

**Deloitte.**

# Support for Trans- & Gender Diverse Applicants

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V 1.0





## Introduction

Deloitte are committed to creating a safe, respectful and inclusive culture. We support and encourage applicants from people of all different walks of life: all sexual orientations, intersex statuses, cultural backgrounds, gender expressions and identities – as well as from those living with disability.

### In this Resource

- Inclusion and diversity
- Recruitment process
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# Inclusion & Diversity

At Deloitte, we know that each one of us has walked many different paths in our lives and we bring the richness and colour of our experiences to the workplace, every day.

Inclusion, diversity and wellbeing are central to our culture, embedded in our FY24 business strategy and aligned with our commitment to respect, ethics and integrity. We welcome applications from all diverse backgrounds, experiences, identities and abilities, but we recognise that in some cases individuals may benefit from additional support – we have developed this resource to assist trans and gender diverse applicants as well as the broader LGBTI community to apply for a role at Deloitte.

This is just part of our commitment to fostering a culture of inclusion, where our people feel psychologically safe, provided with equal choice and opportunities, and are supported to reach their full potential.







# Recruitment Process

Deloitte is committed to delivering a consistent and timely process for all candidates throughout the recruitment and selection experience. Due to the diversity of our business, the process and timing for service lines may vary.

Your Recruitment Consultant will communicate a more detailed process relevant to the particular role you have applied for. In general the process covers: Application, Initial Screening, Interview Process, Testing (where applicable) Pre-employment checks and Offer.

Please contact your recruitment consultant at any stage if you have any questions about the recruitment process, including:

- submitting your application
- providing identity documents
- attending a job interview, assessment centre or medical assessment.

Our entire Talent Acquisition team have been trained by Pride and Diversity in December 2020, on how to support Trans and Gender Diverse individuals in the recruitment process.



# Our GLOBE Community

## **GLOBE Network**

Deloitte is a two time Gold recipient in the Pride in Diversity Annual Workplace Equality Index (2020, 2018) and a one time Silver recipient (2019).

GLOBE is Deloitte Australia's gay, lesbian, bisexual, transgender and intersex (LGBTI+) leadership forum and member community.

GLOBE's activities support our overall goal of building an environment in which all our people feel valued, heard and accepted.

Led by consulting partner, Robbie Robertson and committee chairperson Adrian Letilovic, the GLOBE Advisory Group comprises several LGBTI+ 'Out Role Models' from a number of business units who collectively determine our LGBTI+ inclusion strategy and work with the broader business to ensure this culture is embedded into everything we do.

## **GLOBE Allies**

The GLOBE Ally Network is led by Partner, Trish Wilson and is a way for LGBTI+ supporters to make a difference in our GLOBE community. It's not about just valuing LGBTI+ colleagues in the workplace; it's about taking an active part to drive a culture of inclusion.

Many of our staff are LGBTI+ Allies. Allies are people who don't identify as being LGBTI+ but actively support LGBTI+ rights and inclusion.

Led by consulting partner Trish Wilson, our GLOBE allies work tirelessly to ensure LGBTI+ inclusion visible in our workplace by:

- raising awareness and showing how to be inclusive
- celebrating LGBTI+ days of significance
- representing the needs of LGBTI+ staff across the organisation and wider Australian Public Service.



# Policies and Training

## **Our policies**

Our policies are inclusive and apply to all staff, regardless of their sexuality, gender identity or gender expression. Same sex couples can access the same partner and child related leave as other staff. This some examples of this are Parental leave and carer's leave.

Parental leave includes leave for all of the following:

- birth
- adoption
- fostering
- surrogacy.

We actively encourage staff to express the gender identity they are comfortable with. This includes their choice of business clothes and access to the facilities they feel comfortable using.

## **Our training and support programs**

We have programs and services in place to ensure our workplace is culturally safe and inclusive. This includes LGBTI+ training and resources.

All staff and their families have access to support services through our Partner & Employee Assistance Program provider, Assure.



# Support for Trans & Gender Diverse staff

Staff of all gender identities know they are welcome in our workplaces through visible signs of support, including:

- policies to ensure transgender and gender diverse staff have fair access to leave for themselves and their families
- access to surrogacy leave for staff who become parents using legal surrogacy
- choice to wear business clothes that express gender identity
- choice to use the building facilities staff are comfortable with
- Dedicated paid leave for staff who undertake gender affirmation
- access to a supportive community through the GLOBE & GLOBE Allies
- 2-way communication through the our LGBTI+ trained HR staff in all business units and through our GLOBE Network Steering Committee

## Have questions? Need more support?

If you are considering or have applied for a role with Deloitte and you have questions or need further support as it relates to any of the information outlined in this document – please reach out to our Inclusion, Diversity & Wellbeing team by emailing [inclusionAU@deloitte.com.au](mailto:inclusionAU@deloitte.com.au).

Please include your full name and the job requisition number for the position you are applying and a member of our team will get back to you to assist.