



# PRIDE INCLUSION PROGRAMS

## LGBTI INCLUSION IN THE WORKPLACE: The business of leaders

**pridein**  
**diversity**

# PRIDE IN DIVERSITY MEMBERSHIP

## THE VALUE WE PROVIDE

### Professional Support

Pride in Diversity, as a trusted advisor to a rich cohort of member organisations, provides counsel and professional support. This includes an extensive curricula of training and enablement, including programs focused on LGBTI Inclusion; Awareness 101; Ally communities; Employee Networks; and Gender Diversity, as well as specific initiatives for the Human Resources, Diversity and Recruiting teams.

We also deliver a "Train The Trainer" program to enable and empower our members' Learning and Development teams. Our professional support includes assistance with the development of member's strategic plans, policy and practice reviews; transition support and a variety of other areas requested by our members.

### Australian Workplace Equality Index

Pride in Diversity is the proud custodian of the Australian Workplace Equality Index (AWEI), the definitive national benchmark for LGBTI inclusion in Australia. The AWEI also includes an optional employee survey thus providing an extraordinary rich source of data to allow members to both confirm the business case for inclusion, and also assess progress. Outstanding achievement in LGBTI Workplace inclusion is celebrated through the annual LGBTI Inclusion Awards.

### Resources

Members leverage Pride in Diversity's wide range of LGBTI inclusion related topics, including Discrimination Law, Ally Community, Employee Networks, Gender Diversity, Domestic & Family Violence etc, as well as regular 'Points of Practice' statistics

## 2018 AWEI EMPLOYEE SURVEY RESPONSE



from the AWEI and other sources. Videos and briefs are also available for our members to use. A range of LGBTI inclusion related merchandise is also available.

### Bringing People Together

Recognising the power of sharing individual and organisational stories, including lessons learnt and better practices, Pride in Diversity endeavours to bring its members together in a variety of forums across the nation. Our annual conference in December marshals world class speakers, case studies and panels to drive LGBTI inclusion across all participant organisations.

Every quarter, in each metropolitan area, in partnership with our members, we hold roundtables and also networking events to include as many employees as possible. Pride in Diversity also co-chairs the LGBTI Executive Allies Forum, a quarterly gathering of senior executive champions of diversity and inclusion, and a CEO Roundtable held annually at our conference

**FOR MORE INFORMATION CONTACT THE PRIDE IN DIVERSITY TEAM**

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# INTRODUCING PRIDE IN DIVERSITY

## ABOUT THE PROGRAM

ACON's Pride in Diversity is Australia's national not-for-profit employer support program for all aspects of LGBTI inclusion and the publishers of the national benchmarking tool, the Australian Workplace Equality Index (AWEI) by which national standards of best practice for LGBTI workplace inclusion are set.

Pride in Diversity has, since its launch by the Hon. Michael Kirby in 2010, been providing advice, guidance and expertise to Australian organisations of all sizes, within all sectors, states and territories. Our mission is to support our member organisations in their pursuit of best practice, LGBTI cultural inclusivity and the attraction and retention of talent through the adoption of progressive inclusive policy, practice and behaviours.

### The ongoing case for LGBTI inclusion

Much has been achieved in Australian society and workplaces since the launch of Pride in Diversity. While the passing of the Same Sex Marriage legislation in 2017 marked a significant milestone for the LGBTI community, much work still remains to be done. In the 2018 AWEI Employee survey of those working in organisations active in LGBTI inclusion (n=23,120) after the passing of the legislation:

- 26% stated that they would not consider themselves to be an ally of LGBTI people;
- 13% did not feel that their managers/team leaders would address the bullying/harassment of LGBTI people; and
- 11% openly stated that they would not support their LGBTI colleagues talking about their personal life at work, having photos on their desk or bringing their family members to work events where others were encouraged to do so.

Further,

- 25% of respondents (regardless of identity) had witnessed negative jokes/commentary targeting LGBTI people (36.5% doing nothing about this);
- 6.35% of lesbian, gay, bisexual employees and 10.58% of trans/gender diverse employees were the target of more serious bullying/harassment with colleagues, immediate team, senior leaders and direct managers ranking highest on the list of instigators; and
- 14% of overall respondents did not feel that LGBTI employees could comfortably be themselves at work without fear of constant innuendo, jokes, and commentary.

Absence of inclusion or the unwillingness to address harmful behaviour impacts productivity, customer service, team cohesion, creativity and efficiencies. Inclusion is not just the right thing to do, the business case for inclusion has long shown that there are very tangible business benefits for those employers that actively work towards improving the inclusivity of an organisation's culture and practice.

Moreover, evidence and experience shows that younger members of the Australian community are making career and employment decisions based on purpose, culture and the inclusive reputation of employer organisations.

LGBTI inclusion in particular has long been considered a 'litmus' test for an organisations overall inclusivity. So much so that just under 79% of all respondents within the 2018 AWEI survey claimed that an organisations work/positive reputation in LGBTI inclusion would to varying degrees, positively influence their decision to join an organisation (regardless of how they personally identified).

## Pride in Diversity membership offers the best people, programs and practices for LGBTI inclusion in the workplace.

## PROGRAM GOVERNANCE & RIGOUR

Pride in Diversity is based on a strong governance model that focuses on participation and engagement with key stakeholders, international peer organisations and academic advisors.

### Patrons & Advisory Group

From inception, the Hon. Michael Kirby AC became our foundation patron and provided strong advice and counsel for our first eight years. In 2018, Jennifer Westacott AO (Chief Executive Office, Business Council of Australia) and Alan Joyce AC (Chief Executive Officer of Qantas Airlines) became co-patrons to help lead Pride in Diversity into the next era of support for Australian employers and employees.

Pride in Diversity is also supported by an advisory group of senior executives from our member organisations. Our Patrons and the advisory group meet regularly with Pride in Diversity to ensure we are aligned with the needs of Australian employer organisations.

### Foundation Members

Pride in Diversity was launched with the support of seven foundation members: Goldman Sachs, KPMG, Telstra, IBM, LendLease, Australian Federal Police and the Department of Defence. This group provided initial advice for the development of the program and the first Workplace Equality Index.

### Support of local LGBTI Professional Groups

To maximise progress in LGBTI inclusion, Pride in Diversity supports fellow organisations. We offer guidance to industry specific groups focused on LGBTI inclusion including Interfirm, Interbank, Interbuild, Intertech and the Resource Industry group in WA.

### International Peer Collaboration

Pride in Diversity has strong partnerships with peer organisations overseas including Stonewall UK, Human Rights Campaign US, Community Business Hong Kong, Workplace Pride in Amsterdam, Rainbow Tick in New Zealand, Pride at Work in Canada and start up organisations in Israel, South Africa, Singapore and Japan. We've lent our experience and guidance to many international organisations seeking to set up national indices based on the AWEI, now seen internationally as a highly respected gold standard instrument for measuring and shifting LGBTI inclusion within workplaces.

These peer collaborations and our ongoing commitment to engagement ensure that we collectively drive international best practice in LGBTI inclusion and learn from key achievements globally, passing these lessons onto our respective memberships.

**Our ongoing  
Pride in Diversity  
partnership has  
been invaluable to  
our LGBTI inclusion  
agenda.**

**Whatever stage  
we've been at,  
Pride in Diversity  
has helped us  
push the boundaries  
and move to the  
next level.**

**CHRIS LAMB, LEND LEASE**

### Academic Advisors

Pride in Diversity is an evidence based program, utilising our annual benchmarking instrument (AWEI) to gauge and shift practice in LGBTI inclusion and the AWEI annual survey to gauge the impact of inclusion initiatives on employees in organisations active in this space. Our academic advisors test for rigour, equity and fairness in the scoring rubric used by the index and provide advice on the development and analysis of the employee survey.

### Strategic Projects

To ensure we continue to provide substantial value to our members, we develop long-term strategic initiatives that our members have suggested are also priorities for them.

These currently include:

- LGBTQI Women in the Workplace
- Regional Reach
- Addressing Challenges in Trans and Gender Diverse Inclusion in the Workplace
- LGBTI/Cross-Cultural Intersectionality in the Workplace

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I was delighted to be appointed the inaugural patron for Pride in Diversity in 2010 and have been very pleased with the progress that the program has made to date. It is part of the explanation for the changing attitudes of Australians of all walks of life towards LGBTIQ equality and justice.

**HON. MICHAEL KIRBY AC**

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The NSW Police Force joined Pride in Diversity in 2013. Membership has resulted in significant internal focus upon our GLLQ/LGBTI Liaison Officer Program; working with our leaders and change agents to influence performances of many other organisations; and driving support and inclusion for the wellbeing of our staff.

In 2017 we achieved Gold status in the AWEI and won awards for Intersex Inclusion and Community Impact – after only two submissions to the AWEI. The assistance and expertise of Pride in Diversity has driven excellence in our performances both within our organisation and throughout the various communities we engage and serve.

**ASSISTANT COMMISSIONER  
TONY CRANDELL, NSW POLICE FORCE**

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Pride in Diversity is a leading program that has and continues to equip corporate Australia to address LGBTIQ discrimination in the workplace.

Every Victorian Government department is a member. I know they value their membership, learning from the experience of others and linking public and private initiatives. The program helps the Victorian public service remain an employer of choice.

**COMMISSIONER RO ALLEN  
VICTORIAN PUBLIC SERVICES**

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**We have a strong relationship with Pride in Diversity and find them an invaluable partner in our journey to be a more inclusive organisation.**

**It is an incredible asset to be able to work with an organisation, such as Pride in Diversity, which has the established credentials and expertise and is able to provide high quality advice and resources.**

JILL REICH, UNITING

**pridein  
diversity**

**pridein  
sport**

**prideinhealth  
+wellbeing**

## ABOUT ACON'S PRIDE INCLUSION PROGRAMS

Pride in Diversity is one of three Pride Inclusion Programs within ACON. ACON is Australia's largest LGBTI community health organisation. Pride Inclusion Programs fit within the social inclusion arm of ACON's strategy working to improve the mental health and wellbeing of LGBTI people through the reduction of stigma, isolation, invisibility and social exclusion in the workplace, within sport and within the provision of health and wellbeing services.

The Pride in Diversity team has significant expertise in D&I, HR, Organisational Transformation, Cultural Change, Strategy Development and Execution. The broader ACON team provides extensive expertise in the areas that impact the health + wellbeing of our communities.

Of the other two programs, Pride in Sport works to reduce stigma and promote LGBTI inclusion within Australian Sport and Pride in Health + Wellbeing works to promote greater LGBTI inclusion within health and wellbeing services.

All Pride Inclusion Programs are self-funded through membership programs, sponsorships and signature events. They do not receive any government funding.

Pride in Diversity = Community Heart + Business Mindset



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