



2024 Platinum Sponsor



AUSTRALIAN LGBTQ+ INCLUSION AWARDS

ACKNOWLEDGEMENT OF COUNTRY

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

We acknowledge the Traditional Owners and Custodians of Country across Australia and their continuing connection to lands, waters, skies and communities. Today we meet on the land of the Gadigal people of the Eora Nation.

We pay respect to Elders past and present, and extend this to all Aboriginal and Torres Strait Islander people celebrating with us today.





WELCOME FROM ACON'S PRIDE INCLUSION PROGRAMS



DAWN EMSEN-HOUGH

DIRECTOR
ACON'S PRIDE
INCLUSION PROGRAMS

Good afternoon, everyone. On behalf of ACON and the Pride Inclusion Programs team, I would like to extend a very warm welcome (back) to the annual Australian LGBTQ+ Inclusion Awards.

It's wonderful to be here with you in this brand new venue (yes, we keep outgrowing them!) celebrating the achievements of so many organisations and individuals.

As we move into a new era of the AWEI, we celebrate our highest number of Gold and Platinum awardees to date and pay tribute to a significant number of individuals who are daily making a difference to the lives of so many.

But first, I would like to acknowledge that today, you will hear opening words from our CEO Nicolas Parkhill AM. Nicolas was here from Day 1 of Pride in Diversity and has been a tremendous support and advocate for everything we do. Nic has both inspired us, motivated us and believed wholeheartedly in the work of Pride in Diversity and our other Pride Inclusion Programs. Sadly, in August, Nic will step down as CEO of ACON. He is much loved, and we will miss him greatly. I would like

to acknowledge Nic for the significant role that he has played in the ongoing growth and development of Pride in Diversity, Pride in Sport, Pride in Health & Wellbeing and Pride Training.

We would not be where we are today without his vision, leadership, and unwavering support. Thank you, Nic.

On behalf of ACON, I would also like to extend wholehearted congratulations to all who were recognised with an award today and acknowledge those who continue to work hard fostering LGBTQ+ inclusion but did not pick up an award. You are equally congratulated and your efforts appreciated.

In closing I would like to thank this year's sponsors, Platinum Sponsor – KPMG Australia, Gold Sponsor – Amazon Web Services, Silver Sponsors – Clifford Chance and Salesforce, Bronze Sponsors – Deutsche Bank, Ampol and Westpac, Digital Sponsor – nbn, Venue Sponsor – American Express, Beverage Sponsor – Endeavour Group, Media Partner – SBS, International Partner – Out Leadership, and Associate Sponsors – Dowson Turco Lawyers and John Holland.

Finally, it would be remiss of me not to thank each person in the Pride Inclusion Programs team for the contribution they make daily, for their dedication, hard work and wonderful difference they make. Thank you!

I truly hope that you enjoy today's celebration.



COME AS YOU ARE AND THRIVE.

Our People-first culture empowers our people to thrive in their careers. We are committed to creating an inclusive and equitable workplace for LGBTQ+ people because everyone belongs here, exactly as they are.

We are proud to be sponsoring the Australian Workplace Equality Index.

Congratulations to all of the participants on your dedication to LGBTQ+ inclusion.

We believe everyone's experiences and perspectives belong at KPMG Australia. We're better together.

[KPMG.com.au](https://www.kpmg.com.au)





WELCOME FROM OUR 2024 PLATINUM SPONSOR – KPMG AUSTRALIA



MARTIN SHEPPARD

Chairman
KPMG AUSTRALIA

At KPMG, we are incredibly proud to be the 2024 Platinum Sponsor of the Australian LGBTQ+ Inclusion Awards.

Through our long-standing partnership with Pride in Diversity and as a foundation member, we are proud to have been a part of the very first Australian Workplace Equality Index and be on the journey to today, where it is seen as the benchmark for LGBTQ+ inclusion in Australia. We believe in the importance of organisations like Pride in Diversity to help businesses across Australia create the safe and inclusive workplaces that all people deserve.

Inclusion, Diversity, Equity & Wellbeing are at the heart of who we are. We believe our success lies in creating a culture where everyone – including our employees within the LGBTQ+ community – feels supported to bring their whole selves to work.

As National Chairman of KPMG, I am passionate about building inclusive workplaces. We know a workplace becomes great because of the people who work there; their experience coming to work every day is incredibly important, and we have a responsibility as an organisation to ensure they feel safe, supported and celebrated. We continue to advocate for our people, remove barriers and build equitable access to opportunities so our clients and business can benefit.

On behalf of KPMG, I'd like to congratulate all the award winners as well as everyone who has participated in the Australian Workplace Equality Index. Your commitment to creating a more inclusive workplace and world for LGBTQ+ people is admirable and your efforts impact so many people, allowing them to thrive not only in their professional careers but also personally.

PROUD, SAFE, INCLUDED, CONNECTED.

nbn is proud to be the
2024 digital sponsor for
the Australian Workplace
Equality Index awards.





WELCOME FROM THE PRIDE IN DIVERSITY PATRONS



ALAN JOYCE AC
CO PATRON, PRIDE IN
DIVERSITY

I want to warmly welcome you to one of the most important days in Australia's LGBTQ+ inclusion calendar – the 2024 Australian LGBTQ+ Inclusion Awards! The Awards resume this year after a year's recess when the landmark Australian Workplace Equality Index was reviewed and renewed.

Today it's time for us to celebrate. Celebrate the strides we've made towards workplaces where everyone of any sexual or gender diversity can feel safe and welcome to be themselves! Celebrate that whatever our critics say, we are loud and proud and here to stay! Celebrate that working together, our community is so much stronger!

Today is also a time to recognise the incredible power of LGBTQ+ inclusion in our nation's workplaces. We've come a long way, but there's still much work to do. So let's take this opportunity to acknowledge the incredible efforts of those who have championed LGBTQ+ inclusion in their workplaces. Your dedication and commitment are making a real difference, and for that, we thank you!

Let's make this a day to remember. Enjoy the awards!



**PROF JENNIFER
WESTACOTT AO**
CHANCELLOR, WESTERN
SYDNEY UNIVERSITY
CO PATRON, PRIDE IN
DIVERSITY

It is wonderful to be able to present these awards in 2024. I know how hard everyone has been working on LGBTQ+ inclusion. The AWEI Awards are a great opportunity to come together to celebrate what employers are doing across the public, private and non-government sectors to drive more inclusive and fairer workplaces.

The old saying, 'You need to bring your best self to work,' survives because it is true.

Coming to work knowing that you feel valued and can be yourself means that you enjoy work. It means that you are the best you can be. It means you are more productive and more creative. Coming to work in fear of being yourself has a debilitating effect on many people, which kills their productivity and kills their sense of self.

Pride in Diversity has driven change in workplaces across Australia for many years. I thank the dedicated team for their incredible work.

Please celebrate the awards. Please take pride in your achievements. But please remember we are here to create better, safer, more inclusive workplaces.



PRIDE

TRAINING

HERE FOR LGBTQ+ AWARENESS AND INCLUSIVITY TRAINING SOLUTIONS

Asking Questions on
Gender and Sexuality
eLearning

Health & Wellbeing
Professionals and
Researchers

45 mins

Trans-Affirming
Workplaces
eLearning

All Workplace
Employees

45 mins

LGBTQ+
Introduction
eLearning

Everyone

1 hour



SCAN
TO
LEARN
MORE

Our eLearning programs are available for license as SCORM packages that can be customised and uploaded to your LMS. Contact us at PrideTraining@acon.org.au to learn more.



AWARDS 2024 PLATINUM SPONSOR


KPMG AUSTRALIA



KPMG Australia is one of the leading professional services firms in the country, offering a wide range of audit, tax, and advisory services to clients across various industries. With over 10,000 employees spread across 17 offices across Australia, Fiji and Papua New Guinea, KPMG Australia is committed to delivering high-quality services that help clients navigate complex business challenges and achieve their goals.

The firm's culture is built on a foundation of integrity, respect, and collaboration, with a focus on providing a diverse and inclusive workplace that fosters innovation and creativity. KPMG Australia is also committed to giving back to the community through various corporate social responsibility initiatives, including volunteering, fundraising, and pro bono work.

KPMG Australia's expertise spans across various industries, including financial services, healthcare, energy and natural resources, government, and more. The firm's services include audit and assurance, tax, deal advisory, management consulting, risk consulting, and legal services. Overall, KPMG Australia is a trusted advisor to many of the country's leading businesses, providing them with the insights, expertise, and support they need to succeed in today's rapidly changing business environment.



At Amazon we have a mission to be Earth's most customer centric company and be Earth's best employer. We strive to achieve this through passion for invention and innovation, long-term thinking and operational excellence.

Inclusion, diversity and equity are central to that vision.

But even more, those three core beliefs underpin Amazon's drive for excellence by creating dynamic teams made up of people from diverse backgrounds, experiences and personal beliefs.

And because we celebrate, respect and value everyone's opinion, our diverse and inclusive teams reflect our customer base - and think bigger, better, and differently, about the products and services we build for them.

This commitment to diversity and inclusion is supported through our huge network of employee affinity groups, including **glamazon**, our award-winning LGBTQI+ employee group.

Amazon Australia and Amazon Web Services are proud to be gold sponsors of the AWEI's LGBTQ Inclusion Awards, which recognise organisations that strive to drive positive impacts in workplace inclusion and equality.



AWARDS 2024
GOLD SPONSOR

AMAZON WEB SERVICES



Amazon is guided by four principles: customer obsession rather than competitor focus, passion for invention, commitment to operational excellence, and long-term thinking. Amazon strives to be Earth's Most Customer-Centric Company, Earth's Best Employer, and Earth's Safest Place to Work.

Diverse teams help us think bigger, and differently, about the products and services that we build for our customers and the day-to-day nature of our workplace.

C L I F F O R D

C H A N C E



**INCLUSION IN OUR FIRM, WITH OUR CLIENTS
AND IN THE WORLD**

At Clifford Chance we see inclusion as a core value of the firm and also of the law. Our goal is to deliver an equality of opportunity, an equality of aspiration and an equality of experience to everyone who works in our firm.

To learn more about our diversity and inclusion initiatives, please visit our website.
<http://www.cliffordchance.com/inclusion>



AWARDS 2024 SILVER SPONSOR

CLIFFORD CHANCE

CLIFFORD CHANCE

Clifford Chance is one of the world's pre-eminent law firms with significant depth and range of resources across five continents. As a single, fully integrated, global partnership, we pride ourselves on our approachable, collegiate and team based way of working. We always strive to exceed the expectations of our clients, which include corporates from all the commercial and industrial sectors, the financial investor community, governments, regulators, trade bodies and not-for-profit organisations. We provide them with the highest-quality advice and legal insight, which combines the Firm's global standards with in-depth local expertise.

At Clifford Chance we see inclusion as a core value of the firm and also of the law. We understand that diversity and inclusion are good for our staff and their families, our firm and our clients, and society. We believe that to help achieve these values, we have to be champions of and campaigners for them across our firm, with our clients and in the world.



AWARDS 2024 SILVER SPONSOR

SALESFORCE



Salesforce is cloud-based CRM software that makes it easier for companies to find more prospects to grow, and connect with customers in a whole new way, so they can provide them with amazing service at scale. Equality is one of our core values. This commitment stems from our belief in fostering innovation and better serving customers and Trailblazers worldwide.

Along with all our Equality Groups, Outforce educates our Salesforce ecosystem on how diversity and inclusion can create business success.

We are out and proud, LGBTQ+ (Lesbian, Gay, Bisexual, Transgender, Queer) members and allies, and we celebrate our pride all around the world.



AMPOL

Powering our way of life

From our origins until today, we've always been inspired by the role we can play in people's lives - to keep them moving, to make journeys happen.

After all, we believe it is the individuality of everyone's journey that makes our business thrive.

Through embracing a diverse and inclusive workplace, individuals of varied backgrounds, perspectives and identities are welcomed, encouraged and given the opportunity to contribute to not only achieve their full potential but also help us reach ours.

Powering us forward today and tomorrow.

Australia's own





AWARDS 2024 BRONZE SPONSOR



AMPOL

At Ampol, our motivation and purpose of Powering better journeys, today and tomorrow, come from the people, businesses, industries and communities we engage with.

We're proud of our culture built on respect, acceptance, and celebration of our uniqueness. Creating an inclusive workplace allows different perspectives to be shared, which encourages innovation to flourish. By allowing our team members to bring their authentic selves to work, they feel a sense of belonging and purpose that benefits everyone.

Ampol is delighted to sponsor the Australian LGBTQ+ Inclusion Awards and celebrate those who continue to drive positive impacts in workplace inclusion and equality.



AWARDS 2024 BRONZE SPONSOR

DEUTSCHE BANK AUSTRALIA



Deutsche Bank

Deutsche Bank is delighted to sponsor the 2024 Australian LGBTQ+ Inclusion Awards. We work with sophisticated clients, who expect our teams to reflect their own. We are proud of our respectful and inclusive environment which helps people thrive, and were honoured to be named a 'Platinum Small Employer' in 2022 by the Australian Workplace Equality Index.

Every year the bar continues to be raised as organisations like ours seek to do more. This event, which acknowledges and supports efforts for greater equality and inclusion in the workplace, is crucial. We congratulate everyone involved for the role you play in making Australia's workplaces safer and more inclusive.



DIVERSE INCLUSIVE PROUD

At Westpac, we believe that everyone has the right to be their whole, authentic selves wherever they work, live or do business. We're proud to support the LGBTQ+ community, whether they are our customers or employees to thrive and feel a sense of belonging.

We are proud to sponsor the 2024 LGBTQ+ Inclusion Awards and celebrate the hard work and dedication of so many organisations in furthering diversity, equity, and inclusion.

Discover why inclusion matters to us at
[westpac.com.au](https://www.westpac.com.au)





AWARDS 2024 BRONZE SPONSOR



WESTPAC

At Westpac, we believe that everyone has the right to be their whole, authentic selves wherever they work, live or do business. We're proud to support the LGBTQ+ community, our customers and employees to thrive and feel a sense of belonging.

Our commitment to creating safe and inclusive spaces for the LGBTQ+ community is showcased through our trusted employee community (Westpac Pride), providing education and awareness opportunities, actively speaking up in the moments that matter, and celebrating important days of significance.

Westpac is thrilled to supporting the Australian LGBTQ+ Inclusion Awards in 2024 and uplifting the LGBTQ+ community.



AWARDS 2024 MEDIA PARTNER

SPECIAL BROADCASTING SERVICE (SBS)



SBS exists to promote the understanding and acceptance of cultural diversity in Australia and explores issues and stories from the LGBTIQ+ community across TV, radio and online, as a part of our commitment to promote a more cohesive and inclusive Australian society.

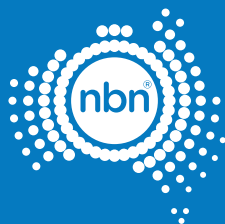
SBS is incredibly proud to be the Media Partner for the Australian LGBTQ+ Inclusion Awards, celebrating and awarding Australia's top organisations for LGBTIQ+ Inclusion.

LGBTIQ+ award events are so important to recognise and reward the individuals and networks that have made a significant impact within their workplaces.

INCLUSIVE SINCE 2009.



nbn is proud to be the
2024 digital sponsor for
the Australian Workplace
Equality Index awards.



EQUALITY
DRIVES
BUSINESS

BUSINESS
DRIVES
EQUALITY

**Out Leadership is proud to sponsor the 2024
Australian LGBTQ Inclusion Awards.**

We're the only global organization that harnesses
the power of business to drive equality.

We work closely with the world's leading
companies to develop extraordinary talent,
produce cutting-edge research, advance powerful
advocacy, and improve business outcomes.

To get involved: info@outleadership.com

OUTLEADERSHIP





AWARDS 2024 DIGITAL SPONSOR

NBN



At nbn, our vision is that everyone feels safe, included, and comfortable being their true and authentic selves at work. We listen to our LGBTQ+ employees for insights on how to improve and benchmark ourselves against the Australian Workplace Equality Index, earning consecutive Gold employer distinctions. NBN is proud to be the Digital Sponsor for the 2024 Australian LGBTQ+ Inclusion Awards.

We welcome LGBTQ+ community members to join nbn. If you need support or have questions, our Talent Acquisition team can help at recruitment@nbnco.com.au



AWARDS 2024 INTERNATIONAL PARTNER

OUT LEADERSHIP



Out Leadership is the world's premier global LGBTQ+ business advisory that harnesses the power of business to drive LGBTQ+ equality through talent development, advocacy, research, thought leadership and networking, working closely with many of the world's greatest companies.

To get involved with or join Out Leadership contact: info@outleadership.com

**AMERICAN
EXPRESS**

Principal Partner

 Sydney Gay and Lesbian
MARDI GRAS



**FRIENDS &
PROUD**

SARAH DAVIDSON (she/her)
KHANH ONG (he/him)

We're committed to ensuring that everyone's voice matters.
That's why we're proud partners of the Australian Workplace Equality Index.



Search: Amex Inclusivity



AWARDS 2024 VENUE SPONSOR

AMERICAN EXPRESS



American Express' vision is to provide the world's best customer experience every day.

In fulfilling that vision, we see the diversity of backgrounds and experiences as the fuel to drive the innovation needed to deliver our best for our colleagues, customers and the communities we serve.

We are committed to being a global leader in inclusion and diversity, proudly backing LGBTQ+ colleagues. American Express has been a champion of LGBTQ+ inclusion for many years and we proudly support the Australian LGBTQ+ Inclusion Awards to recognise organisations that strive to drive positive impact in workplace inclusion and equality initiatives.



AWARDS 2024 BEVERAGE SPONSOR

ENDEAVOUR GROUP



At Endeavour Group, inclusivity is one of our core values. We create the spaces, places and moments where everyone feels safe, welcome and encouraged to truly be themselves.

We are proud to be the Beverage Sponsor of the 2024 Australian LGBTQ+ Inclusion Awards, celebrating the incredible impact individuals and businesses have made across Australia for LGBTQ+ inclusion in our workplaces.

Learn more about our People Promise here: endeavourgroupcareers.com.au/our-people-promise

THERE IS A WAY TO MEASURE
HOW EFFECTIVE YOUR LGBTQ+
INCLUSION INITIATIVES ARE!





ABOUT THE AUSTRALIAN WORKPLACE EQUALITY INDEX (AWEI)

THE AWEI

The AWEI is Australia's definitive national benchmark on LGBTQ+ workplace inclusion, and comprises a roadmap, auditing and benchmarking tool (AWEI Submission), and engagement survey by which national standards of best practice for LGBTQ+ workplace inclusion are set.

The AWEI Submission process is used by nearly 200 organisations each year to have their workplace inclusion initiatives assessed, and based on evidence and responses supplied to questions within the submission document, the following employer recognition tiers are awarded:

Platinum Employer Recognition

Annual Platinum Tier status is the highest obtainable recognition within the AWEI. It acknowledges the highest levels of performance within the AWEI over a sustained period of time. In order to obtain this prestigious recognition, organisations must be acknowledged as those whose commitment to LGBTQ+ workplace inclusion is for the long-term, by obtaining Gold Tier Status for four out of the last five years of submissions, or by winning Employer of the Year twice within a five-year period.

Once an organisation achieves Platinum Employer recognition, they may choose to maintain their Platinum status by continuing the AWEI Submission process indefinitely, or alternating AWEI Submissions with a

workplace Platinum Project. While an organisation is in a Platinum Project cycle, they are not required to also complete an AWEI Submission, meaning a full Index Submission (including the Foundation and Advanced) must just be completed once in every 3-year iteration, with Gold Tier obtained. Platinum status is ongoing across different iterations of the AWEI, as long as organisations achieve the criteria to maintain it.

Gold Employer Recognition

Gold recognition is the highest recognition obtainable for the current year outside of the longevity of Platinum Employer recognition. Gold Employers have completed a significant amount of 'Foundation' level work, and progressed to submitting against 'Advanced' criteria, and have obtained the highest AWEI Submission scores within the current year. This recognition is indicative of a substantial amount of work and activity in the area of LGBTQ+ inclusion.

Gold recognition is an outstanding achievement and organisations that obtain this recognition should be applauded for their level of activity over the given year.



Come as you are

We're a big, diverse bunch, and we're all the better for it.

We express ourselves freely, share our unique skills, and bring our ideas to life.

Because we've all got something to offer when we rock up as our best self.

It's our individual differences that give us an edge.

So come as you are!



Discover our People Promise



LANGTONS





ABOUT THE AUSTRALIAN WORKPLACE EQUALITY INDEX (AWEI)

Silver Employer Recognition

Silver Employers have also completed a significant amount of 'Foundation' level work, and progressed to submitting against 'Advanced' criteria, completing a substantial amount of work here.

Silver recognition is difficult to obtain and quite often, the difference between the scores for Silver and Gold recognition is minimal. Employers receiving Silver recognition are considered to have been highly active in LGBTQ+ inclusion in comparison to the national benchmark for the assessed year.

Bronze Employer Recognition

Bronze Employers have also completed a significant amount of 'Foundation' level work, and are ready, if they choose, to progress onto the more 'Advanced' areas of LGBTQ+ inclusion work. The work that is required to achieve Bronze should not be underestimated. This is a substantial recognition that acknowledges a great deal of LGBTQ+ inclusion activity has been undertaken.

Employers that receive this recognition are considered active in LGBTQ+, and all employers who achieve Bronze Tier status or above may use the AWEI branded badges to promote themselves as such.

Not-For-Publication Employers

All employers submitting to the AWEI have the option of not being publicly listed within Award Tiers or the AWEI publication. We believe that it is important to allow all employers this option to encourage participation no matter their starting point. Employers can nominate at which tier they are happy to be acknowledged. Results are incorporated within the benchmarking data, but names withheld for privacy.

Additional Organisational and Individual Acknowledgements

While additional organisational awards or individual awards given at the Awards Luncheon do not form part of the benchmarking data, they are equally assessed against strict criteria, requiring evidence and in many cases, external endorsements. All organisational and individual award submissions are assessed against a predetermined scoring rubric, with multiple markers and discrepancy meetings as required.



SBS

a world of difference





2024 AWEI STANDARD EMPLOYER RANKINGS



2024 EMPLOYER OF THE YEAR

- DLA PIPER
- THE STAR ENTERTAINMENT GROUP



2024 TRANS & GENDER DIVERSE INCLUSION AWARD

- THE UNIVERSITY OF QUEENSLAND

Finalists: Capgemini; Gold Corporation (Perth Mint); Monash University; RMIT University; Services Australia; Stockland; and The Star Entertainment Group



2024 EMPLOYEE NETWORK OF THE YEAR

- MACQUARIE GROUP

Finalists: Australian Security Intelligence Organisation (ASIO); Australian Taxation Office; Clayton Utz; Department of Health and Aged Care; KPMG Australia, Qantas; SAP Australia; Transgrid; and Westpac



2024 PLATINUM EMPLOYERS

- Accenture
- AGL Energy
- Australian Taxation Office
- Capgemini
- Clayton Utz
- Deloitte
- EY Oceania
- MinterEllison
- NAB
- PwC
- Queensland Department of Education
- QBE Insurance
- RMIT University
- Special Broadcasting Service (SBS)
- UNSW Sydney
- Woolworths Group

We celebrate and value EVERYONE!

Amazon is a company of builders from all walks of life, diverse in ideas and beliefs who come together to create and invent new horizons for our customers in a safe environment for everyone.

Our commitment to diversity and inclusion is supported through our network of employee affinity groups, including glamazon, our award-winning LGBTQI+ employee affinity group.

Amazon brings together a team of inventors, industry experts and tenacious leaders who strive every day to remove barriers, fight inequality and promote inclusion on every level.

At Amazon you will gain the experience, education and connections to ensure your future has no limits.

SCAN FOR AMAZON JOBS



amazon.com.au

 **glamazon**
THE AMAZON LGBTQI+ & ALLIES EMPLOYEE RESOURCE GROUP

 **aws**



2024 AWEI STANDARD EMPLOYER RANKINGS



2024 GOLD EMPLOYERS

- Australian Broadcasting Corporation (ABC)
- Allens
- Amazon
- American Express
- Australia Post
- Australian Security Intelligence Organisation (ASIO)
- Brisbane City Council
- Coles
- Corrs Chambers Westgarth
- CSIRO
- Department of Health and Aged Care
- DLA Piper
- Fujitsu
- Griffith University
- KPMG Australia
- Lion
- Macquarie Group
- Macquarie University
- Monash University
- nbn co
- Norton Rose Fulbright Australia
- Origin Energy
- Qantas
- SAP Australia
- Scentre Group
- Services Australia
- Stockland
- The NRMA
- The Star Entertainment Group
- The University of Queensland
- The University of Sydney
- Victoria University
- Westpac



2024 SILVER EMPLOYERS

- Allianz Australia
- AstraZeneca
- Charter Hall
- Dentons
- Department of Agriculture Fisheries and Forestry
- Dexus
- Edith Cowan University
- Energy Australia
- Gold Coast Health
- Gold Corporation (Perth Mint)
- International Convention Centre Sydney – ICC Sydney
- Jacobs
- Maddocks
- Marsh McLennan (Mercer)
- Monash IVF
- NSW Department of Education
- QIC Limited
- Salesforce
- Shell Australia
- Suncorp
- Telstra
- The GPT Group
- TPG Telecom
- Transgrid
- Treasury Wine Estates
- Victoria Police
- Woodside Energy
- Zurich Financial Services



2024 AWEI STANDARD EMPLOYER RANKINGS



2024 BRONZE EMPLOYERS

- 7-Eleven Australia
 - AECOM
 - Alcoa Australia
 - ARUP
 - Attorney General's Department
 - Aurecon
 - Australian Federal Police
 - Australian Financial Complaints Authority (AFCA)
 - Australian Retirement Trust
 - Bank of Queensland
 - Bendigo and Adelaide Bank
 - BUPA
 - CBRE
 - Charles Sturt University
 - Compass Group
 - Cushman & Wakefield
 - Datacom
 - Department of Health Victoria
 - Department of Home Affairs
 - Endeavour Group
 - Grant Thornton
 - HCF
 - IAG
 - IFM Investors
 - ING
 - Insignia Financial
 - IQVIA
 - John Holland Group
 - J.P. Morgan
 - Kinetic
 - King & Wood Mallesons
 - Life without Barriers
 - Mars Australia
 - MediaBrands
 - Medibank
 - Metcash Trading Ltd
 - MSD – Merck Sharp & Dohme Pty Limited
 - NSW Police Force
 - Pacific National
 - Publicis Groupe
 - Queensland Department of Health
 - Sodexo
 - TAL
 - Thales Group
 - The University of Wollongong
 - Transdev
 - Virtus Health
 - WSP Australia
- + 3 not for publication



2024 AWEI SMALL EMPLOYER RANKINGS



2024 SMALL EMPLOYER OF THE YEAR

- MCCULLOUGH ROBERTSON LAWYERS



2024 SILVER SMALL EMPLOYER

- Future Group
- Investa



2024 PLATINUM SMALL EMPLOYER

- Deutsche Bank



2024 BRONZE SMALL EMPLOYER

- AbbVie
- American Express Global Business Travel
- Australian Payments Plus
- Clyde & Co
- Envato
- Energetics
- Fidelity International
- Gilead Sciences
- Motorola Solutions
- Page Group (Michael Page)
- PaperCut Software
- RAM Group
- Roche Products
- Think HQ
- Watson Farley & Williams



2024 GOLD SMALL EMPLOYER

- Clifford Chance
- Custom Fleet
- Liberty Financial
- McCullough Robertson Lawyers
- Northern Trust
- Russell Kennedy Lawyers



Diversity drives Deutsche

Deutsche Bank is delighted to be a Platinum Small Employer in the Australian Workplace Equality Index.

We are extremely proud of the impactful work our dbPride committee continues to execute and remain committed to strengthening our inclusive culture in support of the LGBT+ community.

Discover why diversity is a valuable resource at Deutsche Bank.
Go to [db.com/diversity](https://www.db.com/diversity)



2024 NOMINATED AWARD CATEGORIES



2024 CEO OF THE YEAR

- DAVID LOCKE
AUSTRALIAN FINANCIAL COMPLAINTS
AUTHORITY (AFCA)

Finalists: Mike Burgess, Australian Security Intelligence Organisation (ASIO); and Murat Dizdar, NSW Department of Education



2024 EXECUTIVE LEADERSHIP AWARD

- GEORGE HUGHES
THE STAR ENTERTAINMENT GROUP

Finalists: Chris Waite, IHG; Jess Huf, Novartis Pharmaceuticals Australia & New Zealand; and Nicky Bell, Services Australia



2024 LGBTQ+ INCLUSIVE INNOVATION AWARD

- 'VOICES OF OUR PEOPLE'
KPMG AUSTRALIA

Finalists: 'ABC's Retracing the steps of the first Mardi Gras', ABC; American Express World Pride Activation: '&Proud', American Express; 'Queer Careers', EY Oceania; Sydney World Pride Activation, Minter Ellison



2024 SALLY WEBSTER ALLY AWARD

- ANTHONY MASSARO
RUSSELL KENNEDY LAWYERS

Finalists: Hannah Venn-Brown, Services Australia; and Justine Knight, The GPT Group

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SCAN FOR AMAZON JOBS



amazon.com.au

 **glamazon**
THE AMAZON LGBTQI+ & ALLIES EMPLOYEE RESOURCE GROUP

 **aws**



2024 NOMINATED AWARD CATEGORIES



2024 SAPPHIRE INSPIRE AWARD

- MAGGI HUGHES
EY OCEANIA

Finalists: Lisa Walton, Deloitte; and Catherina Behan, Suncorp



2024 LGBTQ+ ROLE MODEL AWARD

- KIM LEE
NAB

Finalists: Sarah Bateson, Bendigo and Adelaide Bank; Damian Bachor, Clifford Chance; Jed Shiels, Gold Coast Health; and Renee Shike, MinterEllison



2024 NETWORK LEADER OF THE YEAR

- LUKE NIXON
BRISBANE CITY COUNCIL
- CRAIG DUMAS
THE STAR ENTERTAINMENT GROUP

Finalists: Federica Pastorino, Charter Hall; Luke Butler, Compass Group; and Michelle Pallas, KPMG Australia



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