Football Federation Australia (FFA), National Rugby League (NRL) and Cricket Australia (CA). Advisory sports included Basketball Australia, Golf Australia, Swimming Australia and Water Polo Australia.

PRIDE IN SPORT AND PRIDE IN SPORT INDEX LAUNCHED MARCH 2016

To assist sporting organisations progress work in LGBTQ inclusion and progress their work within the Pride in Sport Index, the Pride in Sport program and the Pride in Sport Index were jointly launched in March 2016.

Pride Inclusion Programs, staff contributing to the early days of Pride in Sport include:

- Ross Wetherbee
- Matt Jannsen
- Casey Conway

The program has also been supported by Andrew Purchas, Bingham Cup and Chair of the ACON Board, alongside inaugural co-Patrons Daniel Kowalski and Alex Blackwell. In 2020 Daniel Kowalski stepped down as Patron and Ian Roberts was appointed. The program also has a strong advisory board representing several Australian sports.

The program is currently headed by Beau Newell, National Program Manager for Pride in Sport.

Pride in Sport has set the foundation on LGBTQ inclusive practices expected of sports at all levels. With over 21 million Australians currently active in some form of sport or recreation, sporting organisations have a unique opportunity to reflect our diverse community and ensure their spaces and environments are safe, fun and inclusive to all people.

Although Pride in Sport has been active for five years, it is still very much in its infancy, with the same being said for the level of LGBTQ inclusion seen across the sporting landscape. While some codes are making headway, most sporting organisations in this country still see their share of homophobic, biphobic and transphobic acts – this is unacceptable.

It's time for more sporting organisations to find out if their code is truly inclusive to LGBTQ people, or whether their perception of inclusion is an illusion masked with a rainbow flag. Either way, Pride in Sport is determined to embed the important work of LGBTQ inclusion into the operations of all sports in Australia.

Until we can remove all the barriers and disparities faced by diverse populations, we need diversity and inclusion to advocate for change.

BEAU NEWELL
National Program Manager, Pride in Sport

PRIDE IN HEALTH + WELLBEING

Australian LGBTQ communities and individuals are extremely diverse and face several shared and distinct health and social inclusion barriers. We know that when LGBTQ individuals require access to health and wellbeing services, they often hit roadblocks, face perceived or actual discrimination and with a history of stigma and social exclusion, refrain from using the critical services needed. As a result, LGBTQ people face poorer health and wellbeing outcomes than their non-LGBTQ peers.

Following the success of both Pride in Diversity and Pride in Sport; and given the 30 year+ history of ACON in the LGBT health space, Pride in Health + Wellbeing was launched as the 3rd Pride Inclusion Program in 2017. The launch took place at Uniting Sydney offices with keynote speaker Dr. Kerryn Phelps, now co Patron with Michael Ebeid AM.

Pride in Health + Wellbeing works alongside member organisations to create a service that is fully inclusive of LGBTQ people. It assists organisations and practitioners to understand that inclusion is not about communicating that you treat everybody with the same level of care and respect … it is about understanding:

- the health disparities unique to the LGBTQ population
- the risks associated with disclosure for LGBTQ people and the sensitivity of data collection
- perceptions and past experiences of discrimination and ill treatment that can result in fear and a reluctance to access much needed health and wellbeing services; and
- the need to consider the unique challenges faced by LGBTQ people in care plans, documentation and processes.

The membership based program works with organisations and those involved in providing health and wellbeing services to identify the changes required. In 2018 the Health + Wellbeing Equality Index (HWEI) was launched to provide a roadmap and tool for change, akin to the one used by the Pride in Diversity and Pride in Sport Programs.

Past Pride Inclusion Program employees who have contributed to the early years of Pride in Health + Wellbeing include:

- Kimberly Olsen
- Sarah McCarthy
- Pam Barker

The program also has a strong advisory board representing several Australian health and wellbeing service providers, policy makers and academics.

Today the program is headed up by National Program Manager, Claire Allen.

I am so proud to be working as National Program Manager, Pride in Health + Wellbeing. I love working with organisations to improve their practices which then improves the health outcomes of sexuality and gender diverse people. There is such a commitment from members to "do better" in providing culturally appropriate and person-centred care that the impacts of change can be seen and measured almost immediately. From government agencies, to sector peak bodies, researchers and direct care organisations there is always more we can do through every organisation, and in every role, to embed LGBTQ inclusion. The program is also challenging member organisations to constantly review their practices to ensure best practice and so that continuous improvement is embedded as part of their business-as-usual rather than as an add on.

Pride in Health + Wellbeing, while much younger than Pride in Diversity, has had some achievements in its 3-year history:

- *Releasing the National Health + Wellbeing Equality Index (HWEI) in 2019.*
- *Expanding that index in 2021 to include staff and service user surveys*
- *The launch of the Prideinhealth.com.au website*
- *Membership from NSW, Qld, Vic, Tas and SA, as well as large national organisations*

My vision for the future of the Pride in Health + Wellbeing program is for it to grow as Pride in Diversity has, making it the pre-eminent source of LGBTQ-inclusion mentoring for the health, wellbeing and human services sectors across Australia, and for our HWEI data to be cited when health and wellbeing policies, strategies and directions of care provision through to the national level.

CLAIRE ALLEN
National Program Manager,
Pride in Health + Wellbeing

RESPONDING TO COVID-19

No-one could deny the unprecedented challenges that 2020 ushered in … with drought, significant bushfires and of course, COVID-19.

By March 2020, ACON like many organisations started to equip staff with the technologies they needed in order to work from home. As we moved into this new way of engaging, we, like all Australians needed to adjust to an immediate change in how we interacted with work colleagues, family, friends, communities and businesses.

For Pride in Diversity this also meant considering how we could maintain if not 'add to' the value of membership for those members with whom we have traditionally worked face to face.

Very quickly, Pride in Diversity developed and promoted a series of 'EXTRA' sessions, designed specifically to take advantage of remote working. These 'Extra' sessions added additional value over and above membership offerings, providing members with an opportunity to engage in online discussion forums, best practice round tables, training and education, panels and live data updates from the latest AWEI survey findings.

In addition, the Pride in Diversity Endorsed Training Program was redeveloped to transition from a face-to-face 3 day program to modular online sessions.

While we continue to do what we do every day remotely, navigating the ongoing challenges of COVID, if we were to identify a silver lining, it would be that for us, as a result of so many Australians now being trained in and equipped to use technology to engage remotely, we have been able to interact far more frequently and reach far more people across metropolitan and regional Australia with our work.

The unprecedented challenges of navigating online vs 'in-person' events has continued to stretch us, challenge us and has forced us to look at new and innovative ways of doing what we do.

Without the support of our members and those passionate about furthering the work of LGBTQ inclusion within their workplaces, this would not have been possible.

From all of us here at ACON, and within our Pride Inclusion Programs, we'd like to extend our heartfelt thanks and appreciation and extend our hope for brighter days ahead.

STAY CONNECTED
EXTRA
DEEP DIVE AWEI

LOOKING AHEAD: NEXT 5 YEARS FOR PRIDE IN DIVERSITY

MARK LATCHFORD

Associate Director,
Pride in Diversity

LOOKING FORWARD

2020 marks the 10th anniversary of Pride in Diversity and with that comes an opportunity to reflect and think through our approach and deliverables for the next 5 years.

The pandemic has underlined some of the risks we face but also, the opportunity to take the conversation about LGBTQ workplace inclusion to more and more workplaces going forward.

The recent sobering AWEI survey data (2020) showed greater numbers of LGBTQ people hiding their true selves at work along with the recognition that we are only reaching three million of Australia's total workforce are front of mind as we plan the ongoing focus of Pride in Diversity.

Looking ahead, our foundations continue: our members, our people and our programs. Over the last few years, we have scaled all of these significantly.

Our membership has grown exponentially and despite the austerity regimes most organisation's will now be applying, it is not unreasonable to aim towards having 500 PID members by 2025, with the resultant extended-reach being a far greater reach of the Australian employee population.

We have consciously grown our team in both numbers and skillsets. The strategic development and focus of our Relationship Managers has resonated back to our members.

We are no longer seen as a training organisation but truly a cohort of trusted advisors. The wider team is significantly more experienced and connected to employer organisations across the country.

Our programs will continue to be central to that which is most needed. For example:

- The AWEI continues to attract more organisations participating in both the benchmark and the national employee survey. We will continue to evolve the AWEI so it remains the most credible and respected roadmap for organisations to follow.
- Our five strategic initiatives focusing on LGBTQ Women, Regional Australia, CALD employees, Aboriginal and Torres Strait Islander LGBTQ employees and the recruitment challenges faced by Trans and Gender Diverse employees underline our thought leadership and innovation. We will continue to research, analyse and report on new areas of need and focus.
- The pandemic has allowed us to think creatively on program delivery and we will continue to create a diverse range of programs using innovative technology and other means to maximise the impact of our work and focus.
- We will continue to recruit or partner with professional organisations (such as CPA, Engineers Australia, Law Societies); international peer organisations and community partners to pragmatically take our work forward.

As we work through the consultations for our 2025 strategy, our objectives will remain the same. Our strategic focus will be:

1. Professional Support
2. The AWEI National Benchmark & Survey
3. Connectivity with and for our members and their teams
4. Expertise and Content
5. Innovation
6. Partnership

We look forward to sharing the journey with you.

A THANK YOU TO OUR SPONSORS

With special thanks and heartfelt appreciation to all our sponsors and supporters who have through their generosity contributed (over and above membership) to the work of Pride in Diversity over the years.

We have been fortunate enough to secure ongoing financial sponsorship of our events and publications, subsidised merchandise, the contribution of authorship and research in addition to generous pro bono and in-kind support that has allowed us to deliver on our national strategic initiatives.

The following organisations have enabled us to do what we do, and we would like to acknowledge their outstanding contribution over the last ten years.

- Accenture
- Adelaide Bendigo
- ASIO
- Attorney Generals Department
- Aurizon
- Australian Federal Police
- Australian Taxation Office
- Baker McKenzie
- Bendigo Bank
- BHP
- Bongo Promotional Products
- Capgemini
- Charles Sturt University
- Clayton Utz
- Cook University
- Corrs Chambers Westgarth
- CSU
- Curtin University
- Deakin University
- Dell
- Deloitte
- Department of Agriculture
- Department of Defence
- Deutsche Bank
- Doltone House
- Francisco Perales (UQ)
- Goldman Sachs
- Hastings Dearing
- IBM
- IP Australia
- James Cook University
- Johnson & Johnson
- KPMG
- Lendlease
- Macquarie Group
- Microsoft
- NAB
- Newmont
- Norton Rose Fulbright
- NurseWatch
- Out Leadership
- PwC
- RMIT University
- Salesforce
- SBS
- Telstra
- The Star Entertainment Group
- Thomson Reuters
- Transdev
- Uniting
- Woolworths
- Westpac
- Wear it Purple

pride in diversity

PRIDE IN DIVERSITY

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For further information about ACON's Pride Inclusion Programs and LGBTQ inclusion within Australian workplaces, health service provision or sport, please visit: www.prideinclusionprograms.com.au

Key contributors: Dawn Hough, Mark Latchford, Kosaku Makino, Finlay Long.

ACKNOWLEDGEMENT OF COUNTRY

We recognise the diversity of Aboriginal and Torres Strait Islander people, their cultures, languages, experiences and practices, and the richness of their contributions to the places where we work, live and play.

We acknowledge the Traditional Owners of the lands and waters. We honour and pay respect to Elders past, present and emerging, and extend our respect to all Aboriginal and Torres Strait Islander people.

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