



PRIDE  
INCLUSION  
PROGRAMS

# LGBTQ INCLUSION IN THE WORKPLACE: Leading for success

**pridein**  
**diversity**

# 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 LGBTQ inclusion and the publishers of the Australian Workplace Equality Index (AWEI), a roadmap, benchmarking tool and engagement survey by which national standards of best practice for LGBTQ workplace inclusion are set.

Pride in Diversity, since its launch by the Hon. Michael Kirby AC CMG in 2010, has 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, LGBTQ cultural inclusivity and the attraction and retention of talent through the adoption of progressive inclusive policy, practice and behaviours.

### The ongoing case for LGBTQ inclusion

Much has been achieved in Australian society and workplaces since the launch of Pride in Diversity. While the passing of the marriage equality legislation in 2017 marked a significant milestone for LGBTQ communities, much work still remains to be done. In 2021, the AWEI Employee Survey of those working in organisations active in LGBTQ inclusion (n=44,915):

- Only 28% of respondents would consider themselves an active ally to LGBTQ people;
- 11% did not feel that their managers/team leaders would address the bullying/harassment of LGBTQ people; and
- 7% openly stated that they would not support their LGBTQ 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,

- 14% of respondents (regardless of identity) had witnessed negative jokes/commentary targeting LGBTQ people;
- 6% of employees with a diverse sexuality; 6% of trans and gender diverse employees were the target of more serious bullying/harassment; and
- 80% of all employees believe training in this aspect of diversity & inclusion should be mandatory for anyone who manages or supervises other people.

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.

LGBTQ inclusion in particular has long been considered a 'litmus' test for an organisation's overall inclusivity. So much so, that just under 60% of all respondents within the 2021 AWEI Employee Survey claimed that an organisation's work/positive reputation in LGBTQ inclusion would positively influence their decision to join an organisation (regardless of how they personally identified).

**82.7%** of 44,915 respondents think it's important employers be active in this area of diversity & inclusion

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

# 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 curriculum of training and enablement, including programs focused on LGBTQ Inclusion: Awareness 101; Developing Ally Communities; The Power of Employee Networks; Trans and Gender Diversity, as well as specific initiatives for Senior Leadership Teams, 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, but is not limited to, assistance with the development of members' strategic diversity plans, policy and practice reviews, and supporting employers with gender affirmation practices.

### Australian Workplace Equality Index

Pride in Diversity proudly developed the Australian Workplace Equality Index (AWEI), which has become the definitive national benchmark for LGBTQ inclusion in Australian workplaces. The AWEI is part organisational roadmap, part measuring tool and also includes an optional employee experience survey, thus providing an extraordinarily rich source of data for those participating to assess and gauge the impact of their inclusion initiatives.

Outstanding achievement in LGBTQ Workplace inclusion is celebrated annually with the Australian LGBTQ Inclusion Awards.

EMPLOYEES  
WANT TO WORK  
FOR ORGANISATIONS  
THAT VALUE DIVERSITY  
AND INVEST IN LGBTQ  
INCLUSION

## Resources

Members can leverage Pride in Diversity's wide range of LGBTQ inclusion related topics, including Discrimination Law, Ally Engagement, Employee Networks, Trans & Gender Diversity, Domestic & Family Violence, as well as regular 'Points of Practice' statistics from the AWEI and other national and international studies. Videos and briefs are also available to members. A range of LGBTQ 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 forums across the nation. Our annual conference in December marshals world class speakers, case studies and panels to drive LGBTQ inclusion across all participant organisations.

Every quarter, in each metropolitan area, in partnership with our members, we hold roundtables and networking events. Pride in Diversity also co-chairs the LGBTQ Executive Allies Forum, a quarterly gathering of senior executive champions of diversity and inclusion, and a CEO Roundtable that is held annually at our conference bringing together some of Australia's leading CEOs to discuss their role in LGBTQ inclusion.

## Member Recognition and Kudos.

Pride in Diversity members are at the vanguard of those executing leading practice in LGBTQ inclusion. As such, Pride in Diversity promotes these organisations to the wider LGBTQ community, to assist in their quest to attract and retain the best talent.

FOR MORE INFORMATION CONTACT THE PRIDE IN DIVERSITY TEAM

T +612 9206 2139

E [pride@acon.org.au](mailto:pride@acon.org.au)

W [prideinclusionprograms.com.au/about-pid](http://prideinclusionprograms.com.au/about-pid)

## 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

Our inaugural patron, the Hon. Michael Kirby AC CMG, 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 inclusion support for Australian employers.

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

### Foundation Members

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

### Support of local LGBTQ Professional Groups

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

### International Peer Collaboration

We work closely with like organisations around the world to capture leading practices, irrespective of location. These include Out & Equal US, Stonewall UK, Out Leadership US, Human Rights Campaign US, Community Business Hong Kong, Rainbow Tick New Zealand, World Pride The Netherlands, Pride at Work Canada, AutreCircle France and other organisations in Israel, South Africa, Japan and Singapore.

We've lent our experience and guidance to many international organisations seeking to set up national indices based on the AWEI, now viewed internationally as a highly respected gold standard instrument for measuring and shifting LGBTQ inclusion within workplaces. These peer collaborations and our ongoing commitment to engagement ensure that we collectively drive international best practice in LGBTQ inclusion and learn from key achievements globally, passing these lessons onto our respective memberships.

**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.**

**ALAN JOYCE AC, CEO QANTAS  
CO PATRON PRIDE IN DIVERSITY**

### Academic Advisors

Pride in Diversity is an evidence based program, utilising our annual benchmarking instrument (AWEI) to gauge and shift practice in LGBTQ 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 of the Index, 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 recommended and support as priorities.

These currently include:

- LGBTQ Women in the Workplace (Sapphire)
- Regional Reach
- Addressing Challenges in Trans and Gender Diverse Recruitment within the Workplace
- Aboriginal & Torres Strait Islander LGBTQ Intersectionality
- Bisexuality: Challenges/Opportunities
- LGBTQ/Cross-Cultural Intersectionality in the Workplace
- Taking Inclusion Internationally

---

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 LGBTQ equality and justice.

**HON MICHAEL KIRBY AC CMG**

---

I am very proud of the people in BHP's employee network Jasper for the journey we have embarked on to make sure everyone feels welcome at every BHP workplace. The unending patience and support of the amazing people at Pride in Diversity who have been our guides throughout – thank you, together we are making a difference.

**LAURA TYLER**  
**CHIEF TECHNOLOGY OFFICER, BHP**

---

We really appreciate the support of the Pride in Diversity team in helping us execute our inclusion initiatives.

**CHRISTOPHER HEALY,**  
**ASSISTANT COMMISSIONER, ATO**

---

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.

**RO ALLEN**  
**VICTORIAN EQUAL OPPORTUNITY &**  
**HUMAN RIGHTS COMMISSIONER**

---

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

**JILL REICH, UNITING**

---

**Inclusive workplaces  
are not just a moral  
imperative, they're  
also good business.**

**When we feel a sense  
of belonging at work,  
it fosters so much  
more collaboration,  
innovation, creativity  
and loyalty.**

**JENNIFER WESTACOTT AO**  
**CE BUSINESS COUNCIL OF AUSTRALIA**  
**CO PATRON PRIDE IN DIVERSITY**

**A huge thanks to  
Pride in Diversity you  
for your help along  
the way. Every time  
we interact with your  
team, we come away  
with another idea to  
put in place.**

**GLENN MORGAN, CEO DEUTSCHE BANK**

## ABOUT ACON'S PRIDE INCLUSION PROGRAMS

Pride in Diversity is one of three Pride Inclusion Programs within ACON. ACON is Australia's largest LGBTQ community health organisation. The Pride Inclusion Programs fit within the social inclusion arm of ACON's Strategic Plan working to improve the health and wellbeing of LGBTQ 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 Pride Inclusion programs, Pride in Sport works to reduce stigma and promote LGBTQ inclusion within Australian sport. Pride in Health + Wellbeing works to promote greater LGBTQ inclusion within health and wellbeing services.

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

Pride in Diversity = Community Heart + Business Mindset



[twitter.com/pridediversity](https://twitter.com/pridediversity)



[facebook.com/prideindiversity](https://facebook.com/prideindiversity)



[linkedin.com/company/pride-in-diversity/](https://linkedin.com/company/pride-in-diversity/)

## PRIDE IN DIVERSITY

**T** +612 9206 2139

**E** [pride@acon.org.au](mailto:pride@acon.org.au)

**W** [prideinclusionprograms.com.au/about-pid](https://prideinclusionprograms.com.au/about-pid)

**pridein**  
**diversity**