

LGBTIQ+ Inclusion

The LGBTIQ+ Inclusion Award recognises excellence in LGBTIQ+ inclusion initiatives and programs in the workplace. This award celebrates the ways in which organisations make their workplaces supportive and inclusive of LGBTIQ+ employees and how they strive to build a culture of respect and dignity for all LGBTIQ+ employees.

Supported by Michael Kirby AC CMG: Michael Kirby is a jurist and academic who is a former Justice of the High Court of Australia, serving from 1996 to 2009. Michael has been a long-time advocate for human rights and LGBTIQ+ inclusion and continues to hold a number of senior positions in global legal and humanitarian bodies. [Learn more.](#)

Criterion	Defined as:	Suggested evidence:
Specific		
Networks	The program or initiative provides a network for LGBTIQ employees.	Examples of network activities, participation rates, materials etc.
Education	The program or initiative incorporates an education component focussing on or including LGBTIQ inclusion.	Examples of scheduling, content, participation rates, feedback etc for training or education.
Community	The outcomes of the initiative/program provide benefits and are being shared outside of the organisation.	Evidence that the initiative or outcomes of the initiative are being shared and or used outside of the organisation and or across industry.
Criterion	Defined as:	Suggested evidence:
Generic		
Innovation	The program or initiative represents a new and creative approach to the challenge faced by the organisation.	Details of how the initiative came about, e.g. analysis and research conducted, and how the idea, concept, approach or method underpinning the initiative is new to the organisation or industry sector and how it solves a problem and/or enhances business performance.
Culture	The program or initiative incorporates a cultural change approach to diversity where principles are embedded in the DNA of the organisation.	Examples of cultural change programs, relating to the initiative i.e. How has the organisation introduced the initiative in a way that they are embraced by staff and become a way of life.
Impact, Metrics & Outcomes	The program or initiative has addressed the challenge, achieved the desired outcomes and/or positively impacted on the business.	Evidence of improvements and outcomes identifiable as resulting from the program or initiative including metrics on engagement, retention, climate surveys etc.
Sustainability	The program or initiative and its impacts or outcomes are sustainable and replicable for the organisation.	Evidence of how the program or initiative will be repeated within the organisation i.e. planned roll out to other divisions, sites, ongoing scheduled activity, commitment within organisational strategy/budgets etc.
Leadership	The program or initiative is supported or lead by the CEO and/or senior leadership team within the organisation.	Statement of support from senior leadership team, evidence of their participation in driving and implementing diversity policies etc.