



THE + GUIDE

A CAREERS GUIDE
FOR LGBTQI+ LAW STUDENTS

AN EDUCATIONAL RESOURCE BROUGHT TO YOU BY THE
MONASH LAW STUDENTS' SOCIETY JUST LEADERSHIP
PROGRAM LGBTQI+ GROUP (2019)

JUST BEFORE WE BEGIN.

A FRIENDLY REMINDER ...

THIS RESOURCE SERVES AS A GUIDE ONLY.

ANY INFORMATION CONTAINED IN THIS RESOURCE SHOULD BE TREATED AS GENERAL INFORMATION AND IS INTENDED TO BE USED FOR EDUCATIONAL PURPOSES ONLY.

IT SHOULD BE NOTED THAT, WHILST INFORMATIVE, THIS RESOURCE IS NOT A CONCLUSIVE STATEMENT ON THE DIVERSITY PRACTICES OF ANY LEGAL ENTITY OR COMPANY CONTAINED HEREIN.

THIS RESOURCE WAS CREATED WITHIN A RESTRAINED TIME PERIOD. CONSEQUENTLY, SOME FIRMS WERE UNABLE TO CONTRIBUTE. THE ABSENCE OF NOTABLE FIRMS FROM THIS RESOURCE DOES NOT NECESSARILY REFLECT THE QUALITY OF THEIR DIVERSITY PRACTICES.

A SPECIAL THANK YOU.

THE JUST LEADERSHIP PROGRAM'S LGBTQI+ GROUP WOULD LIKE TO
EXTEND OUR SINCEREST THANKS TO THOSE INVOLVED IN THE CREATION
OF THIS RESOURCE.

WE HOPE THAT STUDENTS WILL BENEFIT FROM THE INFORMATION
PROVIDED.

TABLE OF CONTENTS

01 FOREWORD

02 ALLENS LINKLATORS

03 BAIN & COMPANY

05 BAKER MCKENZIE

08 CARLTON & UNITED
BREWERIES

09 CLAYTON UTZ

11 CORRS CHAMBERS
WESTGARTH

14 DLA PIPER

16 GILBERT + TOBIN

17 HERBERT SMITH FREEHILLS

18 KING & WOOD MALLESONS

20 MADDOCKS

22 MINTERELLISON

23 Q+A SECTION

28 ADDITIONAL RESOURCES

FOREWORD

NIC CHOW

NON-BINARY BARRISTER

MEMBER OF VICBAR'S LGBTI WORKING GROUP



I am delighted to write the foreword for **The + Guide**.

When I graduated from Monash seven years ago, I never imagined that I would be able to openly identify as a non-binary lawyer today.

Things have changed. Most law firms now have pride networks, and a number of firms have taken steps to make themselves more welcoming to trans and gender diverse lawyers.

However, it is often hard for graduates to find out such information from the outside. That is a pity. Law firms should be proud of what they have achieved in terms of queer networks, internal events, HR policies and leave policies. They deserve to be able to make that information public and be recognised for it.

Equally, law students should not be left wondering about the firms they are applying to, simply for lack of information. They should not have to wonder what interviewers will think if they mention what gender their partner is. They should not have to wonder whether it is safe to wear an earring. They should not have to wonder whether they will be asked uncomfortable questions about why they went to an all-girl's school, when they are a man. They should not have to wonder whether there will be a bathroom that they can use, or whether they will be allowed to take time off work for medical transition. They should not have to wonder whether they will be able to find queer colleagues, mentors and allies within the workplace.

This publication goes a long way towards making that information freely available, so that law students can stop wondering and simply get on with their careers.

I warmly commend the Monash LSS and the participating law firms for bringing the information together in one transparent and convenient publication.

**"THIS
PUBLICATION
GOES A LONG WAY
TOWARDS
MAKING
INFORMATION
FREELY
AVAILABLE"**

Nic Chow

ALLENS LINKLATORS



Allens has a long-standing commitment to LGBTIQ+ inclusion.

We were recently named a bronze employer in the 2019 Australian Workplace Equality Index (AWEI), which signals the scope of our work in this area.

Our **ALLin** network (for partners & employees who identify as LGBTIQ+ and their allies) was established in 2011 and works to improve LGBTIQ+ inclusion through a focus on people, policy, practice, clients, and the community (including through pro bono work).

ADVICE...

"Allens is a strong believer in celebrating the unique contribution each of our people bring to the firm through different backgrounds and life experiences....

"We would encourage Monash Law students to be aware of the opportunities around them"

and to get involved in different initiatives, as well as being themselves and sharing their individual perspectives in any clerkship or employment process."

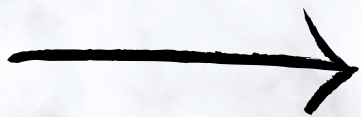
BAIN & COMPANY



POLICIES AND PROCEDURES

"Inclusivity and connectivity is embedded in our culture at Bain. It stems from one of our commonly used phrases that 'a Bainie never lets another Bainie fail'."

"Our policies, including parental leave, adoption leave, and benefits such as health insurance are open to all Bain employees, including LGBTIQ+ employees. All employees at Bain also have access to our EAP services, who provide counseling services and support."



Gender
Pronoun
Training

Unconscious
Bias Training

BGLAD NETWORK

BGLAD (our LGBTIQ+ network) focuses its time on improving connectivity for LGBTIQ+ members amongst themselves, with their supporters and with the entire office. The highlight of our calendars is the biennial global BGLAD Summit most recently held in New Orleans. Here, we connect with colleagues, share experiences and develop skills to help us thrive when we return home. Many LGBTIQ+ Bainees have formed strong friendships across the world via these summits. The world is small with Bain and you never know where you're going to bump into your new friends next.

Locally, we regularly catch-up for BGLAD dinners, with our counterparts at the other consulting firms and at the broader interfirm events. Our Mardi Gras celebrations are also a blast.

We are very connected with our global offices when it comes to LGBTIQ+ initiatives, for example in rolling out pronouns in email signatures. The quarterly global BGLAD newsletter highlights wins for the LGBTIQ+ community from around the world, initiatives being run across the offices and personal news such as promotions, marriages and additions to families (great way to stay up to date on the friends made at the Summit!).

INTERNATIONAL INITIATIVES

BRAZIL

- LGBTI Forum Member
- Signed onto the UN LGBTI Standards of Conduct for Business coalition

UNITED STATES

- Supported state and federal efforts to protect LGBTQ rights (i.e., joining the Federal Equality Act business coalition)

BAIN & COMPANY



EDUCATIONAL TRAINING OFFERED

We take inclusion & diversity seriously and provide a number of opportunities to employees to learn more:

- We have rolled out 'unconscious bias' training aimed to increase awareness of the biases that we all hold;
- We have also introduced 'curious conversations' which aims to discuss 'taboo' topics and give a safe space to ask difficult questions;
- The session on Gender discussed gender identity (including transgender and non-binary identity), gender identity's intersection with sexuality, race and faith, corporate careers as an individual of non-conforming gender, and how we can create an inclusive environment at Bain and in our communities.

ADVICE...

"Our workplace culture is one in which we can be ourselves, and in applying, I'd strongly recommend you do so too. Reach out to BGLAD, because we would love to get in touch, tell you about what we do, and support you throughout the application process."

"Don't be afraid to bring your whole self to the application process – including your sexual orientation and gender identity. Include all LBGTIQ+ related extra-curricular, volunteering and community initiatives that you are part of on your application. We want to understand your background and what makes you unique! And be sure to ask our recruiting team to put you in touch with BGLAD. We would love to meet you for coffee, support you through your application, and answer any questions you have."

BAKER MCKENZIE



OUR COMMITTEE

BakerLGBTI+ & Allies is an active Committee within the Australian office, and there are also other global chapters. We run events, promote inclusion of LGBTI+ people in the workplace, and work hard to make sure everyone feels accepted. The committee aims to maintain and improve equality outcomes for all lesbian, gay, bisexual, transgender and intersex people at work and is focussed on ensuring that sexual orientation, gender identity and gender expression are no barrier to success at our firm.

LGBTI+ POLICIES

Baker McKenzie has a widely publicised, global LGBTI+ policy specifying our approach to LGBTI+ issues. Most notably, Baker McKenzie is **not** neutral and actively supports and embraces LGBTI+ people in our workplace. Many of our global locations have also developed a Transgender Policy Statement. Baker McKenzie works on an 'embassy model', which means that as an international firm, even where Baker McKenzie operates in a location where the culture is not as inclusive or accepting of LGBTI+ rights, Baker McKenzie offers a safe and inclusive space for LGBTI+ people.

We also have a number of policies which all of our people are entitled to, including:

- **Gender Transition and Identity Guidelines**
- **Respect, Inclusion and Workplace Behaviour Policy**
- **Parental Leave Policy**
- **Dress Code Policy** (which provides for the rights of transgender or gender non-conforming employees to comply with the Dress Code Policy in a manner consistent with their gender identity or expression).

"Baker McKenzie has also received some positive press recently due to our inclusion of non-binary persons in our Gender Aspirational Targets.

We take inclusiveness very seriously at Baker McKenzie, and this is clearly reflected through our public policies, guidelines and expectations of our employees."



BAKER MCKENZIE



**Baker
McKenzie.**

SPONSORSHIP & AWARDS

Out for Australia

Baker McKenzie is the Principal Partner of Out for Australia, an organisation which seeks to support and mentor aspiring LGBTIQ professionals as they navigate through the early stages of their careers. In partnership with Out for Australia, Baker McKenzie has assisted with the launch of the organisation and continues to participate in mentoring programs with the organisation across Australia.

AWEI Silver Status

Baker McKenzie Australia is a sponsor of Acon & Pride in Diversity's Australian Workplace Equality Index (AWEI) LGBTI Inclusion Awards and an active member of this network. We achieved AWEI Silver Employer Award status in 2019, demonstrating our active approach to LGBT+ inclusion across our offices and in the broader community.

Stonewall's Top LGBT Global Employer 2019

Baker McKenzie is proud to have been named one of Stonewall's Top Global Employers for 2019. Only 14 companies worldwide have been recognised in this way. Baker McKenzie was acknowledged for its global staff engagement programmes, zero-tolerance approach to discrimination, training and education opportunities, and opportunities for engagement with clients on LGBTI+ issues

PRIDE IN DIVERSITY TRAINING & ROUNDTABLES

The firm runs regular **awareness training sessions** for all employees. These provide participants with:

- An overall understanding of why LGBTI workplace inclusion is important to an organisation
- Explore challenges faced by LGBTI employees
- Provide a level of comfort around terminology
- Explore challenges often faced by LGBTI employees
- Provide awareness of the impact that a culture has on the lived experiences of its employees.

We also host regular **roundtables** with engaging speakers from our offices, locally and globally. This is a great way for attendees to hear how these speakers have managed their careers and get tips on how to succeed in the legal industry.

BAKER MCKENZIE

**Baker
McKenzie.**

CELEBRATION & CONNECTION

Wear it Purple Day

On 21 August 2019, the Sydney office hosted a trivia night and silent auction fundraising event in the lead up to Wear It Purple day, featuring Sydney drag royalty Hannah Conda as MC. We also contributed to a video with the Barangaroo precinct about the importance of Wear It Purple day.

Networking Lunches

These regular lunch events are a further opportunity for all employees to engage with LGBTI+ issues and to make suggestions as to how LGBTI+ issues could be better supported within the firm in a fun, casual environment. The lunches are always received positively and have great attendance, and often spur lively discussion about LGBTI+ issues.

Interfirm Networking Drinks

Baker McKenzie is part of the LGBTIQ Interfirm Network, a group of likeminded inclusive professional service firms which take turns hosting regular networking events. These events are a great way to meet likeminded people across our industry and feel like a part of a community.

TOP 5

TIPS FOR COMMERCIALY INCLINED STUDENTS

- 1. Do Your Homework:** Know what to expect from the firm - understand what practice groups the firm has, what their strengths are, what their policies are and what drives them.
- 2. Be Commercially Aware:** Keep up to date with the current business climate, particularly any news items relevant to the firm. Be prepared to discuss areas of law that interest you and the real-world applications of these areas.
- 3. Presentation is Key:** Be aware of your body language and ensure that you are presenting as interested and engaged. Maintain eye contact (not too much - it's not a staring contest!) and speak with confidence.
- 4. Sell Yourself:** In an application or interview, highlight your key skills, strengths, achievements and any relevant prior work experience. Don't forget to mention any extra-curricular, community and leadership involvement - these experiences are just as important as work experience.
- 5. Be Genuine:** At Baker McKenzie, we believe in bringing your whole self to work. The best candidates are those who are most comfortable in their own skin and who aren't afraid to show us who they really are. Remember what drives you, motivates you and what you are most passionate about, and show us why you would make a great fit for the firm.



CARLTON & UNITED BREWERIES



L.A.G.E.R NETWORK

The Lesbian And Gay + Everyone Respected network was established with the primary goal of ensuring that LGBTI employees feel accepted, valued and confident to be themselves at work. It runs regular events and training throughout the year to encourage and support its members. Events have included an IDAHOBIT (International Day Against Homophobia, Biphobia and Transphobia) morning tea to reiterate CUB's commitment to fostering a safe and inclusive work environment. They have also celebrated Wear it Purple day, and were a sponsor of Sydney's 2019 Gay and Lesbian Mardi Gras.

EDUCATION AND TRAINING

Early in 2019 CUB launched their **Ally Network**, which as of 2019 44 allies have been inducted into. Allies complete training with Pride in Diversity and display stickers at their workstations to identify themselves as Allies. They act as role models for non-discriminatory practices and language in the workplace, showing leadership and public support. CUB also has an Internal Communications Policy which gives guidance on pronoun use.



CLAYTON UTZ

CLAYTON UTZ

PROGRAMS & POLICIES

Our Employee Assistance Program (EAP) provider has LGBTIQ experts available to assist our LGBTIQ people. In addition we have "dedicated LGBTI contacts" within the firm alongside traditional HR contacts.

We have some progressive policies in our Employee Handbook including a Gender Diverse and Transitioning Policy that provides support for a person in transition and also helps build awareness for fellow employees. Importantly, it provides for access to paid leave with no strict cap and provides that employees are entitled to access the change room and toilet facilities corresponding to their gender identity.

We leverage the Firm's strong Pro Bono practice for the benefit of disadvantaged members of the LGBTIQ community.

**We are a
Gold AWEI
Employer!**

MOMENTUM

We set up our LGBTIQ program in early 2015 to put the spotlight on LGBTIQ workplace inclusion, and to support and encourage our LGBTIQ colleagues in being themselves at work, without fear or repercussion. It sits under the Firm's broader D&I program called "Momentum". We have a National Steering Group (which includes executives as members) as well as local communities along with a strong proportion of our workforce who have stepped up as "LGBTIQ Allies".

ADVICE...

Be confident and be yourself throughout the whole interview process. At work you want to feel accepted and comfortable every day, and you won't be able to figure out where you feel comfortable if you are not being yourself.

**- Chloe Bennett,
Brisbane Lawyer**

INITIATIVES

EDUCATION

We de-mistify LGBTIQ terminology and concepts through awareness sessions delivered by Pride in Diversity (for our people and also our stakeholders).

PRO BONO

We leverage the Firm's strong Pro Bono practice for the benefit of disadvantaged members of the LGBTIQ community.

KEY CALENDAR DATES

We acknowledge the key LGBTIQ calendar dates through panel discussions, morning teas, and fundraisers and/or Firm-wide communications via our intranet.

THOUGHT LEADERSHIP

We champion specific LGBTIQ causes that are less understood, such as transgender issues for young people.

SPONSORSHIP

We sponsor and partner with organisations such as Out for Australia and The Inner City Legal Centre in Sydney.

TIME FOR REFLECTION

In September 2019, we are hosting our inaugural LGBTIQ women national conference for both our LGBTIQ women and their allies as well as women and allies from our clients. This is a very exciting event and we will spend time reflecting on how far we've come since the release of research last year produced by PwC and Pride in Diversity on the lack of visibility and engagement of LGBTIQ women in the workplace.



ADVICE

"Don't be afraid to be totally upfront and honest about yourself, your experiences, your story and your identity in your interviews and applications. Although the thought of a firm 'discovering' that you identify as LGBTIQ+ may seem scary at first, and you might worry that this can adversely affect your chances of being hired, this is absolutely not the case. Clayton Utz, and I'm sure almost all other commercial firms, will absolutely recognise and embrace the unique perspectives, skills and attributes that come from identifying as an LGBTIQ+ person, and from feeling comfortable enough to bring your 'whole self' to work"

- Aaron Moss, Sydney office

CORRS CHAMBERS WESTGARTH

CORRS
CHAMBERS
WESTGARTH
lawyers

EMPLOYMENT BENEFITS

At Corrs, we hire a diverse workforce, including people of all genders, ages, cultures, ethnicities, those who identify as LGBTQI+ and people with disabilities. Our policies, practices and behaviours foster a safe and inclusive workplace. All Corrs benefits and policies have been reviewed and are fully inclusive of our LGBTQI+ employees.

Key employment benefits include:

- A competitive remuneration and transparent bonus structure
- An additional bonus week of leave (5 weeks annual leave in total)
- Access to a mentoring program
- An industry-leading 18 weeks paid parental leave, including paid superannuation
- Flexible work practices for staff, including the ability to purchase additional leave
- Access to leading industry and business training
- An opportunity to actively contribute to the broader community through Corrs Pro Bono Program

Corrs is a place that celebrates individuals and promotes inclusiveness. We're looking for exceptional, determined graduates who think big and like doing things a little differently. In exchange for your energy and commitment we'll provide extraordinary learning and work opportunities here and on an international stage.

We want to empower all our people to bring their whole selves to work. We want everyone to #belong.

CORRS CHAMBERS WESTGARTH

CORRS
CHAMBERS
WESTGARTH
lawyers

EDUCATIONAL TRAINING

- Diversity and Inclusion training - outlines Corrs' D&I Strategy and the firm's commitment to diversity in all its forms and workplace inclusion.
- LGBTQI+ Awareness Training - addresses why LGBTQI+ workplace inclusion is important, explores challenges often faced by LGBTQI+ employees and addresses how to create a more inclusive work culture. Includes pronoun use.
- LGBTQI+ Ally Training - explores the important role of allies and what they can do to make a difference. Also includes pronoun use.
- Unconscious bias and effective decision making training - helps participants recognise, understand and mitigate the negative effects of unconscious knowledge to aid in better decision making and outcomes.

LGBTQI+ INITIATIVES

- Pride@Corrs Network (led by a Pride@Corrs National Committee and local working groups) which supports the inclusion of our LGBTQI+ people and enhances broader engagement with the LGBTQI+ community
- Participation in Australian Workplace Equality Index - we are currently Silver Tier employers
- Midsumma Gold sponsorship and festival participation, including a stall at Carnival (where we partnered with Equality Australia in 2019) and participation in Pride March
- Recognition and celebration of key days eg Wear it Purple Day, IDAHOBIT Day, World Aids Day
- Provision of pro bono legal advice and support eg Australian Federation of AIDS organisation, Out for Australia, The Channel, SheQu, Midsumma and Transgender Victoria
- Assistance in the Law Reform Commission of Western Australia - a review of Western Australia legislation in relation to the recognition of a person's sex, change of sex and intersex status
- Convene the LGBTQI+ Interfirm Network in both Melbourne and Perth and participate in the Interfirm network in Brisbane and Sydney

**CORRS ARE
MEMBERS OF
PRIDE IN
DIVERSITY!**

CORRS CHAMBERS WESTGARTH

CORRS
CHAMBERS
WESTGARTH
lawyers

POLICIES & PRACTICES

Respect in our
Workplace
Policy

Diversity &
Inclusion
Policy

Family
Violence
Policy

Intersex
people
guide

Confidential
LGBTQI+
contact
officers

Engaging
with
LGBTQI+
people
guide

Breastfeeding
Policy &
facilities

Wellbeing
Program

Gender Transitioning Policy

- Addresses leave provisions
- Accessibility to bathrooms and change rooms
- Outlines key terminology and points of contact and support relating to gender transition.

Parental Leave Policy

- Inclusive of same sex couples
- Adoption
- Surrogacy
- Foster care

DLA PIPER



DLA Piper is firmly committed to advancing all aspects of diversity and inclusion. As one of the largest law firms, with offices in more than 40 countries, our efforts to embrace, value and incorporate difference are woven into our culture. Aligned to our values, we are bold in our ambition to become a workplace of innovation, openness, and belonging.

POLICIES AND PROGRAMS

Parental Leave: 18 weeks paid primary parental leave is available to all of our people who will be considered the primary carer at the time of leave, inclusive of adoption, fostering and surrogacy. Superannuation is also paid during unpaid leave for up to 12 months.

Domestic and Family Violence Leave:

- Unrestricted paid leave for anyone experiencing domestic and family violence and or sexual assault to find safety and reorganise personal affairs
- Up to 10 days paid leave to support a friend or family member who is experiencing domestic and family violence and or sexual assault.
- Up to \$1200 financial support is also offered to secure safe housing, medical, legal, childcare, psychological or other support services.

Flexible Working: Our flexible work policy instils trust in our people to work when and how they need to meet the demands of work and home life. It removes the need for special requests, and allows all of our people, for all different reasons, to work flexibly.

Transitioning guidelines: Our guidelines detail the support available to those who are transitioning, and information on how their managers/colleagues can provide a supportive work environment.

Values based metrics in performance reviews: The importance of displaying inclusive behaviours is a priority within the firm, and therefore we have incorporated metrics into the performance review process so people can demonstrate how they are living our values, and contributing towards and inclusive workplace.

REFRESHED VALUES

- Be supportive
- Be collaborative
- Be bold
- Be exceptional

EMPLOYEE TRAINING

- Unconscious bias training
- Inclusive leadership training
- LGBTIQ network awareness (induction)

LGBTQI+ ACTIVITY

- Wear It Purple Day
- IDAHOBIT Day
- A member of the Inter-firm Networking Group
- Iris Allies program

DLA PIPER



INITIATIVES

Health and Wellbeing:

The health and wellbeing of all of our employees is of utmost importance to the firm. DLA Piper have invested in the development of a customised mental health support program, called SPEAK.

This program provides training on understanding mental health, supporting others when they are unwell, and taking care of yourself. The program is used throughout our international offices to create a network of trained SPEAK ambassadors who can provide mental health support in the workplace. As part of this program, support for our LGBTIQ colleagues is specifically highlighted.

Iris:

DLA Piper's LGBTIQ Employee Network: Iris is DLA Piper's global network for our lesbian, gay, bisexual, trans employees and supporters/allies. Iris is open to all lawyers and staff of the firm. Iris' vision is to create an inclusive work environment for all of our colleagues by being a voice, contact point and support mechanism for both LGBTIQ people and allies. It also aims to increase diversity, inclusion and respect through active engagement of our colleagues, our clients and the communities in which we operate across our 84+ markets through initiatives, networking and sharing of information.

As a leading international law firm, DLA Piper has a unique opportunity and responsibility to make a positive contribution to LGBTIQ inclusion. DLA Piper has shown its commitment to diversity, inclusion and equality at all levels through unconscious bias and inclusive leadership training. Further, we have a global LGBTIQ employee network known as Iris which allows all employees to stand as advocates and allies promoting inclusivity in our workplace and community.

- Cindy Bors, Solicitor, Iris Network Melbourne Lead

GILBERT + TOBIN



OUT NETWORK

OUT is Gilbert + Tobin's LGBTQI and allies group, and their objective is to ensure that G+T continues to celebrate diversity for all staff as a fundamental value of the firm. OUT network is fun, informal and inclusive.

Our OUT network:

- Raises awareness and advocates on LGBTI issues within the firm and in the community.
- Consults with the firm's Diversity Manager in the development of market leading practices including inclusive policies, diversity audits, training and profile raising.
- Contributes to the firm's pro-bono and social responsibility work.
- Makes submissions on behalf of the firm to the Australian Workplace Equality Index.
- Participates in Pride In Diversity events, including the Pride in Diversity Mardi Gras float.
- Offers networking and social events for OUT members, allies and clients.

EDUCATION

We are a member of **Pride in Diversity** and as a part of this membership, we have access to various resources - including educational training!

Some of the previous sessions have focused on:

- What it means to be an ally;
- Gender inclusive language;
- Calling out when non-inclusive language is used;
- Unconscious bias training.

PARTNERSHIP WITH PRIDE AND DIVERSITY ...

Pride in Diversity are planning on launching a Mental health awareness initiative amongst the LGBTI community and we have offered our Sydney venue as a venue to launch.

...TRAINING POLICIES

We are about to launch the biannual workplace gender equality agency (WGEA) - compliant training in eLearning modules. The modules touch on LGBTI issues as part of the broader discussion around workplace behaviour.

HERBERT SMITH FREEHILLS



PROGRAMS AND POLICIES

- Gender neutral parental leave policy that applies to all employees;
- Workplace behaviour policy covering discrimination, sexual harassment, bullying and victimisation that applies to all employees;
- We have **global transitioning guidelines** that provide a framework for trans and gender diverse employees to make a transition support plan, and includes information on the timing, method and support around coming out to clients and other stakeholders, changing ones name and/or pronouns on security passes, nameplates and firm communications. We recognise that time off may be necessary for the medical transition of employees or their dependents

“Contributing to LGBTIQ initiatives has been a highlight of my time at HSF. In a global law firm where there are unique challenges for LGBTIQ people, my experience has been that the firm is willing to engage meaningfully in how it can become a best practice employer for LGBTIQ people. A particular highlight for me has been contributing to conversations on how we can accommodate and attract LGBTIQ people through our workplace policies and recruitment practices. I have also found that the firm’s IRIS network is an important support mechanism and social space for LGBTIQ people. IRIS events not only provide an opportunity to learn more about LGBTIQ (and broader) issues, but also to meet other people from the LGBTIQ community and allies, within our firm and beyond.”

- *Blake Connell*

Herbert Smith Freehills lawyer and COO of Out for Australia

LGBTQI+ INITIATIVES

KWM participates in **Wear It Purple Day**. All donations made on this day, support their LGBTQI+ Network, **LINK**.

KWM recently hosted a panel event on **IDAHOBIT Day**, inviting guests to submit anonymous questions on LGBTQI+ topics, in a 'You Can't Ask That' style forum. The event, which was held in Sydney in May, was a great success and there are plans to hold similar events in the future - hopefully including students!

EDUCATION



KWM have also just launched an LGBTQI+ scholarship program, in association with The Pinnacle Foundation. The Pinnacle Foundation, provide scholarships for students between the ages of 17-26, who are planning to study full-time education at a public institution of higher education in Australia, for the purpose of gaining an educational or vocational qualification in any profession, trade or the arts. Applicants must be able to demonstrate that because of their gender identity, sexual orientation or sexual characteristics they have been prevented or hindered from achieving their academic aspirations.

KWM's pre-penultimate program, **Insight**, is looking to implement Wellbeing and LGBTQI+ awareness sessions into their program!

KING & WOOD MALLESONS

KING & WOOD
MALLESONS

LINK OUR LGBTQI+ NETWORK

LINK, our LGBTQI+ Network, is open to all employees at the firm. There are a few options available upon joining. These are as follows:

1. You can join, to be invited to our regular LGBTQI+ events.
2. You can take on a role within LINK's leadership team.
3. You can volunteer your time at any of the events, or donate to help support the initiatives run by LINK.

At KWM, we have a three-year strategic plan for our network, LINK, which cuts across areas like:

- Education
- Community Partnerships
- Partnership Interactions

We're looking for ways to normalise LGBTQI+ inclusion, by applying an 'inclusive lens' in everything we do.

We meet regularly with **Pride in Diversity**, to develop our strategy, in finding ways to improve our inclusive practices and training.

ADVICE

KWM very much supports bringing your whole self to work. Coming to events, such as the *Monash Law Students' Society's - Queer In Law*, will help you figure out what it is you are searching for in a firm.

You may be interested to know that our LGBTQI+ network, LINK, came about through the feedback we received from our clerks and graduates! Everybody at KWM has the opportunity to contribute to life at the firm, including seasonal clerks and graduates. We value your ideas, opinions and contributions.

- **Kellie Wade (Head of Diversity, Inclusion and Wellbeing)**

MADDOCKS



EDUCATION

We are a member of Pride in Diversity and run training with them on LGBTI Awareness – in August 2019 we ran training in every office as a part of our PRIDE Week, culminating in our annual Wear it Purple Day Morning Tea. We are also rolling out LGBTI Awareness training as part of our new starter induction and onboarding program. This is set to commence in September 2019.

POLICIES AND PROCEDURES

All policies and benefits at Maddocks apply equally to all staff regardless of sexual orientation or gender identity. All references in our policies and benefits to a spouse, de facto or intimate partner includes same sex partners, all references to a carer or a parent includes carers and parents of any gender (regardless of whether the relevant person is a biological parent of the child) and all references to a member of your household or an immediate family member includes a same sex partner.

LGBTQI+ INITIATIVES

In Melbourne and Sydney we recently hosted LGBTIQ Law Students Networking Events to introduce students to Maddocks and our PRIDE Committee. We acknowledge important LGBTI awareness days such as IDAHOBIT, Wear it Purple Day and World Aids Day. We sell merchandise to raise money for Minus 18 and utilise other internal programs such as our small grants program to provide additional funding for Minus 18. We participate in the Australian Workplace Equality Index to assist us to benchmark our internal policies, programs and initiatives against what is assessed as best practice in relation to LGBTI workplace inclusion. We are a member of the Interfirm Network which is made up of professional services organisations.

5

TOP TIPS FOR COMMERCIALY INCLINED LGBTQI+ STUDENTS

- LAWYER, SYDNEY OFFICE

BE AUTHENTIC

If you volunteer at an LGBTI charity, don't be afraid to share it. If you are passionate and have worked towards an LGBTI cause, don't be afraid to talk about it. If you were a leader for an LGBTI committee at university, that's great, talk about it – it shows initiative and leadership.

IT'S A NO BRAINER - GET INVOLVED!

Getting involved in a diversity or LGBTI committee within the firm is a great way to liaise with senior lawyers and showcase your great ideas. Put your hand up, especially for networking events! It's also an easy way to meet other visible employees and allies – I've made lots of friends in the workplace this way..

THE WORKPLACE IS USUALLY A MERITOCRACY

Don't be afraid that your sexuality will limit your career progression – this is because the workplace is usually a meritocracy. In a merit-based environment, people forge their own path to leadership, not simply by working hard and smart, but also by expressing unique ideas that have the ability to positively impact their team and their company.

FIND A MENTOR AND RETURN THE FAVOUR

This could be someone in the human resources or people & culture department, a visible partner at the firm or the head of the diversity committee within the firm. Don't forget to support others as well by helping mentor individuals, LGBTI or otherwise, as they can learn from your success and failures throughout their own careers.

TESTING THE WATERS FOR DIVERSITY

Testing LGBTI is the ultimate litmus test for assessing inclusiveness across all operations. If you research a firm and see they have an active LGBTI network or purposeful LGBTI initiatives, the chances are the workplace is going to be an all-round expert in inclusion and a place where you can feel comfortable being yourself.



ADVICE...



"When interviewing as a candidate for a seasonal or graduate position, it's understandable that you might feel reluctant to identify as LGBTI or be unsure how to bring it up.

An easy way to mention it to your interview panel is to talk about a LGBTI sporting or community group or advocacy project that you might have been involved with.

Your interview panel is going to be interested in who you are as a person, not just your academic record and achievements. As long as you feel comfortable discussing it, then a conversation that includes your sexuality is more likely to make you feel at ease and just be yourself - it's helped me decide where I want to work whenever I've identified as gay as part of my interview process."



- SPECIAL COUNSEL, MELBOURNE
OFFICE

MINTERELLISON

PRIME

The Pride Respect and Inclusion at MinterEllison (“PRiME”) Committee is made up of over 40 members across the Australian offices and over 500 members in the PRiME network.

We also have partner champions across each of our offices and active support from our CEO, executive leadership team and board.

The PRiME committee helps to drive our many celebrated LGBTI days of significance – Wear it Purple Day, IDAHOBIT Day, Mardi Gras, Mid Summa, and the anniversary of Marriage Equality. We also host Interfirm and internal thought leadership events to raise awareness of important LGBTI issues globally and within Australia, e.g. increasing the presence and participation of LGBTI+ women in pride networks partnering with Pride in Diversity’s – Sapphire group.

EDUCATION

We run a series of internal training sessions across the firm to raise the capability of our people including LGBTI Awareness sessions, Engaging Allies sessions, PRiME Champions lunches, and Lunch and Learn sessions with guest speakers or topical LGBTI videos.

POLICIES AND PROCEDURES

The firm is committed to supporting all employees who are considering affirming their gender and have a policy that outlines the support available to assist employees through this process.



PRO BONO

We provide pro bono legal advice in excess of \$100k to our client Sydney Gay & Lesbian Mardi Gras, and raise funds for LGBTI charities including The Pinnacle Foundation, Minus 18 and Black Rainbow.

The PRiME Committee engages with our client's pride networks and looks at ways we can collaborate to further LGBTI Inclusion in Australia, including Simon Cooper's efforts to become a founder of the new InterBuild LGBTI+ network for clients in the Property and construction industries.

**MINTER ELLISON IS A GOLD AWEI EMPLOYER
AND HOPE TO REACH PLATINUM BY 2025!**

Q+A SECTION

PRIDE IN DIVERSITY Q&A



How can students best make use of the Index?

The Index is designed to be a roadmap for employers. That said, we do publish the top 10%, the top 20% and the top 40% of submitting employers. Students can look at those groups as examples of more inclusive employers. A number of legal firms are represented in that leading cohort but of course many lawyers work within non legal firms. If a student is looking for an organisation with strong inclusive values and actions, then it is a good list to consider.

What advice does AWEI have for current students going through the employment application process?

I think it is now well known today's generation of new talent do look at cultural fit and inclusion (not just LGBTI) and as such, looking for visible cues of inclusion during the application process would make sense. Through the benchmark we do encourage our members to get very explicit about the LGBTI inclusion credentials during the recruiting cycle and also the onboarding and induction processes. For example, we encourage our members to move towards forms and documents that recognise sexual orientation and gender identity diversity.

What does 'pride' and 'diversity' mean to PID?

Great question - potentially never ending answer. Our mission is to encourage employer organisations to really forensically ensure their workplace culture, policies and processes are such that every employee can bring their own self to work, for the benefit of both employers and employees. As such employers can be proud of their organisation as they have leveraged the diversity of talent available to them.

What are some of the biggest changes that PID has seen with the implementation of the AWEI, with regard to human resource policies and procedures in Melbourne's legal sector?

We don't see the Victorian legal sector is significantly different from other sectors or other geographies. As the benchmark outlines, we see 5/6 broad areas of real work that is needed to achieve a truly LGBTI inclusive workforce. These include policy inclusion; enablement, employee inputs regarding a network; executive leadership; "ally" development; community engagement and communications. If a firm is prepared to work those work streams, they shall be successful. The challenge remains time and effort and leadership support.

Where do you see the future of 'diversity & inclusion' in workplaces?

I would like to think that the need for such overt focus on LGBTI inclusion will no longer be required in 5 or 10 years as LGBTI inclusion will be so institutionalised in the workplace and examples of bad behaviours are few and far between. The inherent inclusive behaviours of younger members of the workforce and the more empathetic approaches by young folk generally bodes well for this trajectory. However, the journey for gender equality and inclusion highlights how long and vigilant the journey needs to be.

Pride in Diversity is the national not-for-profit employer support program for LGBTI workplace inclusion specialising in HR, organisational change and workplace diversity. Pride in Diversity publishes the **Australian Workplace Equality Index (AWEI)**, Australia's national benchmarking instrument for LGBTI workplace inclusion from which Top Employers for LGBTI people is determined. Look online to see how your employer or potential employer ranks.

**- MARK LATCHFORD,
ASSOCIATE DIRECTOR**



OUT FOR AUSTRALIA Q&A



WHO IS OUT FOR AUSTRALIA?

Out For Australia (OFA) exists to support and mentor LGBTQIA+ students and young professionals to be their most authentic selves in the workplace. Starting your career is hard enough, let alone having to worry about hiding your identity. We provide Australia's largest professional LGBTQIA+ mentoring program, we run a regular calendar of diverse events focusing on different issues relating to our community and being your most authentic self in the workplace. - **Frances Gamble, Victorian Director**

TOP TIPS FROM BLAKE CONNELL - CHIEF OPERATING OFFICER

1. BE OPEN TO THE EXPERIENCE.

It can feel weird sometimes to speak openly to a new person about where you want to go in life, but remember that all our mentors have signed up because they want to help you - so just throw yourself in the deep end!

2. HAVE AN OPEN MIND.

Have an open mind about what a successful career (and life!) looks like because you never know what kind of role you could thrive in. Some of our most successful mentorships are those where the mentee and mentor are from very different fields, and the mentee ends up embarking upon a whole new career track that they never would have imagined for themselves!

Have an open mind about getting help from someone within the LGBTIQ community who doesn't share your exact same gender, sexuality or other identity. Our mentoring program is wonderful because all LGBTIQ people and allies are welcome to join and there are no restrictions on who can be paired with who. Sometimes it's important to partner with someone who shares your same lived experiences, but in other occasions, the advice you need might actually come from someone whose life has been very different to yours.

HOW CAN STUDENTS GET INVOLVED?

Sign up to our mentoring program. It's 100% free and everything you need to sign up can be found online.

You can choose from a wide variety of mentors working in an extremely wide range of disciplines.

In addition, you are welcome to formally volunteer with us. To apply for a volunteer position, head online where you'll see the roles available and how to apply.

HOW TO MAKE THE MOST OF YOUR OFA EXPERIENCE...

TOP TIPS FROM FRANCES - VICTORIAN DIRECTOR, OFA.

Your mentor is there to help you, they've signed up for that very reason. Approach mentoring with an open mind, but still try to think about a few goals you might want to achieve.

You having an idea of what you want to get out of mentoring will help both of you get the most out of your mentoring relationship.

Whether it's help preparing for a job interview, advice on your career, looking over your CV, understanding the job opportunities available to someone with your experience, having at least one thing to take to your first meeting will help you have something tangible to work through.



HOW DOES OFA HELP STUDENTS TRANSITION FROM UNIVERSITY TO THE WORKPLACE?

WHAT ADVICE WOULD YOU GIVE TO LAW STUDENTS WHO ARE CURRENTLY, OR ABOUT TO GO THROUGH, THE EMPLOYMENT APPLICATION PROCESS?

Have an open mind about where a law degree could take you. Our mentoring program is FULL of current and ex lawyers and legal professionals, and their stories show that there are so many different exciting paths out there for people with a legal background. I'll sound like a broken record, but sign up to our mentoring program wherever you want to go - our mentors can help you with so many different aspects of the application process, and beyond!" - **Blake**

"Out For Australia's networking events provide students the opportunity to meet with other LGBTQIA+ professionals in a safe environment. It can be extremely daunting to enter the workforce when you feel like you are the only 'queer' person in the room. By bringing together LGBTQIA+ professionals and students and allowing people to share their stories OFA events help people feel more connected."

- **Rhiannon (Volunteer)**

IF YOU COULD GO BACK AND TELL YOURSELF ONE THING YOUR FIRST YEAR OF UNIVERSITY, WHAT WOULD YOU SAY TO YOURSELF?

"I would say... sign up for the OFA mentoring program earlier than you did, and have a much more open mind about where your law degree is going to take you!" - **Blake**

"Make the most of your uni experience, get involved, volunteer if you can, make friends and connections. The grades are important too, but make sure you're enjoying yourself!" - **Frances**

ADDITIONAL RESOURCES

USEFUL RESOURCES



Join a community group

There are many community organisations discussing LGBTIQI issues. Find a local one through the [Rainbow Network](#).



Call or log on to the Switchboard / Qlife

Switchboard in partnership with Qlife is a national phone counselling service. We are open between 3pm – Midnight everyday. Call 1800 184 527 or [webchat](#)



No to Homophobia

No to homophobia provides resources on how to address homophobia when it happens. You can find out more info



You have rights!

If you experience discrimination you have the right to make a complaint to the Victorian Human rights Commission. You can find out more info



Transgender Victoria Resource Page



Transgender Victoria have a great website full of information including a resources page.



Listen to Joy 94.9

Australia's only 24/7 LGBTIQI radio station.

rainbow families

Rainbow Families Victoria

Rainbow Families Council

A community organisation for rainbow families.



Safe Schools

Debunking the Safe Schools myths:



Rainbow Network

Rainbow Network (Find a LGBTIQ+ youth group across Victoria)



Bisexual Alliance Victoria

Bisexual Alliance Victoria Inc. is a non-profit volunteer-run organisation dedicated to promoting the acceptance of bisexuals in LGBTI and mainstream society.



equalityaustralia.org.au

Lifeline

For all ages. Call 13 11 14 Visit lifeline.org.au



Trans and Gender Diverse Anxiety Support Group

Transgender Victoria and the Anxiety Recovery Centre Victoria (ARCVic) have partnered to create a support group that provides information and self-help opportunities for trans and gender diverse (TGD) people experiencing anxiety.



The background of the image is a vibrant rainbow with curved, overlapping bands of color. The colors transition from deep red at the top, through orange, yellow, green, and finally to blue at the bottom. A solid black rectangular box is positioned in the center-right of the image, containing the title text in white.

THE + GUIDE 2019