



## ASIC

## AUSTRALIAN WORKPLACE EQUALITY INDEX 2022

## AWEI STANDING SUBMISSION

Section 1: Standing Submission: HR Policies & Practice			Score	Index	Notes
1	Foundation	Removal of the terms 'Sexual Preference' or 'Lifestyle Choice/s'	2	2	
2	Foundation	LGBTQ Inclusivity within Policies and Benefits	2	2	
3	Advanced	New Parent Leave Inclusive of LGBTQ Families	3	3	
4	Advanced	Travel Advice for Employees	2	2	
5	Advanced	Third Party Policies	1	2	Carry Over
6	Advanced	LGBTQ Inclusive Domestic & Family Violence Policy	5	5	
7	Advanced	Communications on LGBTQ Inclusive and Offensive Language	2	4	Carry Over
Total HR Policies & Practice Score			17	20	
Section 1: Standing Submission: LGBTQ Bullying / Harassment & Support			Score	Index	Notes
8	Foundation	LGBTQ Training HR / Grievance Officers	3	3	
9	Intermediate	Behavioural Examples of what constitutes Bullying / Harassment	4	4	
10	Intermediate	EAP Provider	3	3	
11	Advanced	Tracking of Incidents	2	4	No process clearly developed and how this is communicated for safe processes to reporting.
Total LGBTQ Bullying / Harassment & Support Score			12	14	
Section 1: Standing Submission: Trans / Gender Diverse Inclusion			Score	Index	Notes
12	Intermediate	Gender Affirmation Policy and Process Documentation	5	5	
13	Intermediate	Dress Codes and Uniforms	2	4	No gendered dress code with support available, evidence of further availability for better access.
14	Advanced	Gender Affirmation Leave	4	4	
15	Advanced	Gender Neutral Bathrooms and Facilities	0	4	Noted in additional work as alternate determination and coverage under GA policy has been applied.
16	Advanced	(Forms) Non-Binary Gender Options for Employees	2	2	
17	Advanced	(IT Systems) Non-Binary Gender Options for Employees	2	2	
18	Advanced	Trans and Gender Diverse Applicants	2	6	Points for considerations however not TGD specific considerations of the employee lifecycle.
Total Trans / Gender Diverse Inclusion Score			17	27	
Section 1: Standing Submission: Strategic Focus			Score	Index	Notes
19	Foundation	External Web LGBTQ Workplace Inclusion Promotion	2	2	
20	Intermediate	HR/Diversity Professional Accountabilities	2	2	
21	Advanced	Executive Sponsor	4	4	
22	Advanced	Senior Management Diversity Accountability	2	4	Examples given not prescriptive within the policy, no senior accountabilities or contact.
23	Advanced	Customer-facing LGBTQ Inclusion	3	3	
24	Advanced	Customers Information: Changing Gender Markers	3	3	
Total Strategic Focus Score			16	18	
Total Standing Submission Score			62	79	

AWEI ANNUAL SUBMISSION					
Section 2: Strategy & Accountability			Score	Index	Notes
1	Foundation	External LGBTQ Expertise	2	2	
2	Foundation	Documented Strategy	3	3	
3	Intermediate	LGBTQ Advisory Group	2	4	Need evidence of promotion of advisory for improved score
4	Intermediate	LGBTQ Inclusion Reporting	2	2	
5	Intermediate	Media Coverage	x	2	
6	Advanced	Strategic Work in Recruitment, Supplier Policy or Service Provision	2	3	Would not be considered as leading or best practice targeted recruitment practices.
7	Advanced	Executive Leadership Representation	2	2	
8	Advanced	LGBTQ Inclusion Promotion	2	4	Awarded Rainbow Regulators, moneysmart website not specific enough in promoting commitment.
Total Section 2 Score			15	22	
Section 3: LGBTQ Employee Networks / Resource Groups			Score	Index	Notes
9	Foundation	LGBTQ Employee Network	2	2	
10	Foundation	Network Leadership Structure	3	3	
11	Foundation	Network Strategy / Work Plan	3	3	
12	Intermediate	Orientation / On-boarding	0	2	No date of when last occurred, evidence of what is delivered/spoken bout not provided.
13	Intermediate	Strategy and Goals	2	2	
14	Intermediate	Sustainability Plan	1	2	Sustainability needs to be more comprehensve to ensure logevity, funding, engagement drivers etc
15	Advanced	Allies of Trans / Gender Diverse People	0	3	No evidence of active distribution of ally guide improve with broader allyship tool.
16	Advanced	Visibility of LGBTQ Women	2	3	Would be good to see further activity which would receive best or leading practice.
17	Advanced	Intersectionality	3	3	
18	Advanced	Intersex Allies	0	4	No evidene of whether this was Intersex specific awareness education or how it was developed.
19	Advanced	Broader Inclusion	2	3	Planned and targeted, no evidence of tracked outcomes in 2021 for activities identified.
20	Advanced	Network Reporting	2	4	More clarity around reporting beyond the Rainbow Network, an advanced question for formal reporting
Total Section 3 Score			20	34	
Section 4: Visibility of Inclusion			Score	Index	Notes
21	Foundation	Days of Significance	2	2	
22	Foundation	Visibility in the Workplace	2	3	No evidence beyond email signature, response advises pins etc in 2022.
23	Intermediate	Ally / Champion Reference Guides	0	3	Evidence is not a readily accessible guide, Awarded as extra work.
24	Intermediate	Individual LGBTQ Inclusion Work Acknowledgement	0	2	Looking for specific acknowledgement of employee/s regarding their contribution/s.
25	Foundation	Confidential Contacts	2	2	
26	Foundation	Communication of LGBTQ Support Information	2	2	
27	Intermediate	LGBTQ Social Media Streams	0	2	Evidence not provided on interactive Rainbow chat function.
Total Section 4 Score			8	16	
Section 5: Training, Awareness & Professional Development			Score	Index	Notes
28	Foundation	Face-to-Face Training	2	2	
29	Foundation	Online Training	2	2	
30	Advanced	Professional Development for LGBTQ Employees	x	2	
31	Advanced	LGBTQ Inclusion Training Plan	4	4	
32	Advanced	LGBTQ Conferences, Events and Seminars	2	2	
Total Section 5 Score			10	12	
Section 6: Executve Leadership & Engagement			Score	Index	Notes
33	Intermediate	Executive Sponsor or Champion	2	2	
34	Advanced	Executive Advocacy	2	2	
35	Intermediate	CEO or Equivalent Communications	0	2	Not evidenced as from the desk of the commissioner
36	Intermediate	CEO or Equivalent Speaking at Events	2	2	
Total Section 6 Score			6	8	

Section 7: Data Collection & Reporting			Score	Index	Notes
37	Intermediate	Employee Data Analysis	3	3	
38	Advanced	LGBTQ Analysis	0	3	General data is male/female/other, good work at recruitment data, awarded extra work point
Total Section 7 Score			3	6	
Section 8: Community Engagement			Score	Index	Notes
39	Intermediate	Employer Branded Participation at Community Events	x	2	
40	Intermediate	Pro-Bono or Financial Support: LGBTQ Charities / Organisations	x	2	
41	Intermediate	Fundraising	2	2	
Total Section 8 Score			2	6	
Section 9: Optional Survey			Score	Index	Notes
42	Optional	Survey Participation	2	2	
Total Section 9 Score			2	2	
Section 10: Additional Work			Score	Index	Notes
43	Network	Rainbow Regulators collaboration	1	1	
	Additional	Collaboration on the development of GA policies	0	1	GA policy recognised in standing submission
	Additional	Executive Advocacy	1	1	
	Additional	Empowering Allies module	1	1	
	T/GD Inclusion	S3 Q15 Added by PID	1	1	TGD ally info in Gender Affirmation guide
	T/GD Inclusion	S4 Q23 Added by PID	1	1	Ally training (not a guide)
	T/GD Inclusion	S7 Q38 Added by PID	1	1	Non- Binary recorded in recruitment data
	Additional	Item Name	x	1	
	Additional	Item Name	x	1	
	Additional	Item Name	x	1	
	Additional	Item Name	x	1	
	Additional	Item Name	x	1	
	Additional	Item Name	x	1	
	Additional	Item Name	x	1	
	Additional	Item Name	x	1	
Total Section 10 Score			6	15	
Total Annual Submission Score			72	121	
AWEI TOTAL SUBMISSION SCORES					
Total Standing Submission Score			62	79	
Total Annual Submission Score			72	121	
Total AWEI Score			134	200	
ORGANISATIONAL ACTIVITY SCORES					
Core Network Activity			20		
Additional Network Activity			1		
Network Activity - Total Score			21		
Core Activity - Inclusion of Trans/Gender Diverse Employees			20		
Additional Activity - Inclusion of Trans/Gender Diverse Employees			3		
Inclusion of Trans/Gender Diverse Employees - Total Score			23		
GENERAL SUBMISSION COMMENTS					
Good work being done, be sure for future submissions to match evidence with question / criteria.					