



PRIDE  
INCLUSION  
PROGRAMS

2017 AUSTRALIAN LGBTI INCLUSION  
AWARDS

**IMPORTANT: STRICT EMBARGO UNTIL 3PM AEST 19 MAY 2017**

**MEDIA RELEASE**

**19 MAY 2017**

## **AUSTRALIA'S TOP ORGANISATIONS FOR LGBTI\* INCLUSION ANNOUNCED**

ANZ has been named Australia's 2017 Employer of the Year for LGBTI inclusion for the first time at the sell-out Australian LGBTI Inclusion Awards, a special event held today in Sydney by the national not-for-profit support program for LGBTI inclusion, ACON's Pride Inclusion Programs.

Over 640 business leaders, diversity and HR professionals and LGBTI employee groups came together to celebrate the Australian Workplace Equality Index (AWEI) awards for LGBTI inclusion in the workplace, and for the first time incorporated the results of the inaugural Pride in Sport Index (PSI), celebrating LGBTI inclusion work within Australian sport.

Employer of the Year heads an annual list of top employers for LGBTI inclusion determined by assessment against the AWEI, a benchmarking instrument that evaluates LGBTI inclusivity against a rigorous and comprehensive set of measures in addition to a body of supporting evidence submitted by the employer as part of the evaluation process.

Along with some truly significant achievements in 2017 by a range of organisations ranging from banking and finance, healthcare, energy and public service, the NSW Police Force receives the honour of being the first organisation to receive an award for the inclusion of intersex people.

Ten organisations were awarded Gold Employer status, as well as ten receiving Silver and 34 being recognised with Bronze.

The new recognition of Platinum Employer recognises those organisations that have ranked within the highest ten organisations for a minimum of four years within the last five year period or have been acknowledged as Employer of the Year twice within that time frame. First time full awardees of Platinum status include Goldman Sachs, PwC, The University of Western Australia and Accenture.

ANZ was acknowledged as Employer of the Year as well as for the inclusion of transgender people. EnergyAustralia picked up the achievement award for most improved, increasing their overall score by a staggering 421%.

This year's awards were attended by a record number of CEO's and C-Suite leaders, including Cindy Hook, CEO of Deloitte who picked up this year's CEO of the Year Award for her role in LGBTI inclusion.

Presenting at the Awards Ceremony, Patron of Pride in Diversity the Hon Michael Kirby AC said: "The ever growing success of the outreach to the business, sporting and general community is most heartening.

"It is part of the explanation for the changing attitudes of Australians of all walks of life towards LGBTIQ equality and justice. In cities, regional, remote and rural Australia, things are changing."

Director of ACON's Pride Inclusion Programs (which incorporates Pride in Diversity and Pride in Sport) Dawn Hough said: "The AWEI has seen remarkable growth over the first seven years of its life with this year seeing the most significant growth to date".

The AWEI saw 116 employers across Australia participate this year, a 38% increase on 2016 participation. The employee survey attached to the index received 16,759 responses.

By participating in the AWEI and the employee survey, employers are able to benchmark their practice against other organisations and obtain annual data on the impact that these initiatives are having on their employees.

While there is still a long way to go, Hough said that LGBTI inclusion has well and truly made its way onto the Australian workplace diversity and inclusion agenda, and is starting to make a mark in the sporting field as well.

"ACON congratulates all award winners recognised today on their significant achievement and for showing great leadership in the area of diversity and inclusion." Ms Hough added.

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For the first time, the Awards acknowledged Australian Sporting Organisations for LGBTI inclusion within Australian Sport. Ten sporting organisations participated in the inaugural PSI, a world first national benchmarking instrument. Taking out the PSI Organisation of the Year, AFL's Inclusion and Social Policy General Manager, Tanya Hosch said: "The AFL is honoured to be recognised as a leader for LGBTI inclusion in sport."

"The AFL was delighted to contribute to the implementation of the PSI. The AFL found the benchmarking exercise extremely valuable as a means to review and reflect on its LGBTI inclusion policies and practices across the Australian Football industry."

Recipient of the LGBTI Ally Award, ACT Brumbies vice-captain David Pocock said that the interest shown by sporting bodies in improving LGBTI inclusion within Australian sport is great sign of things to come.

"It's a real honour to win the inaugural Pride in Sport Champion Ally Award. I believe that sport is at its best when it is challenging society to be more inclusive and there have been so many people involved in driving this change. In rugby, may I make special mention of Andrew Purchas, who has been challenging the sport to become more accepting and inclusive, and all the people who have shown leadership in this area. The support from the major sports of the Pride in Sport Index is a good example of this change. I also want to congratulate all the other winners, including the inaugural Pride in Sport Index Organisation of the Year, AFL." Mr Pocock said.

Over 640 people attended the sold-out event at Doltone House in Sydney on May 19, hearing keynote addresses from history-making professional cricketer Alex Blackwell, and the Hon. Michael Kirby.

Award	Recipient
Employer of the Year	ANZ
LGBTI Employee Network of the Year	Unity, CBA
CEO of the Year	Cindy Hook – Deloitte
Platinum Employers	Accenture, Goldman Sachs, PwC, University of Western Australia
Gold Employers	AGL Energy, Australian Federal Police, Australian Taxation Office, Bankwest, Clayton Utz, Commonwealth Bank, EY, Macquarie Bank, NSW Police Force
Small Employer	Key Assets, The Children's Services Provider (Australia)
Most Improved Employer	EnergyAustralia
Transgender Inclusion	ANZ
Intersex Inclusion	NSW Police Force
Innovation and Engagement	Medibank, <i>I Am Better</i> Campaign
Executive Leadership	Lynn Kraus – EY
Network Leader of the Year	Dane Renner – Woodside Energy Ltd
Out Role Model	Dave Beks – ANZ
Sapphire Inspire	Tracy Taylor – Accenture
Community Impact	Jackie Braw – NSW Police Force
Training Impact	Australian Federal Police
The Sally Webster Ally Award	Lori Turner - Medibank
Inclusive Sports Initiative	Water Polo Pride Cup
Inclusive Club	St Kilda Football Club
Pride in Sport Index Organisation of the Year	Australian Football League
Out Role Model (Sport)	Jason Ball – Yarra Glen Football Club
LGBTI Ally (Sport)	David Pocock – ARU Wallabies/ACT Brumbies
Inclusive Coach (Sport)	Mel Rippon – Brisbane Tritons Water Polo and Damien Hicks – Brisbane Barracudas

**Pride in Diversity and Pride in Sport is a program of ACON, NSW's leading HIV prevention, HIV support and LGBTI health organisation.**

**ENDS** \*LGBTI – Lesbian, Gay, Bisexual, Transgender and Intersex

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## **ADDITIONAL QUOTES FOR MEDIA:**

### **PRIDE IN SPORT - WINNERS**

#### **AFL (2017 Pride in Sport Index Organisation of the Year)**

“The AFL is honoured to be recognised as a leader for LGBTI inclusion in sport. The AFL was delighted to contribute to the implementation of the Pride in Sport Index. The AFL found the benchmarking exercise extremely valuable as a means to review and reflect on its LGBTI inclusion policies and practices across the Australian Football industry.

In particular the AFL commends the significant efforts of the St Kilda Football Club for its work to implement the inaugural Pride Game played in Round 21 of the 2016 Toyota AFL Premiership Season. The AFL was particularly proud to endorse the St Kilda Football Club’s nomination for the “2016 Pride in Sport Inclusion Champion – Club Award”. The Pride Game was a key initiative fulfilled to reinforce the Australian Football industry’s commitment to ensuring the LGBTI community feels welcome and safe as part of the AFL community.” - Tanya Hosch, GM – Inclusion and Social Policy, Australian Football League

#### **David Pocock (2017 LGBTI Ally Award)**

“It’s a real honour to win the inaugural Pride in Sport Champion Ally Award. I believe that sport is at its best when it is challenging society to be more inclusive and there have been so many people involved in driving this change. In rugby, may I make special mention of Andrew Purchas, who has been challenging the sport to become more accepting and inclusive, and all the people who have shown leadership in this area. The support from the major sports of the Pride in Sport Index is a good example of this change. I also want to congratulate all the other winners, including the inaugural Pride in Sport Index Organisation of the Year, AFL.” - David Pocock, ACT Brumbies vice-captain

### **PRIDE IN SPORT INDEX – PARTICIPANTS**

#### **Water Polo Australia (Foundation Member of Pride in Sport)**

“Water Polo Australia is delighted to be part of inaugural Pride in Sport Index and we congratulate the winner and all of the other sports who have also participated this year and demonstrated their support for diversity and inclusion in sport. We are proud of the partnership we have with Pride in Sport, our four LGBTI friendly clubs in Sydney, Melbourne, Brisbane and Perth and our Pride Cup event, held annually during our National Water Polo League competition. There is still much work ahead toward ending homophobia, biphobia, transphobia and discrimination in sport, but together we can change that.” - Christian Renford, CEO, Water Polo Australia

#### **Australian Rugby Union (Foundation Member of Pride in Sport)**

“LGBTI inclusion is central to ARU’s goal to diversify rugby so our participants reflect the community in which we live. Pride in Sport is a key community partner for Australian Rugby and their expertise and advice has been invaluable to us as we progress together to ensure that the rugby community is one where all people can feel safe, accepted, included and valued.” - Bill Pulver, CEO, Australian Rugby Union

#### **Football Federation Australia (Foundation Member of Pride in Sport)**

“As a Foundation Member, FFA would like to congratulate Pride in Sport on establishing the Pride in Sport Index. FFA is committed to taking a leadership role to ensure that football is an inclusive and welcoming environment for everyone. Participation in the Index gives FFA the opportunity to review our progress against this commitment and be part of a network of sports committed to making a positive impact for LGBTI inclusion.” - David Gallop, CEO, Football Federation Australia

### **PRIDE IN SPORT INDEX - CO-FOUNDERS**

“As Australia’s leading sporting agency, the ASC believes sport should promote fairness, equity and integrity in sporting behaviour. Sport should be a place where people feel welcome and safe and where they are treated with respect and dignity.” - Kate Palmer, CEO, Australian Sports Commission

“Sport plays a vital role in bringing us together as a community. We can take pride in the leadership demonstrated by those sporting codes who support their LGBTI players, staff, and supporters. I hope that their example inspires others to commit to making sport non-discriminatory & inclusive of our whole community.” - Kate Jenkins, Sex Discrimination Commissioner, Australian Human Rights Commission

“Huge congratulations to all sporting organisations who participated and to those individuals, clubs and organisation recognised in the inaugural Pride in Sport Index. We look forward to Australian sport being the world leader in creating a welcoming environment for players, officials, coaches and fans for all, regardless of sexual orientation or gender identity.” - Andrew Purchas OAM, Pride in Sport Index Co-founder

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